

# **Kansas City, MO–KS National Compensation Survey September 2007**

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# Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to [NCSinfo@bls.gov](mailto:NCSinfo@bls.gov).

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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# Introduction

The tables in this bulletin summarize the NCS results for the Kansas City, MO–KS, Metropolitan Statistical Area (MSA). Data were collected between March 2007 and April 2008; the average reference month is September 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

## NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

## Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

## About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Kansas City, MO-KS, September 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$20.15	4.7	36.1	\$19.59	5.2	35.9	\$24.28	3.9	37.6
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	30.67	3.2	38.7	30.92	3.6	39.2	29.80	6.5	36.9
Management, business, and financial .....	31.66	6.0	41.1	31.67	6.6	41.3	31.58	11.4	39.9
Professional and related .....	30.14	3.5	37.5	30.43	3.9	37.9	29.39	7.8	36.3
Service .....	11.28	14.4	31.5	9.31	9.1	30.0	19.25	10.9	39.3
Sales and office .....	16.51	4.7	36.1	16.58	4.9	36.0	15.37	7.6	37.0
Sales and related .....	18.61	10.2	32.5	18.69	10.4	32.5	—	—	—
Office and administrative support .....	15.84	5.0	37.4	15.86	5.4	37.4	15.58	7.7	37.0
Natural resources, construction, and maintenance .....	19.42	5.3	39.0	19.47	5.4	39.0	17.79	1.6	40.0
Construction and extraction .....	20.07	6.8	38.7	20.17	6.9	38.7	—	—	—
Installation, maintenance, and repair .....	19.57	5.8	39.4	19.58	6.2	39.3	—	—	—
Production, transportation, and material moving .....	16.13	6.1	33.4	15.91	5.9	33.3	—	—	—
Production .....	18.14	12.8	39.2	17.76	12.5	39.2	—	—	—
Transportation and material moving .....	14.21	7.4	29.3	14.21	7.5	29.3	—	—	—
Full time .....	21.35	3.9	40.0	20.83	4.2	40.0	25.03	3.7	39.6
Part time .....	11.24	10.4	21.0	10.87	10.8	20.8	15.54	5.5	23.5
Union .....	23.28	3.8	39.1	22.08	5.0	38.4	26.00	3.1	40.6
Nonunion .....	19.81	5.0	35.8	19.38	5.5	35.7	23.70	5.4	36.7
Time .....	19.84	4.9	36.0	19.19	5.5	35.8	24.28	3.9	37.6
Incentive .....	24.17	7.5	36.7	24.17	7.5	36.7	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	17.16	7.7	35.2	17.17	8.0	35.1	16.93	2.9	37.6
100-499 workers .....	20.49	5.6	37.0	20.00	5.8	36.8	25.04	12.1	39.1
500 workers or more .....	26.11	2.6	37.0	26.52	3.6	37.0	25.31	2.0	37.1

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

<sup>3</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>4</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>5</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>6</sup> Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$20.15	4.7	\$21.35	3.9	\$11.24	10.4
<b>Management occupations</b> .....	33.44	8.8	33.45	8.8	—	—
Level 7 .....	14.14	7.8	14.14	7.8	—	—
Level 9 .....	25.92	3.8	25.92	3.8	—	—
Level 11 .....	31.63	9.8	31.63	9.8	—	—
Not able to be leveled .....	47.77	9.3	47.84	9.3	—	—
General and operations managers .....	33.09	7.9	33.09	7.9	—	—
Financial managers .....	31.23	4.9	31.23	4.9	—	—
Not able to be leveled .....	31.50	9.7	31.50	9.7	—	—
Medical and health services managers .....	40.28	29.2	40.28	29.2	—	—
<b>Business and financial operations occupations</b> .....	29.82	6.7	29.83	6.7	—	—
Level 7 .....	21.50	7.4	21.50	7.4	—	—
Level 9 .....	26.49	8.4	26.49	8.4	—	—
Level 11 .....	38.40	4.4	38.40	4.4	—	—
Not able to be leveled .....	31.44	9.1	31.44	9.1	—	—
Buyers and purchasing agents .....	29.15	9.6	29.15	9.6	—	—
Human resources, training, and labor relations specialists .....	29.11	19.9	29.11	19.9	—	—
Management analysts .....	34.35	14.4	34.35	14.4	—	—
Financial analysts and advisors .....	30.74	13.9	30.74	13.9	—	—
<b>Computer and mathematical science occupations</b> .....	34.68	6.0	34.02	4.9	—	—
Level 8 .....	25.20	3.2	25.20	3.2	—	—
Level 9 .....	33.69	4.3	33.69	4.3	—	—
Level 11 .....	32.98	2.6	32.98	2.6	—	—
Not able to be leveled .....	37.21	6.3	37.21	6.3	—	—
Computer programmers .....	27.73	10.5	27.73	10.5	—	—
Computer software engineers .....	33.44	13.6	33.44	13.6	—	—
Computer systems analysts .....	32.15	4.5	32.15	4.5	—	—
<b>Architecture and engineering occupations</b> .....	35.48	3.1	35.48	3.1	—	—
Level 9 .....	31.91	3.2	31.91	3.2	—	—
Level 11 .....	38.64	2.7	38.64	2.7	—	—
Level 12 .....	42.85	1.7	42.85	1.7	—	—
Engineers .....	37.46	3.7	37.46	3.7	—	—
Level 9 .....	33.71	2.5	33.71	2.5	—	—
Level 11 .....	38.57	2.9	38.57	2.9	—	—
Level 12 .....	42.85	1.7	42.85	1.7	—	—
Electrical engineers .....	35.89	11.2	35.89	11.2	—	—
<b>Life, physical, and social science occupations</b> .....	27.25	27.1	35.63	8.8	—	—
<b>Community and social services occupations</b> .....	15.72	11.1	17.02	9.5	—	—
<b>Legal occupations</b> .....	46.36	23.1	46.36	23.1	—	—
<b>Education, training, and library occupations</b> .....	26.87	4.4	28.11	5.7	14.98	3.9
Level 4 .....	11.81	4.3	—	—	—	—
Level 8 .....	24.31	7.4	25.29	.5	—	—
Level 9 .....	33.73	2.4	33.85	2.2	—	—
Postsecondary teachers .....	28.51	13.0	28.45	14.0	—	—
Primary, secondary, and special education school teachers .....	30.74	4.7	31.15	5.6	—	—
Level 9 .....	33.38	2.1	33.47	1.8	—	—
Elementary and middle school teachers .....	32.13	6.6	32.13	6.6	—	—
Level 9 .....	32.98	4.1	32.98	4.1	—	—
Elementary school teachers, except special education .....	31.47	9.0	31.47	9.0	—	—
Level 9 .....	32.19	7.0	32.19	7.0	—	—
Middle school teachers, except special and vocational education .....	33.27	2.6	33.27	2.6	—	—
Level 9 .....	34.47	1.4	34.47	1.4	—	—
Secondary school teachers .....	31.84	1.8	33.48	4.2	—	—
Level 9 .....	34.77	2.3	35.11	1.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Education, training, and library occupations</b> —Continued						
Secondary school teachers, except special and vocational education .....	\$31.07	7.6	\$32.91	0.3	—	—
Level 9 .....	33.88	1.7	34.26	2.3	—	—
Other teachers and instructors .....	18.65	3.8	—	—	\$14.07	3.3
Teacher assistants .....	11.69	5.0	—	—	—	—
Level 4 .....	11.81	4.3	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b>						
Writers and editors .....	27.08	11.4	27.17	11.3	—	—
Editors .....	22.34	9.6	22.34	9.6	—	—
Editors .....	22.34	9.6	22.34	9.6	—	—
<b>Healthcare practitioner and technical occupations</b>						
Level 5 .....	27.32	10.0	27.44	10.7	26.37	4.8
Level 7 .....	17.45	2.4	17.31	1.9	—	—
Level 8 .....	25.72	6.5	25.70	6.8	—	—
Level 8 .....	24.66	1.5	23.61	1.8	26.48	3.1
Level 9 .....	27.46	.9	27.21	1.2	29.10	6.4
Level 11 .....	42.14	10.8	44.15	10.9	—	—
Not able to be leveled .....	34.72	20.8	—	—	—	—
Registered nurses .....	26.81	2.3	26.17	1.7	28.82	2.4
Level 8 .....	25.75	4.9	—	—	—	—
Level 9 .....	27.20	1.3	26.79	1.5	29.10	6.4
Therapists .....	28.50	5.8	30.04	5.9	—	—
Diagnostic related technologists and technicians .....	25.65	5.9	26.05	6.8	—	—
Radiologic technologists and technicians .....	26.43	1.5	26.43	1.5	—	—
Licensed practical and licensed vocational nurses .....	17.60	2.3	17.88	1.4	—	—
Level 6 .....	18.19	1.1	18.19	1.1	—	—
Medical records and health information technicians .....	14.93	4.9	14.93	4.9	—	—
<b>Healthcare support occupations</b>						
Level 3 .....	11.51	3.2	13.18	10.6	—	—
Level 3 .....	10.91	4.0	10.85	4.7	—	—
Level 4 .....	13.04	6.6	13.04	6.6	—	—
Nursing, psychiatric, and home health aides .....	9.60	7.2	10.68	3.0	—	—
Level 3 .....	11.24	5.2	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.33	3.8	11.26	4.1	—	—
Level 3 .....	11.24	5.2	—	—	—	—
Miscellaneous healthcare support occupations .....	15.68	13.0	16.02	12.7	—	—
<b>Protective service occupations</b>						
Level 6 .....	20.93	8.9	22.11	6.3	13.01	15.7
Level 6 .....	19.46	13.1	20.24	10.5	—	—
Police officers .....	22.07	13.2	—	—	—	—
Police and sheriff's patrol officers .....	22.07	13.2	—	—	—	—
Security guards and gaming surveillance officers .....	12.29	15.3	—	—	—	—
Security guards .....	12.36	20.0	—	—	—	—
<b>Food preparation and serving related occupations</b>						
Level 1 .....	8.26	11.6	8.91	15.1	7.41	6.3
Level 1 .....	6.97	3.2	—	—	6.80	1.2
Level 2 .....	6.57	11.6	5.47	8.6	7.83	12.3
Level 3 .....	9.21	4.5	9.21	4.8	—	—
First-line supervisors/managers, food preparation and serving workers .....	11.09	22.0	—	—	—	—
Cooks .....	8.14	5.5	8.88	4.7	7.48	6.6
Level 3 .....	9.08	4.7	8.99	3.9	—	—
Cooks, institution and cafeteria .....	10.28	2.3	—	—	—	—
Food preparation workers .....	10.31	5.5	—	—	—	—
Fast food and counter workers .....	7.05	1.3	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b>						
Level 1 .....	10.41	4.1	10.27	5.4	10.70	6.4
Level 1 .....	9.64	10.6	—	—	—	—
Building cleaning workers .....	10.25	7.0	10.32	7.8	—	—
Level 1 .....	9.49	12.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.09	8.7	10.86	8.6	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Personal care and service occupations</b> .....	\$9.72	5.8	\$10.77	4.4	\$8.29	11.9
Level 3 .....	9.10	9.5	9.67	7.4	—	—
<b>Sales and related occupations</b> .....	18.61	10.2	21.05	12.2	11.73	10.4
Level 1 .....	8.58	1.8	—	—	—	—
Level 3 .....	8.64	1.9	—	—	8.45	2.4
Level 5 .....	—	—	19.14	2.8	—	—
Level 7 .....	25.19	15.0	25.19	15.0	—	—
Retail sales workers .....	12.89	13.5	13.82	10.5	11.90	15.5
Level 3 .....	8.77	3.0	—	—	—	—
Cashiers, all workers .....	9.21	2.0	10.13	5.1	8.51	.9
Cashiers .....	9.19	2.1	10.11	5.2	8.51	.9
Retail salespersons .....	16.81	14.1	16.57	2.2	17.18	29.2
Level 3 .....	8.88	4.5	—	—	8.67	5.3
Sales representatives, wholesale and manufacturing .....	32.13	18.8	32.13	18.8	—	—
<b>Office and administrative support occupations</b> .....	15.84	5.0	16.09	4.9	11.21	10.2
Level 2 .....	12.33	5.1	—	—	—	—
Level 3 .....	11.89	5.0	12.14	5.0	10.44	13.7
Level 4 .....	14.97	3.0	15.02	3.0	—	—
Level 5 .....	17.23	3.2	17.22	3.3	—	—
Level 6 .....	19.80	3.2	19.80	3.2	—	—
Level 7 .....	21.09	5.6	21.09	5.6	—	—
Not able to be leveled .....	15.66	11.4	15.62	11.7	—	—
First-line supervisors/managers of office and administrative support workers .....	27.51	7.1	27.51	7.1	—	—
Financial clerks .....	13.15	5.5	13.24	6.1	—	—
Level 2 .....	9.80	3.0	—	—	—	—
Level 3 .....	12.79	6.9	12.79	6.9	—	—
Level 4 .....	14.36	11.1	14.36	11.1	—	—
Bookkeeping, accounting, and auditing clerks .....	15.69	4.3	15.69	4.3	—	—
Level 4 .....	16.71	5.3	16.71	5.3	—	—
Tellers .....	10.55	2.9	10.52	3.0	—	—
Customer service representatives .....	14.84	6.5	14.83	6.5	—	—
Level 4 .....	15.56	7.1	15.56	7.1	—	—
Receptionists and information clerks .....	13.77	2.5	—	—	—	—
Shipping, receiving, and traffic clerks .....	14.78	11.6	14.78	11.6	—	—
Level 4 .....	16.80	11.3	16.80	11.3	—	—
Secretaries and administrative assistants .....	19.08	3.2	19.18	3.2	—	—
Level 4 .....	15.41	3.7	15.53	3.5	—	—
Level 5 .....	17.90	5.1	17.90	5.1	—	—
Level 6 .....	20.79	2.6	20.79	2.6	—	—
Executive secretaries and administrative assistants .....	20.43	6.3	20.43	6.3	—	—
Secretaries, except legal, medical, and executive .....	17.90	3.7	18.10	3.7	—	—
Level 4 .....	15.71	4.5	15.87	4.2	—	—
Office clerks, general .....	12.72	14.0	12.60	15.2	—	—
<b>Construction and extraction occupations</b> .....	20.07	6.8	20.11	6.9	—	—
Construction laborers .....	19.45	9.3	19.45	9.3	—	—
<b>Installation, maintenance, and repair occupations</b> .....	19.57	5.8	19.73	5.3	—	—
Level 5 .....	17.72	10.5	17.72	10.5	—	—
Level 6 .....	21.67	4.4	21.67	4.4	—	—
Level 7 .....	21.87	7.3	21.87	7.3	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.64	5.3	18.64	5.3	—	—
Maintenance and repair workers, general .....	17.23	7.4	17.23	7.4	—	—
Miscellaneous installation, maintenance, and repair workers .....	18.95	10.4	18.95	10.4	—	—
<b>Production occupations</b> .....	18.14	12.8	18.37	13.6	—	—
Level 3 .....	25.39	5.8	26.70	3.6	—	—
Level 4 .....	14.68	4.8	14.68	4.8	—	—
Level 5 .....	20.66	3.0	20.66	3.0	—	—
Level 7 .....	24.30	2.3	24.30	2.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations —Continued</b>						
First-line supervisors/managers of production and operating workers .....	\$23.30	0.7	\$23.30	0.7	—	—
Level 7 .....	23.21	.5	23.21	.5	—	—
Miscellaneous assemblers and fabricators .....	19.86	24.4	19.86	24.4	—	—
Inspectors, testers, sorters, samplers, and weighers .....	26.32	2.4	26.32	2.4	—	—
<b>Transportation and material moving occupations .....</b>	14.21	7.4	15.52	10.8	\$10.23	9.3
Level 1 .....	8.12	6.7	—	—	—	—
Level 2 .....	12.80	6.9	13.71	6.2	11.87	8.3
Level 4 .....	21.26	3.6	21.34	3.7	—	—
Level 5 .....	17.20	14.4	17.20	14.4	—	—
Driver/sales workers and truck drivers .....	11.88	17.6	12.97	23.8	—	—
Laborers and material movers, hand .....	13.24	7.9	14.68	6.5	10.89	10.2
Level 2 .....	12.66	7.4	13.54	6.5	11.71	8.7
Laborers and freight, stock, and material movers, hand .....	13.52	8.4	15.26	6.9	11.13	10.7
Level 2 .....	12.98	8.2	—	—	12.00	8.3
Packers and packagers, hand .....	11.89	6.1	12.71	4.5	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.59	5.2	\$20.83	4.2	\$10.87	10.8
<b>Management occupations</b> .....	34.03	9.7	34.04	9.7	—	—
Level 9 .....	25.92	3.8	25.92	3.8	—	—
Level 11 .....	28.81	9.9	28.81	9.9	—	—
Not able to be leveled .....	47.77	9.3	47.84	9.3	—	—
Financial managers .....	31.23	4.9	31.23	4.9	—	—
Not able to be leveled .....	31.50	9.7	31.50	9.7	—	—
Medical and health services managers .....	45.59	30.6	45.59	30.6	—	—
<b>Business and financial operations occupations</b> .....	29.34	7.1	29.34	7.1	—	—
Level 7 .....	20.14	3.8	20.14	3.8	—	—
Level 9 .....	26.23	8.9	26.23	8.9	—	—
Level 11 .....	37.88	4.3	37.88	4.3	—	—
Not able to be leveled .....	31.44	9.1	31.44	9.1	—	—
Buyers and purchasing agents .....	29.15	9.6	29.15	9.6	—	—
Human resources, training, and labor relations specialists .....	23.13	12.3	23.13	12.3	—	—
Management analysts .....	34.40	16.2	34.40	16.2	—	—
Financial analysts and advisors .....	30.74	13.9	30.74	13.9	—	—
<b>Computer and mathematical science occupations</b> .....	35.41	6.3	34.72	5.3	—	—
Level 9 .....	33.69	4.3	33.69	4.3	—	—
Level 11 .....	32.98	2.6	32.98	2.6	—	—
Not able to be leveled .....	37.21	6.3	37.21	6.3	—	—
Computer programmers .....	27.73	10.5	27.73	10.5	—	—
Computer systems analysts .....	32.15	4.5	32.15	4.5	—	—
<b>Architecture and engineering occupations</b> .....	36.09	3.0	36.09	3.0	—	—
Level 9 .....	33.40	2.9	33.40	2.9	—	—
Level 11 .....	38.64	2.7	38.64	2.7	—	—
Level 12 .....	42.85	1.7	42.85	1.7	—	—
Engineers .....	37.46	3.7	37.46	3.7	—	—
Level 9 .....	33.71	2.5	33.71	2.5	—	—
Level 11 .....	38.57	2.9	38.57	2.9	—	—
Level 12 .....	42.85	1.7	42.85	1.7	—	—
Electrical engineers .....	35.89	11.2	35.89	11.2	—	—
<b>Life, physical, and social science occupations</b> .....	26.24	31.0	34.53	8.0	—	—
<b>Legal occupations</b> .....	41.66	28.8	41.66	28.8	—	—
<b>Education, training, and library occupations</b> .....	22.50	9.4	22.35	9.3	—	—
Postsecondary teachers .....	25.86	10.5	25.55	10.2	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	27.08	11.4	27.17	11.3	—	—
Writers and editors .....	22.34	9.6	22.34	9.6	—	—
Editors .....	22.34	9.6	22.34	9.6	—	—
<b>Healthcare practitioner and technical occupations</b> .....	27.39	12.0	27.51	12.8	26.39	5.6
Level 5 .....	17.33	2.2	17.18	1.5	—	—
Level 7 .....	24.65	1.2	24.53	.5	—	—
Level 8 .....	24.60	1.6	23.33	2.7	—	—
Level 9 .....	27.19	1.1	26.80	1.2	29.10	6.4
Level 11 .....	42.14	10.8	44.15	10.9	—	—
Not able to be leveled .....	34.72	20.8	—	—	—	—
Registered nurses .....	26.87	2.6	26.22	2.0	28.81	2.7
Level 8 .....	25.32	6.8	—	—	—	—
Level 9 .....	27.44	1.2	27.00	1.6	29.10	6.4
Diagnostic related technologists and technicians .....	25.24	7.1	25.72	8.4	—	—
Licensed practical and licensed vocational nurses .....	17.60	2.3	17.88	1.4	—	—
Level 6 .....	18.19	1.1	18.19	1.1	—	—
<b>Healthcare support occupations</b> .....	11.43	1.9	13.79	13.0	—	—
Level 3 .....	10.84	3.9	10.85	4.7	—	—
Level 4 .....	13.04	6.6	13.04	6.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Healthcare support occupations —Continued</b>						
Nursing, psychiatric, and home health aides .....	—	—	\$11.26	4.1	—	—
Level 3 .....	\$11.16	5.0	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.27	3.9	11.26	4.1	—	—
Level 3 .....	11.16	5.0	—	—	—	—
Miscellaneous healthcare support occupations .....	15.71	16.5	16.15	16.3	—	—
<b>Protective service occupations .....</b>						
Security guards and gaming surveillance officers .....	13.74	12.8	16.07	7.4	—	—
Security guards .....	12.29	15.3	—	—	—	—
Security guards .....	12.36	20.0	—	—	—	—
<b>Food preparation and serving related occupations .....</b>						
Level 1 .....	7.89	6.4	8.30	7.1	\$7.36	5.7
Level 2 .....	6.97	3.2	—	—	6.80	1.2
Level 3 .....	6.57	11.6	5.47	8.6	7.83	12.3
Level 3 .....	9.18	4.3	9.21	4.8	—	—
Cooks .....	8.09	5.1	8.88	4.7	—	—
Level 3 .....	8.99	3.9	8.99	3.9	—	—
Cooks, institution and cafeteria .....	10.15	2.2	—	—	—	—
Food preparation workers .....	10.31	5.5	—	—	—	—
Fast food and counter workers .....	7.05	1.3	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations .....</b>						
Level 1 .....	10.20	3.8	9.93	4.6	10.70	6.4
Level 1 .....	9.64	10.6	—	—	—	—
Building cleaning workers .....	9.93	6.8	9.79	7.0	—	—
Level 1 .....	9.49	12.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	9.51	5.5	10.12	5.2	—	—
<b>Personal care and service occupations .....</b>						
Level 3 .....	9.47	6.4	10.65	4.9	7.69	12.5
Level 3 .....	8.60	8.8	—	—	—	—
<b>Sales and related occupations .....</b>						
Level 1 .....	18.69	10.4	21.18	12.5	11.73	10.4
Level 3 .....	8.58	1.8	—	—	—	—
Level 3 .....	8.64	1.9	—	—	8.45	2.4
Level 5 .....	—	—	19.14	2.8	—	—
Level 7 .....	25.19	15.0	25.19	15.0	—	—
Retail sales workers .....	12.96	13.4	13.98	10.0	11.90	15.5
Level 3 .....	8.77	3.0	—	—	—	—
Cashiers, all workers .....	9.18	2.2	10.16	5.6	8.51	.9
Cashiers .....	9.17	2.3	10.14	5.7	8.51	.9
Retail salespersons .....	16.81	14.1	16.57	2.2	17.18	29.2
Level 3 .....	8.88	4.5	—	—	8.67	5.3
Sales representatives, wholesale and manufacturing .....	32.13	18.8	32.13	18.8	—	—
<b>Office and administrative support occupations .....</b>						
Level 2 .....	15.86	5.4	16.11	5.3	11.37	10.8
Level 2 .....	12.40	4.8	—	—	—	—
Level 3 .....	11.90	5.0	12.14	5.0	—	—
Level 4 .....	15.02	3.2	15.06	3.2	—	—
Level 5 .....	17.65	2.6	17.64	2.6	—	—
Level 6 .....	20.41	2.2	20.41	2.2	—	—
Level 7 .....	20.79	6.4	20.79	6.4	—	—
Not able to be leveled .....	15.66	11.4	15.62	11.7	—	—
First-line supervisors/managers of office and administrative support workers .....	28.94	2.9	28.94	2.9	—	—
Financial clerks .....	13.15	5.5	13.24	6.1	—	—
Level 2 .....	9.80	3.0	—	—	—	—
Level 3 .....	12.79	6.9	12.79	6.9	—	—
Level 4 .....	14.36	11.1	14.36	11.1	—	—
Bookkeeping, accounting, and auditing clerks .....	15.69	4.3	15.69	4.3	—	—
Level 4 .....	16.71	5.3	16.71	5.3	—	—
Tellers .....	10.55	2.9	10.52	3.0	—	—
Customer service representatives .....	14.80	6.7	14.79	6.7	—	—
Level 4 .....	15.52	8.0	15.52	8.0	—	—
Receptionists and information clerks .....	13.77	2.5	—	—	—	—
Shipping, receiving, and traffic clerks .....	14.78	11.6	14.78	11.6	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> —Continued						
Shipping, receiving, and traffic clerks —Continued						
Level 4 .....	\$16.80	11.3	\$16.80	11.3	—	—
Secretaries and administrative assistants .....	19.79	2.9	19.79	2.9	—	—
Level 4 .....	16.05	5.0	16.05	5.0	—	—
Executive secretaries and administrative assistants ....	20.72	6.8	20.72	6.8	—	—
Secretaries, except legal, medical, and executive .....	18.78	4.4	18.78	4.4	—	—
Level 4 .....	16.30	6.1	16.30	6.1	—	—
Office clerks, general .....	12.72	14.0	12.60	15.2	—	—
<b>Construction and extraction occupations</b> .....	20.17	6.9	20.22	7.0	—	—
Construction laborers .....	19.45	9.3	19.45	9.3	—	—
<b>Installation, maintenance, and repair occupations</b> .....	19.58	6.2	19.75	5.6	—	—
Level 5 .....	17.46	12.2	17.46	12.2	—	—
Level 6 .....	21.67	4.4	21.67	4.4	—	—
Level 7 .....	21.87	7.3	21.87	7.3	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.31	6.8	18.31	6.8	—	—
Maintenance and repair workers, general .....	15.27	5.3	15.27	5.3	—	—
<b>Production occupations</b> .....	17.76	12.5	17.99	13.4	—	—
Level 3 .....	25.39	5.8	26.70	3.6	—	—
Level 4 .....	14.68	4.8	14.68	4.8	—	—
Level 5 .....	20.66	3.0	20.66	3.0	—	—
Level 7 .....	23.88	2.2	23.88	2.2	—	—
First-line supervisors/managers of production and operating workers .....	23.44	.8	23.44	.8	—	—
Miscellaneous assemblers and fabricators .....	19.86	24.4	19.86	24.4	—	—
Inspectors, testers, sorters, samplers, and weighers .....	26.32	2.4	26.32	2.4	—	—
<b>Transportation and material moving occupations</b> .....	14.21	7.5	15.52	10.8	\$10.11	9.3
Level 1 .....	8.12	6.7	—	—	—	—
Level 2 .....	12.76	7.2	13.71	6.2	11.71	8.7
Level 4 .....	21.26	3.6	21.34	3.7	—	—
Level 5 .....	17.20	14.4	17.20	14.4	—	—
Driver/sales workers and truck drivers .....	11.88	17.6	12.97	23.8	—	—
Laborers and material movers, hand .....	13.24	7.9	14.68	6.5	10.89	10.2
Level 2 .....	12.66	7.4	13.54	6.5	11.71	8.7
Laborers and freight, stock, and material movers, hand .....	13.52	8.4	15.26	6.9	11.13	10.7
Level 2 .....	12.98	8.2	—	—	12.00	8.3
Packers and packagers, hand .....	11.89	6.1	12.71	4.5	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$24.28	3.9	\$25.03	3.7	\$15.54	5.5
<b>Management occupations</b> .....	29.71	15.5	29.71	15.5	—	—
<b>Business and financial operations occupations</b> .....	34.24	12.8	34.24	12.8	—	—
<b>Education, training, and library occupations</b> .....	27.67	4.6	29.27	6.2	14.45	3.4
Level 4 .....	11.81	4.3	—	—	—	—
Level 8 .....	24.23	7.8	—	—	—	—
Level 9 .....	33.73	2.4	33.84	2.2	—	—
Primary, secondary, and special education school teachers .....	31.98	3.1	32.49	4.4	—	—
Level 9 .....	33.36	2.1	33.45	1.9	—	—
Elementary and middle school teachers .....	32.11	6.6	32.11	6.6	—	—
Level 9 .....	32.97	4.1	32.97	4.1	—	—
Elementary school teachers, except special education .....	31.47	9.0	31.47	9.0	—	—
Level 9 .....	32.19	7.0	32.19	7.0	—	—
Middle school teachers, except special and vocational education .....	33.24	2.7	33.24	2.7	—	—
Level 9 .....	34.46	1.4	34.46	1.4	—	—
Secondary school teachers .....	31.80	1.9	33.46	4.2	—	—
Level 9 .....	34.75	2.3	35.10	1.6	—	—
Secondary school teachers, except special and vocational education .....	31.02	7.7	32.87	.3	—	—
Level 9 .....	33.85	1.8	34.23	2.4	—	—
Teacher assistants .....	11.69	5.0	—	—	—	—
Level 4 .....	11.81	4.3	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	27.00	3.2	27.08	3.6	—	—
<b>Protective service occupations</b> .....	22.59	7.8	23.18	4.5	—	—
Level 6 .....	19.61	14.0	—	—	—	—
Police officers .....	22.07	13.2	—	—	—	—
Police and sheriff's patrol officers .....	22.07	13.2	—	—	—	—
<b>Office and administrative support occupations</b> .....	15.58	7.7	15.90	6.8	—	—
Level 4 .....	14.45	3.8	14.57	3.5	—	—
Secretaries and administrative assistants .....	16.67	9.6	17.02	9.3	—	—
Level 4 .....	14.60	4.6	14.82	3.8	—	—
Secretaries, except legal, medical, and executive .....	15.86	7.0	16.38	6.2	—	—
Level 4 .....	14.89	5.8	—	—	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$20.15	4.7	\$21.35	3.9	\$11.24	10.4
<b>Management occupations</b> .....	33.44	8.8	33.45	8.8	-	-
Group II .....	16.86	12.6	-	-	-	-
Group III .....	31.21	6.2	-	-	-	-
Group IV .....	60.09	11.7	-	-	-	-
General and operations managers .....	33.09	7.9	33.09	7.9	-	-
Financial managers .....	31.23	4.9	31.23	4.9	-	-
Medical and health services managers .....	40.28	29.2	40.28	29.2	-	-
<b>Business and financial operations occupations</b> .....	29.82	6.7	29.83	6.7	-	-
Group II .....	19.32	6.1	-	-	-	-
Group III .....	33.74	6.4	-	-	-	-
Buyers and purchasing agents .....	29.15	9.6	29.15	9.6	-	-
Human resources, training, and labor relations specialists .....	29.11	19.9	29.11	19.9	-	-
Management analysts .....	34.35	14.4	34.35	14.4	-	-
Group III .....	34.44	17.8	34.44	17.8	-	-
Financial analysts and advisors .....	30.74	13.9	30.74	13.9	-	-
<b>Computer and mathematical science occupations</b> .....	34.68	6.0	34.02	4.9	-	-
Group II .....	25.12	4.2	-	-	-	-
Group III .....	37.68	9.4	-	-	-	-
Computer programmers .....	27.73	10.5	27.73	10.5	-	-
Computer software engineers .....	33.44	13.6	33.44	13.6	-	-
Computer systems analysts .....	32.15	4.5	32.15	4.5	-	-
Group III .....	31.87	1.7	31.87	1.7	-	-
<b>Architecture and engineering occupations</b> .....	35.48	3.1	35.48	3.1	-	-
Group II .....	25.11	.3	-	-	-	-
Group III .....	36.40	3.9	-	-	-	-
Engineers .....	37.46	3.7	37.46	3.7	-	-
Group III .....	37.62	3.8	-	-	-	-
Electrical and electronics engineers						
Group III .....	36.15	10.1	-	-	-	-
Electrical engineers .....	35.89	11.2	35.89	11.2	-	-
Group III .....	35.89	11.2	35.89	11.2	-	-
<b>Life, physical, and social science occupations</b> .....	27.25	27.1	35.63	8.8	-	-
<b>Community and social services occupations</b> .....	15.72	11.1	17.02	9.5	-	-
<b>Legal occupations</b> .....	46.36	23.1	46.36	23.1	-	-
<b>Education, training, and library occupations</b> .....	26.87	4.4	28.11	5.7	14.98	3.9
Group I .....	11.42	3.9	-	-	-	-
Group II .....	20.74	5.9	-	-	-	-
Group III .....	33.37	2.4	-	-	-	-
Postsecondary teachers .....	28.51	13.0	28.45	14.0	-	-
Group III .....	32.76	8.6	-	-	-	-
Primary, secondary, and special education school teachers .....	30.74	4.7	31.15	5.6	-	-
Group II .....	22.09	11.2	-	-	-	-
Group III .....	33.38	2.1	-	-	-	-
Elementary and middle school teachers .....	32.13	6.6	32.13	6.6	-	-
Group III .....	32.98	4.1	-	-	-	-
Elementary school teachers, except special education .....	31.47	9.0	31.47	9.0	-	-
Group III .....	32.19	7.0	32.19	7.0	-	-
Middle school teachers, except special and vocational education .....	33.27	2.6	33.27	2.6	-	-
Group III .....	34.47	1.4	34.47	1.4	-	-
Secondary school teachers .....	31.84	1.8	33.48	4.2	-	-
Group III .....	34.77	2.3	-	-	-	-
Secondary school teachers, except special and vocational education .....	31.07	7.6	32.91	.3	-	-
Group III .....	33.88	1.7	34.26	2.3	-	-

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Education, training, and library occupations —Continued</b>						
Other teachers and instructors .....	\$18.65	3.8	—	—	\$14.07	3.3
Group II .....	18.65	3.8	—	—	—	—
Teacher assistants .....	11.69	5.0	—	—	—	—
Group I .....	11.69	5.0	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	27.08	11.4	\$27.17	11.3	—	—
Group II .....	18.45	5.9	—	—	—	—
Designers .....						
Group II .....	20.07	6.9	—	—	—	—
Writers and editors .....	22.34	9.6	22.34	9.6	—	—
Editors .....	22.34	9.6	22.34	9.6	—	—
<b>Healthcare practitioner and technical occupations</b> .....	27.32	10.0	27.44	10.7	26.37	4.8
Group I .....	12.78	4.0	—	—	—	—
Group II .....	23.31	10.1	—	—	—	—
Group III .....	31.26	6.3	—	—	—	—
Registered nurses .....	26.81	2.3	26.17	1.7	28.82	2.4
Group II .....	25.78	3.8	24.89	3.6	27.15	3.3
Group III .....	27.90	2.4	27.05	1.2	30.77	5.5
Therapists .....	28.50	5.8	30.04	5.9	—	—
Diagnostic related technologists and technicians .....	25.65	5.9	26.05	6.8	—	—
Group II .....	21.44	4.2	—	—	—	—
Radiologic technologists and technicians .....	26.43	1.5	26.43	1.5	—	—
Licensed practical and licensed vocational nurses .....	17.60	2.3	17.88	1.4	—	—
Group II .....	17.88	1.4	17.88	1.4	—	—
Medical records and health information technicians .....	14.93	4.9	14.93	4.9	—	—
<b>Healthcare support occupations</b> .....	11.51	3.2	13.18	10.6	—	—
Group I .....	9.91	5.6	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.60	7.2	10.68	3.0	—	—
Group I .....	9.54	7.4	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.33	3.8	11.26	4.1	—	—
Group I .....	11.33	4.2	11.26	4.6	—	—
Miscellaneous healthcare support occupations .....	15.68	13.0	16.02	12.7	—	—
Group I .....	11.81	8.3	—	—	—	—
<b>Protective service occupations</b> .....	20.93	8.9	22.11	6.3	13.01	15.7
Group I .....	11.44	11.1	—	—	—	—
Group II .....	20.78	8.1	—	—	—	—
Police officers .....	22.07	13.2	—	—	—	—
Group II .....	22.07	13.2	—	—	—	—
Police and sheriff's patrol officers .....	22.07	13.2	—	—	—	—
Group II .....	22.07	13.2	—	—	—	—
Security guards and gaming surveillance officers .....	12.29	15.3	—	—	—	—
Group I .....	10.71	15.8	—	—	—	—
Security guards .....	12.36	20.0	—	—	—	—
Group I .....	10.19	17.9	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	8.26	11.6	8.91	15.1	7.41	6.3
Group I .....	7.76	6.7	—	—	—	—
First-line supervisors/managers, food preparation and serving workers .....	11.09	22.0	—	—	—	—
Cooks .....	8.14	5.5	8.88	4.7	7.48	6.6
Group I .....	8.12	5.3	—	—	—	—
Cooks, institution and cafeteria .....	10.28	2.3	—	—	—	—
Group I .....	10.28	2.3	—	—	—	—
Food preparation workers .....	10.31	5.5	—	—	—	—
Group I .....	10.31	5.5	—	—	—	—
Fast food and counter workers .....	7.05	1.3	—	—	—	—
Group I .....	7.05	1.3	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.41	4.1	10.27	5.4	10.70	6.4
Group I .....	10.19	5.5	—	—	—	—

See footnotes at end of table.



Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Building and grounds cleaning and maintenance occupations —Continued</b>						
Building cleaning workers .....	\$10.25	7.0	\$10.32	7.8	—	—
Group I .....	10.20	7.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.09	8.7	10.86	8.6	—	—
Group I .....	10.09	8.7	10.86	8.6	—	—
<b>Personal care and service occupations .....</b>	9.72	5.8	10.77	4.4	\$8.29	11.9
Group I .....	9.16	3.5	—	—	—	—
<b>Sales and related occupations .....</b>	18.61	10.2	21.05	12.2	11.73	10.4
Group I .....	9.33	4.9	—	—	—	—
Group II .....	23.59	9.0	—	—	—	—
Retail sales workers .....	12.89	13.5	13.82	10.5	11.90	15.5
Group I .....	8.83	1.6	—	—	—	—
Cashiers, all workers .....	9.21	2.0	10.13	5.1	8.51	.9
Group I .....	8.78	1.8	—	—	—	—
Cashiers .....	9.19	2.1	10.11	5.2	8.51	.9
Group I .....	8.76	1.9	9.53	5.4	8.41	.8
Retail salespersons .....	16.81	14.1	16.57	2.2	17.18	29.2
Group I .....	9.00	3.3	—	—	8.85	3.9
Sales representatives, wholesale and manufacturing .....	32.13	18.8	32.13	18.8	—	—
<b>Office and administrative support occupations .....</b>	15.84	5.0	16.09	4.9	11.21	10.2
Group I .....	13.71	2.9	—	—	—	—
Group II .....	20.52	5.1	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	27.51	7.1	27.51	7.1	—	—
Group II .....	27.47	7.3	27.47	7.3	—	—
Financial clerks .....	13.15	5.5	13.24	6.1	—	—
Group I .....	12.87	5.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	15.69	4.3	15.69	4.3	—	—
Group I .....	15.46	4.9	15.46	4.9	—	—
Tellers .....	10.55	2.9	10.52	3.0	—	—
Group I .....	10.55	2.9	10.52	3.0	—	—
Customer service representatives .....	14.84	6.5	14.83	6.5	—	—
Group I .....	14.15	5.1	14.15	5.1	—	—
Receptionists and information clerks .....	13.77	2.5	—	—	—	—
Group I .....	13.77	2.5	—	—	—	—
Shipping, receiving, and traffic clerks .....	14.78	11.6	14.78	11.6	—	—
Group I .....	15.98	8.1	15.99	8.2	—	—
Secretaries and administrative assistants .....	19.08	3.2	19.18	3.2	—	—
Group I .....	15.30	3.6	—	—	—	—
Group II .....	20.50	2.7	—	—	—	—
Executive secretaries and administrative assistants .....	20.43	6.3	20.43	6.3	—	—
Group II .....	20.71	7.8	20.71	7.8	—	—
Secretaries, except legal, medical, and executive .....	17.90	3.7	18.10	3.7	—	—
Group I .....	15.58	4.1	15.87	4.2	—	—
Group II .....	20.05	4.5	20.05	4.5	—	—
Office clerks, general .....	12.72	14.0	12.60	15.2	—	—
Group I .....	12.28	14.8	12.10	16.3	—	—
Group II .....	17.10	4.4	17.10	4.4	—	—
<b>Construction and extraction occupations .....</b>	20.07	6.8	20.11	6.9	—	—
Group I .....	18.96	8.9	—	—	—	—
Group II .....	19.57	4.0	—	—	—	—
Group III .....	34.83	6.1	—	—	—	—
Construction laborers .....	19.45	9.3	19.45	9.3	—	—
<b>Installation, maintenance, and repair occupations .....</b>	19.57	5.8	19.73	5.3	—	—
Group I .....	14.18	6.1	—	—	—	—
Group II .....	20.21	5.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.64	5.3	18.64	5.3	—	—
Group II .....	19.79	5.4	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Installation, maintenance, and repair occupations</b>						
—Continued						
Maintenance and repair workers, general .....	\$17.23	7.4	\$17.23	7.4	—	—
Group II .....	18.07	5.1	18.07	5.1	—	—
Miscellaneous installation, maintenance, and repair workers .....	18.95	10.4	18.95	10.4	—	—
<b>Production occupations</b> .....	18.14	12.8	18.37	13.6	—	—
Group I .....	16.32	16.2	—	—	—	—
Group II .....	23.10	2.9	—	—	—	—
First-line supervisors/managers of production and operating workers .....	23.30	.7	23.30	.7	—	—
Group II .....	23.21	.5	23.21	.5	—	—
Miscellaneous assemblers and fabricators .....	19.86	24.4	19.86	24.4	—	—
Group I .....	19.85	24.5	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers .....	26.32	2.4	26.32	2.4	—	—
<b>Transportation and material moving occupations</b> .....	14.21	7.4	15.52	10.8	\$10.23	9.3
Group I .....	12.64	8.2	—	—	—	—
Group II .....	17.50	10.8	—	—	—	—
Driver/sales workers and truck drivers .....	11.88	17.6	12.97	23.8	—	—
Group I .....	11.88	17.6	—	—	—	—
Industrial truck and tractor operators						
Group I .....	22.30	17.9	22.30	17.9	—	—
Laborers and material movers, hand .....	13.24	7.9	14.68	6.5	10.89	10.2
Group I .....	12.41	6.2	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	13.52	8.4	15.26	6.9	11.13	10.7
Group I .....	12.56	7.2	14.11	10.0	11.13	10.7
Packers and packagers, hand .....	11.89	6.1	12.71	4.5	—	—
Group I .....	11.72	6.0	—	—	—	—

<sup>1</sup> Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.50	\$11.75	\$17.35	\$25.13	\$33.80
<b>Management occupations</b> .....	15.38	21.25	26.67	42.40	60.00
General and operations managers .....	25.13	26.94	35.36	37.80	37.80
Financial managers .....	21.64	26.67	27.83	35.79	44.80
Medical and health services managers .....	22.66	25.52	29.32	34.54	98.80
<b>Business and financial operations occupations</b> .....	17.82	19.89	28.38	34.81	48.07
Buyers and purchasing agents .....	22.66	24.08	28.85	34.53	37.80
Human resources, training, and labor relations specialists .....	18.43	18.43	26.71	36.86	48.07
Management analysts .....	19.89	19.89	32.36	43.43	51.92
Financial analysts and advisors .....	18.94	21.71	29.36	30.12	51.35
<b>Computer and mathematical science occupations</b> .....	23.51	28.69	32.98	40.67	47.92
Computer programmers .....	23.00	23.00	23.00	31.49	34.33
Computer software engineers .....	22.70	27.05	31.56	45.49	45.49
Computer systems analysts .....	24.71	30.48	32.19	35.62	39.18
<b>Architecture and engineering occupations</b> .....	25.24	32.93	35.81	40.40	45.51
Engineers .....	31.96	33.26	36.08	42.02	45.51
Electrical engineers .....	25.70	31.94	34.65	44.03	44.03
<b>Life, physical, and social science occupations</b> .....	11.50	12.60	26.98	30.78	47.18
<b>Community and social services occupations</b> .....	11.50	13.46	15.00	15.67	20.01
<b>Legal occupations</b> .....	23.27	26.15	48.94	60.92	69.71
<b>Education, training, and library occupations</b> .....	11.75	17.84	26.99	33.27	40.44
Postsecondary teachers .....	17.60	21.78	26.87	34.80	42.05
Primary, secondary, and special education school teachers .....	20.21	25.27	30.07	36.92	43.67
Elementary and middle school teachers .....	23.98	27.48	30.10	36.46	44.17
Elementary school teachers, except special education .....	23.19	27.48	30.10	33.21	46.21
Middle school teachers, except special and vocational education .....	24.72	26.38	32.47	39.02	43.37
Secondary school teachers .....	17.35	25.89	31.12	40.01	44.46
Secondary school teachers, except special and vocational education .....	17.35	25.27	29.62	37.56	46.25
Other teachers and instructors .....	12.86	14.67	17.84	23.09	25.20
Teacher assistants .....	10.44	10.94	11.63	11.97	13.50
<b>Arts, design, entertainment, sports, and media occupations</b> .....	15.00	17.19	22.12	29.86	42.49
Writers and editors .....	14.58	20.31	20.31	20.60	34.62
Editors .....	14.58	20.31	20.31	20.60	34.62
<b>Healthcare practitioner and technical occupations</b> .....	15.60	19.55	26.36	29.22	36.00
Registered nurses .....	20.75	23.11	27.22	29.91	32.66
Therapists .....	21.10	24.73	27.84	31.25	41.39
Diagnostic related technologists and technicians .....	16.66	19.55	25.31	31.45	36.72
Radiologic technologists and technicians .....	19.28	24.19	26.38	28.09	33.69
Licensed practical and licensed vocational nurses .....	14.98	16.12	18.04	18.33	19.50
Medical records and health information technicians .....	11.33	11.33	12.70	18.21	21.27
<b>Healthcare support occupations</b> .....	8.25	8.25	10.45	12.52	18.24
Nursing, psychiatric, and home health aides .....	8.25	8.25	9.13	10.57	11.42
Nursing aides, orderlies, and attendants .....	10.01	10.57	10.57	11.82	13.80
Miscellaneous healthcare support occupations .....	10.40	11.75	15.37	21.27	21.27
<b>Protective service occupations</b> .....	13.14	15.77	20.01	25.80	30.60
Police officers .....	15.38	16.52	21.35	26.43	30.60
Police and sheriff's patrol officers .....	15.38	16.52	21.35	26.43	30.60
Security guards and gaming surveillance officers .....	7.50	8.00	12.14	15.52	18.63
Security guards .....	7.02	7.50	12.00	18.63	18.63
<b>Food preparation and serving related occupations</b> .....	6.00	6.75	7.88	9.30	11.00
First-line supervisors/managers, food preparation and serving workers .....	8.00	8.90	9.23	11.00	14.42

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Kansas City, MO-KS, September 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Food preparation and serving related occupations</b>					
—Continued					
Cooks .....	\$6.75	\$7.00	\$7.50	\$9.80	\$10.00
Cooks, institution and cafeteria .....	8.00	9.30	10.00	11.08	11.75
Food preparation workers .....	8.00	8.00	8.97	11.86	15.67
Fast food and counter workers .....	6.25	6.25	6.90	7.30	7.93
<b>Building and grounds cleaning and maintenance occupations</b>					
Building cleaning workers .....	8.00	8.50	10.00	11.27	13.37
Janitors and cleaners, except maids and housekeeping cleaners .....	8.00	8.50	10.00	11.27	13.37
Janitors and cleaners, except maids and housekeeping cleaners .....	7.00	8.50	10.00	10.51	12.82
<b>Personal care and service occupations</b> .....	5.60	7.00	9.04	11.57	13.33
<b>Sales and related occupations</b>					
Retail sales workers .....	8.42	9.40	17.09	21.71	31.13
Retail sales workers .....	8.00	8.42	9.47	13.25	28.16
Cashiers, all workers .....	7.51	8.42	8.70	9.76	11.42
Cashiers .....	7.51	8.42	8.65	9.75	11.30
Retail salespersons .....	8.16	9.40	12.94	26.31	29.77
Sales representatives, wholesale and manufacturing .....	17.93	21.71	29.94	38.70	45.91
<b>Office and administrative support occupations</b>					
First-line supervisors/managers of office and administrative support workers .....	10.00	12.50	15.18	17.86	21.80
First-line supervisors/managers of office and administrative support workers .....	17.86	28.21	28.21	30.77	30.77
Financial clerks .....	9.65	10.00	14.12	15.41	17.55
Bookkeeping, accounting, and auditing clerks .....	14.81	14.81	15.41	17.55	18.03
Tellers .....	9.50	9.65	10.11	10.83	11.95
Customer service representatives .....	11.75	13.00	14.00	15.80	19.90
Receptionists and information clerks .....	10.50	13.84	14.04	14.04	14.87
Shipping, receiving, and traffic clerks .....	8.95	12.00	14.51	15.40	21.89
Secretaries and administrative assistants .....	14.19	16.04	19.23	21.27	24.84
Executive secretaries and administrative assistants .....	15.03	19.49	20.19	21.27	26.44
Secretaries, except legal, medical, and executive .....	13.38	15.37	17.86	19.10	26.41
Office clerks, general .....	8.50	8.50	13.72	16.35	16.35
<b>Construction and extraction occupations</b>					
Construction laborers .....	10.50	15.00	21.04	22.11	28.61
Construction laborers .....	11.75	15.00	21.04	24.18	25.39
<b>Installation, maintenance, and repair occupations</b>					
Industrial machinery installation, repair, and maintenance workers .....	13.00	17.00	19.67	22.00	25.00
Industrial machinery installation, repair, and maintenance workers .....	13.88	14.54	17.25	21.85	22.89
Maintenance and repair workers, general .....	13.53	15.24	16.17	19.56	23.00
Miscellaneous installation, maintenance, and repair workers .....	14.58	17.05	17.36	21.34	24.83
<b>Production occupations</b>					
First-line supervisors/managers of production and operating workers .....	9.88	12.44	14.63	24.20	28.53
First-line supervisors/managers of production and operating workers .....	20.57	20.57	20.57	23.99	31.48
Miscellaneous assemblers and fabricators .....	9.88	9.88	28.18	28.75	28.75
Inspectors, testers, sorters, samplers, and weighers .....	17.56	26.36	28.53	28.57	28.73
<b>Transportation and material moving occupations</b>					
Driver/sales workers and truck drivers .....	8.50	10.00	13.44	16.38	25.31
Driver/sales workers and truck drivers .....	6.50	8.50	10.75	10.75	28.17
Laborers and material movers, hand .....	8.50	9.50	12.97	17.04	17.52
Laborers and freight, stock, and material movers, hand .....	8.50	9.50	13.33	17.30	17.97
Packers and packagers, hand .....	8.50	9.11	11.68	13.99	14.76

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.50	\$11.36	\$16.88	\$24.10	\$32.93
<b>Management occupations</b> .....	10.17	21.25	26.67	42.40	61.91
Financial managers .....	21.64	26.67	27.83	35.79	44.80
Medical and health services managers .....	22.66	26.00	34.54	37.13	105.00
<b>Business and financial operations occupations</b> .....	16.50	19.89	27.56	34.54	46.31
Buyers and purchasing agents .....	22.66	24.08	28.85	34.53	37.80
Human resources, training, and labor relations specialists .....	17.82	18.43	18.43	28.00	31.11
Management analysts .....	19.89	19.89	32.36	44.42	56.73
Financial analysts and advisors .....	18.94	21.71	29.36	30.12	51.35
<b>Computer and mathematical science occupations</b> .....	23.51	30.87	33.80	40.77	50.01
Computer programmers .....	23.00	23.00	23.00	31.49	34.33
Computer systems analysts .....	24.71	30.48	32.19	35.62	39.18
<b>Architecture and engineering occupations</b> .....	25.61	33.26	35.81	42.02	45.51
Engineers .....	31.96	33.26	36.08	42.02	45.51
Electrical engineers .....	25.70	31.94	34.65	44.03	44.03
<b>Life, physical, and social science occupations</b> .....	11.50	12.60	26.98	28.95	40.10
<b>Legal occupations</b> .....	21.54	25.64	28.85	60.78	69.71
<b>Education, training, and library occupations</b> .....	16.96	17.84	20.21	27.89	31.50
Postsecondary teachers .....	17.50	20.88	25.16	29.72	34.80
<b>Arts, design, entertainment, sports, and media occupations</b> .....	15.00	17.19	22.12	29.86	42.49
Writers and editors .....	14.58	20.31	20.31	20.60	34.62
Editors .....	14.58	20.31	20.31	20.60	34.62
<b>Healthcare practitioner and technical occupations</b> .....	15.00	19.18	25.70	29.03	38.69
Registered nurses .....	20.75	23.03	27.22	29.91	32.66
Diagnostic related technologists and technicians .....	16.66	19.55	24.31	29.28	38.69
Licensed practical and licensed vocational nurses .....	14.98	16.12	18.04	18.33	19.50
<b>Healthcare support occupations</b> .....	8.25	8.25	10.50	11.75	21.27
Nursing aides, orderlies, and attendants .....	9.94	10.57	10.57	11.75	13.80
Miscellaneous healthcare support occupations .....	10.40	11.75	15.37	21.27	21.27
<b>Protective service occupations</b> .....	7.50	8.75	12.78	18.63	18.89
Security guards and gaming surveillance officers .....	7.50	8.00	12.14	15.52	18.63
Security guards .....	7.02	7.50	12.00	18.63	18.63
<b>Food preparation and serving related occupations</b> .....	6.00	6.75	7.88	9.23	10.40
Cooks .....	6.75	7.00	7.50	9.80	9.80
Cooks, institution and cafeteria .....	8.00	9.30	10.00	10.59	12.14
Food preparation workers .....	8.00	8.00	8.97	11.86	15.67
Fast food and counter workers .....	6.25	6.25	6.90	7.30	7.93
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.00	8.50	10.00	11.04	13.37
Building cleaning workers .....	8.00	8.50	10.00	11.27	12.14
Janitors and cleaners, except maids and housekeeping cleaners .....	7.00	8.50	10.00	10.51	11.04
<b>Personal care and service occupations</b> .....	5.35	6.90	8.40	11.57	13.50
<b>Sales and related occupations</b> .....	8.42	9.33	17.09	23.08	31.13
Retail sales workers .....	8.00	8.42	9.47	13.50	28.16
Cashiers, all workers .....	7.51	8.42	8.55	9.50	11.51
Cashiers .....	7.51	8.42	8.55	9.50	11.44
Retail salespersons .....	8.16	9.40	12.94	26.31	29.77
Sales representatives, wholesale and manufacturing .....	17.93	21.71	29.94	38.70	45.91
<b>Office and administrative support occupations</b> .....	10.00	12.50	15.35	17.86	21.80
First-line supervisors/managers of office and administrative support workers .....	28.21	28.21	28.21	30.77	30.77

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Kansas City, MO-KS, September 2007 —  
Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Office and administrative support occupations</b>					
—Continued					
Financial clerks .....	\$9.65	\$10.00	\$14.12	\$15.41	\$17.55
Bookkeeping, accounting, and auditing clerks .....	14.81	14.81	15.41	17.55	18.03
Tellers .....	9.50	9.65	10.11	10.83	11.95
Customer service representatives .....	11.75	13.00	14.00	15.80	19.90
Receptionists and information clerks .....	10.50	13.84	14.04	14.04	14.87
Shipping, receiving, and traffic clerks .....	8.95	12.00	14.51	15.40	21.89
Secretaries and administrative assistants .....	15.37	17.94	19.49	21.34	26.41
Executive secretaries and administrative assistants ....	15.03	19.49	20.19	21.27	26.44
Secretaries, except legal, medical, and executive .....	15.37	15.37	17.96	19.10	26.41
Office clerks, general .....	8.50	8.50	13.72	16.35	16.35
<b>Construction and extraction occupations</b> .....					
Construction laborers .....	10.50	16.50	21.04	22.11	28.61
Construction laborers .....	11.75	15.00	21.04	24.18	25.39
<b>Installation, maintenance, and repair occupations</b> .....					
Industrial machinery installation, repair, and maintenance workers .....	11.85	17.00	19.67	22.00	25.00
Maintenance and repair workers, general .....	13.78	14.54	16.17	21.85	21.85
Maintenance and repair workers, general .....	11.95	13.78	15.58	16.17	16.24
<b>Production occupations</b> .....					
First-line supervisors/managers of production and operating workers .....	9.88	12.44	14.63	23.00	28.57
First-line supervisors/managers of production and operating workers .....	20.57	20.57	20.57	23.99	32.59
Miscellaneous assemblers and fabricators .....	9.88	9.88	28.18	28.75	28.75
Inspectors, testers, sorters, samplers, and weighers .....	17.56	26.36	28.53	28.57	28.73
<b>Transportation and material moving occupations</b> .....					
Driver/sales workers and truck drivers .....	8.50	9.60	13.44	16.38	25.75
Driver/sales workers and truck drivers .....	6.50	8.50	10.75	10.75	28.17
Laborers and material movers, hand .....	8.50	9.50	12.97	17.04	17.52
Laborers and freight, stock, and material movers, hand .....	8.50	9.50	13.33	17.30	17.97
Packers and packagers, hand .....	8.50	9.11	11.68	13.99	14.76

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$11.75	\$15.38	\$22.44	\$30.03	\$40.44
<b>Management occupations</b> .....	15.87	17.09	26.94	41.09	47.35
<b>Business and financial operations occupations</b> .....	19.47	30.12	30.76	40.89	48.07
<b>Education, training, and library occupations</b> .....	11.67	20.84	28.01	34.60	42.71
Primary, secondary, and special education school teachers .....	22.78	25.89	30.28	38.21	44.17
Elementary and middle school teachers .....	23.68	27.48	30.10	36.40	44.17
Elementary school teachers, except special education .....	23.19	27.48	30.10	33.21	46.21
Middle school teachers, except special and vocational education .....	24.72	26.27	32.47	39.02	43.37
Secondary school teachers .....	17.35	25.89	31.12	40.01	44.46
Secondary school teachers, except special and vocational education .....	17.35	25.27	29.62	37.56	46.25
Teacher assistants .....	10.44	10.94	11.63	11.97	13.50
<b>Healthcare practitioner and technical occupations</b> .....	20.02	22.59	28.00	30.03	33.69
<b>Protective service occupations</b> .....	15.38	16.54	21.35	26.90	30.60
Police officers .....	15.38	16.52	21.35	26.43	30.60
Police and sheriff's patrol officers .....	15.38	16.52	21.35	26.43	30.60
<b>Office and administrative support occupations</b> .....	11.82	12.53	14.69	18.49	21.03
Secretaries and administrative assistants .....	11.82	13.23	16.04	18.49	24.84
Secretaries, except legal, medical, and executive .....	11.82	12.93	15.93	18.49	18.49

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.00	\$13.77	\$18.49	\$26.43	\$34.80
<b>Management occupations</b> .....	15.38	21.25	26.67	42.40	60.00
General and operations managers .....	25.13	26.94	35.36	37.80	37.80
Financial managers .....	21.64	26.67	27.83	35.79	44.80
Medical and health services managers .....	22.66	25.52	29.32	34.54	98.80
<b>Business and financial operations occupations</b> .....	17.82	19.89	28.38	34.81	48.07
Buyers and purchasing agents .....	22.66	24.08	28.85	34.53	37.80
Human resources, training, and labor relations specialists .....	18.43	18.43	26.71	36.86	48.07
Management analysts .....	19.89	19.89	32.36	43.43	51.92
Financial analysts and advisors .....	18.94	21.71	29.36	30.12	51.35
<b>Computer and mathematical science occupations</b> .....	23.51	28.69	32.93	37.00	50.01
Computer programmers .....	23.00	23.00	23.00	31.49	34.33
Computer software engineers .....	22.70	27.05	31.56	45.49	45.49
Computer systems analysts .....	24.71	30.48	32.19	35.62	39.18
<b>Architecture and engineering occupations</b> .....	25.24	32.93	35.81	40.40	45.51
Engineers .....	31.96	33.26	36.08	42.02	45.51
Electrical engineers .....	25.70	31.94	34.65	44.03	44.03
<b>Life, physical, and social science occupations</b> .....	21.64	26.98	28.95	40.10	67.56
<b>Community and social services occupations</b> .....	14.24	15.00	15.00	15.67	20.41
<b>Legal occupations</b> .....	23.27	26.15	48.94	60.92	69.71
<b>Education, training, and library occupations</b> .....	12.61	21.45	28.18	34.50	41.55
Postsecondary teachers .....	17.60	21.64	26.87	34.80	42.73
Primary, secondary, and special education school teachers .....	21.01	25.31	30.10	37.48	43.67
Elementary and middle school teachers .....	23.98	27.48	30.10	36.46	44.17
Elementary school teachers, except special education .....	23.19	27.48	30.10	33.21	46.21
Middle school teachers, except special and vocational education .....	24.72	26.38	32.47	39.02	43.37
Secondary school teachers .....	25.27	26.38	32.19	40.44	46.25
Secondary school teachers, except special and vocational education .....	25.17	25.89	31.70	38.17	46.25
<b>Arts, design, entertainment, sports, and media occupations</b> .....	15.00	18.18	22.12	29.86	42.90
Writers and editors .....	14.58	20.31	20.31	20.60	34.62
Editors .....	14.58	20.31	20.31	20.60	34.62
<b>Healthcare practitioner and technical occupations</b> .....	15.61	19.55	26.25	29.03	38.69
Registered nurses .....	20.66	21.88	26.96	29.64	31.49
Therapists .....	24.73	24.73	28.66	33.95	41.39
Diagnostic related technologists and technicians .....	18.54	19.55	25.86	31.45	36.72
Radiologic technologists and technicians .....	19.28	24.19	26.38	28.09	33.69
Licensed practical and licensed vocational nurses .....	15.60	17.50	18.19	18.33	19.59
Medical records and health information technicians .....	11.33	11.33	12.70	18.21	21.27
<b>Healthcare support occupations</b> .....	9.13	10.45	11.66	15.37	21.27
Nursing, psychiatric, and home health aides .....	9.13	9.39	10.57	11.15	12.73
Nursing aides, orderlies, and attendants .....	9.78	10.57	10.57	11.66	13.80
Miscellaneous healthcare support occupations .....	10.40	11.75	15.37	21.27	21.27
<b>Protective service occupations</b> .....	14.57	16.96	20.13	26.43	30.60
<b>Food preparation and serving related occupations</b> .....	3.25	7.23	8.90	9.80	11.24
Cooks .....	7.23	7.23	9.80	9.80	10.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.00	9.34	10.00	10.59	12.26
Building cleaning workers .....	8.00	8.50	10.00	11.04	13.28

See footnotes at end of table.



Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Building and grounds cleaning and maintenance occupations</b> –Continued					
Janitors and cleaners, except maids and housekeeping cleaners .....	\$8.50	\$9.40	\$10.00	\$11.04	\$15.34
<b>Personal care and service occupations</b> .....	5.15	9.00	10.71	13.33	13.52
<b>Sales and related occupations</b> .....	9.25	13.73	17.95	26.31	33.65
Retail sales workers .....	8.60	8.93	10.77	17.28	26.31
Cashiers, all workers .....	8.60	8.81	9.50	11.23	12.95
Cashiers .....	8.60	8.81	9.50	11.20	12.95
Retail salespersons .....	8.60	9.70	13.78	23.39	28.16
Sales representatives, wholesale and manufacturing .....	17.93	21.71	29.94	38.70	45.91
<b>Office and administrative support occupations</b> .....	10.50	12.66	15.39	17.99	21.88
First-line supervisors/managers of office and administrative support workers .....	17.86	28.21	28.21	30.77	30.77
Financial clerks .....	9.65	10.00	14.66	15.41	17.55
Bookkeeping, accounting, and auditing clerks .....	14.81	14.81	15.41	17.55	18.03
Tellers .....	9.50	9.65	10.03	10.50	12.66
Customer service representatives .....	11.75	13.00	14.00	15.80	19.90
Shipping, receiving, and traffic clerks .....	8.95	12.00	14.63	15.40	21.89
Secretaries and administrative assistants .....	14.19	16.76	19.23	21.27	24.84
Executive secretaries and administrative assistants .....	15.03	19.49	20.19	21.27	26.44
Secretaries, except legal, medical, and executive .....	14.07	15.37	17.96	19.10	26.41
Office clerks, general .....	8.50	8.50	12.50	16.35	16.35
<b>Construction and extraction occupations</b> .....	10.50	15.50	21.04	22.11	28.61
Construction laborers .....	11.75	15.00	21.04	24.18	25.39
<b>Installation, maintenance, and repair occupations</b> .....	14.54	17.00	19.67	22.00	25.00
Industrial machinery installation, repair, and maintenance workers .....	13.88	14.54	17.25	21.85	22.89
Maintenance and repair workers, general .....	13.53	15.24	16.17	19.56	23.00
Miscellaneous installation, maintenance, and repair workers .....	14.58	17.05	17.36	21.34	24.83
<b>Production occupations</b> .....	9.88	13.00	15.44	24.48	28.57
First-line supervisors/managers of production and operating workers .....	20.57	20.57	20.57	23.99	31.48
Miscellaneous assemblers and fabricators .....	9.88	9.88	28.18	28.75	28.75
Inspectors, testers, sorters, samplers, and weighers .....	17.56	26.36	28.53	28.57	28.73
<b>Transportation and material moving occupations</b> .....	8.50	10.75	14.69	17.30	26.44
Driver/sales workers and truck drivers .....	8.50	8.50	10.75	10.75	28.17
Laborers and material movers, hand .....	9.27	11.68	15.02	17.30	17.78
Laborers and freight, stock, and material movers, hand .....	9.27	13.26	16.00	17.30	19.02
Packers and packagers, hand .....	8.50	11.68	11.68	14.70	15.02

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Kansas City, MO-KS, September 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.60	\$7.40	\$8.50	\$11.75	\$17.35
<b>Education, training, and library occupations</b> .....	11.35	11.75	12.86	17.35	17.35
Other teachers and instructors .....	12.86	12.86	14.38	14.67	14.67
<b>Healthcare practitioner and technical occupations</b> .....	14.98	23.45	27.99	30.03	34.06
Registered nurses .....	24.53	25.35	27.99	30.74	34.06
<b>Protective service occupations</b> .....	7.02	7.50	15.38	15.38	15.38
<b>Food preparation and serving related occupations</b> .....	6.25	6.50	6.90	8.00	9.20
Cooks .....	6.50	6.75	7.00	8.00	9.20
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	8.50	11.27	13.37	14.17
<b>Personal care and service occupations</b> .....	6.30	6.90	7.00	8.40	10.75
<b>Sales and related occupations</b> .....	7.51	8.42	8.50	10.00	29.77
Retail sales workers .....	7.51	8.42	8.42	10.00	29.77
Cashiers, all workers .....	7.51	8.42	8.42	8.50	9.80
Cashiers .....	7.51	8.42	8.42	8.50	9.80
Retail salespersons .....	7.80	8.40	10.00	29.77	29.77
<b>Office and administrative support occupations</b> .....	8.00	8.50	10.52	14.03	14.80
<b>Transportation and material moving occupations</b> .....	6.50	7.30	9.57	10.57	14.60
Laborers and material movers, hand .....	7.30	9.11	10.00	10.60	16.77
Laborers and freight, stock, and material movers, hand .....	7.30	9.50	10.00	11.00	17.52

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$21.35	\$18.49	\$853	\$740	40.0	\$43,430	\$37,440	2,034
<b>Management occupations</b> .....	33.45	26.67	1,389	1,040	41.5	71,716	54,080	2,144
General and operations managers .....	33.09	35.36	1,431	1,407	43.3	74,428	73,189	2,249
Financial managers .....	31.23	27.83	1,222	1,113	39.1	63,535	57,878	2,034
Medical and health services managers .....	40.28	29.32	1,659	1,319	41.2	86,256	68,599	2,141
<b>Business and financial operations occupations</b> .....	29.83	28.38	1,219	1,154	40.9	63,296	60,020	2,122
Buyers and purchasing agents .....	29.15	28.85	1,166	1,154	40.0	60,627	60,008	2,080
Human resources, training, and labor relations specialists .....	29.11	26.71	1,186	1,135	40.7	60,615	59,051	2,082
Management analysts .....	34.35	32.36	1,457	1,439	42.4	75,739	74,818	2,205
Financial analysts and advisors .....	30.74	29.36	1,230	1,175	40.0	63,949	61,077	2,080
<b>Computer and mathematical science occupations</b> .....	34.02	32.93	1,365	1,313	40.1	70,985	68,276	2,086
Computer programmers .....	27.73	23.00	1,109	920	40.0	57,676	47,840	2,080
Computer software engineers .....	33.44	31.56	1,338	1,263	40.0	69,556	65,651	2,080
Computer systems analysts .....	32.15	32.19	1,286	1,288	40.0	66,866	66,964	2,080
<b>Architecture and engineering occupations</b> .....	35.48	35.81	1,419	1,432	40.0	73,807	74,481	2,080
Engineers .....	37.46	36.08	1,498	1,443	40.0	77,917	75,044	2,080
Electrical engineers .....	35.89	34.65	1,436	1,386	40.0	74,660	72,072	2,080
<b>Life, physical, and social science occupations</b> .....	35.63	28.95	1,396	1,158	39.2	71,561	60,214	2,009
<b>Community and social services occupations</b> .....	17.02	15.00	678	600	39.9	34,485	31,200	2,027
<b>Legal occupations</b> .....	46.36	48.94	1,955	2,437	42.2	101,643	126,722	2,192
<b>Education, training, and library occupations</b> .....	28.11	28.18	1,065	1,058	37.9	41,686	41,540	1,483
Postsecondary teachers .....	28.45	26.87	1,143	1,198	40.2	54,474	53,629	1,914
Primary, secondary, and special education school teachers .....	31.15	30.10	1,189	1,168	38.2	45,498	45,027	1,460
Elementary and middle school teachers .....	32.13	30.10	1,219	1,204	38.0	46,093	45,027	1,435
Elementary school teachers, except special education .....	31.47	30.10	1,171	1,135	37.2	44,410	44,051	1,411
Middle school teachers, except special and vocational education .....	33.27	32.47	1,309	1,299	39.3	49,153	48,568	1,477
Secondary school teachers .....	33.48	32.19	1,268	1,268	37.9	46,796	46,665	1,398
Secondary school teachers, except special and vocational education .....	32.91	31.70	1,244	1,207	37.8	45,999	44,225	1,398
<b>Arts, design, entertainment, sports, and media occupations</b> .....	27.17	22.12	1,087	885	40.0	56,517	45,999	2,080
Writers and editors .....	22.34	20.31	894	812	40.0	46,475	42,236	2,080
Editors .....	22.34	20.31	894	812	40.0	46,475	42,236	2,080
<b>Healthcare practitioner and technical occupations</b> .....	27.44	26.25	1,086	994	39.6	55,954	50,820	2,039
Registered nurses .....	26.17	26.96	999	1,024	38.2	51,947	53,273	1,985
Therapists .....	30.04	28.66	1,190	1,114	39.6	51,361	51,438	1,710
Diagnostic related technologists and technicians .....	26.05	25.86	1,039	1,034	39.9	54,041	53,789	2,075
Radiologic technologists and technicians .....	26.43	26.38	1,052	1,055	39.8	54,700	54,870	2,070

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Healthcare practitioner and technical occupations</b> –Continued								
Licensed practical and licensed vocational nurses .....	\$17.88	\$18.19	\$707	\$727	39.6	\$36,775	\$37,827	2,057
Medical records and health information technicians .....	14.93	12.70	597	508	40.0	31,056	26,416	2,080
<b>Healthcare support occupations</b> .....	13.18	11.66	515	452	39.1	26,761	23,510	2,031
Nursing, psychiatric, and home health aides .....	10.68	10.57	410	396	38.4	21,319	20,610	1,995
Nursing aides, orderlies, and attendants .....	11.26	10.57	422	396	37.5	21,959	20,610	1,950
Miscellaneous healthcare support occupations .....	16.02	15.37	641	615	40.0	33,313	31,978	2,080
<b>Protective service occupations</b> .....	22.11	20.13	946	943	42.8	49,208	49,035	2,226
<b>Food preparation and serving related occupations</b> .....	8.91	8.90	352	343	39.6	18,326	17,832	2,057
Cooks .....	8.88	9.80	346	343	39.0	18,007	17,832	2,028
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.27	10.00	411	400	40.0	21,362	20,800	2,080
Building cleaning workers .....	10.32	10.00	413	400	40.0	21,475	20,800	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	10.86	10.00	434	400	40.0	22,582	20,800	2,080
<b>Personal care and service occupations</b> .....	10.77	10.71	430	426	40.0	22,117	22,277	2,054
<b>Sales and related occupations</b> .....	21.05	17.95	860	791	40.9	44,431	41,136	2,111
Retail sales workers .....	13.82	10.77	551	430	39.9	28,072	22,131	2,032
Cashiers, all workers .....	10.13	9.50	403	368	39.7	19,966	18,325	1,971
Cashiers .....	10.11	9.50	402	367	39.7	19,923	18,325	1,970
Retail salespersons .....	16.57	13.78	663	551	40.0	34,471	28,662	2,080
Sales representatives, wholesale and manufacturing .....	32.13	29.94	1,285	1,198	40.0	66,839	62,271	2,080
<b>Office and administrative support occupations</b> .....	16.09	15.39	639	615	39.7	33,123	32,000	2,059
First-line supervisors/managers of office and administrative support workers .....	27.51	28.21	1,065	1,058	38.7	55,355	55,000	2,013
Financial clerks .....	13.24	14.66	529	587	39.9	27,511	30,499	2,077
Bookkeeping, accounting, and auditing clerks .....	15.69	15.41	626	616	39.9	32,530	32,053	2,074
Tellers .....	10.52	10.03	421	401	40.0	21,885	20,864	2,080
Customer service representatives .....	14.83	14.00	593	560	40.0	30,848	29,120	2,080
Shipping, receiving, and traffic clerks .....	14.78	14.63	582	577	39.4	30,257	29,994	2,047
Secretaries and administrative assistants .....	19.18	19.23	754	750	39.3	38,836	39,000	2,024
Executive secretaries and administrative assistants .....	20.43	20.19	817	808	40.0	42,496	41,999	2,080
Secretaries, except legal, medical, and executive .....	18.10	17.96	719	718	39.7	36,570	37,138	2,020
Office clerks, general .....	12.60	12.50	504	500	40.0	26,202	26,000	2,079
<b>Construction and extraction occupations</b> .....	20.11	21.04	845	842	42.0	41,442	41,600	2,060
Construction laborers .....	19.45	21.04	777	842	40.0	36,304	37,036	1,866
<b>Installation, maintenance, and repair occupations</b> .....	19.73	19.67	785	780	39.8	40,813	40,560	2,068

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Installation, maintenance, and repair occupations</b> –Continued								
Industrial machinery installation, repair, and maintenance workers	\$18.64	\$17.25	\$746	\$690	40.0	\$38,778	\$35,880	2,080
Maintenance and repair workers, general .....	17.23	16.17	689	647	40.0	35,845	33,634	2,080
Miscellaneous installation, maintenance, and repair workers	18.95	17.36	758	694	40.0	39,408	36,109	2,080
<b>Production occupations</b> .....	18.37	15.44	734	618	39.9	38,154	32,115	2,077
First-line supervisors/managers of production and operating workers	23.30	20.57	932	823	40.0	48,454	42,788	2,080
Miscellaneous assemblers and fabricators .....	19.86	28.18	794	1,127	40.0	41,303	58,614	2,080
Inspectors, testers, sorters, samplers, and weighers .....	26.32	28.53	1,053	1,141	40.0	54,748	59,342	2,080
<b>Transportation and material moving occupations</b> .....	15.52	14.69	547	554	35.3	28,161	28,787	1,815
Driver/sales workers and truck drivers	12.97	10.75	369	215	28.5	19,198	11,180	1,481
Laborers and material movers, hand ..	14.68	15.02	572	591	38.9	29,726	30,722	2,025
Laborers and freight, stock, and material movers, hand .....	15.26	16.00	589	640	38.6	30,636	33,280	2,008
Packers and packagers, hand .....	12.71	11.68	508	467	40.0	26,429	24,290	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$20.83	\$18.00	\$833	\$720	40.0	\$43,011	\$37,036	2,065
<b>Management occupations</b> .....	34.04	26.67	1,420	1,000	41.7	73,851	52,001	2,169
Financial managers .....	31.23	27.83	1,222	1,113	39.1	63,535	57,878	2,034
Medical and health services managers .....	45.59	34.54	1,824	1,382	40.0	94,823	71,839	2,080
<b>Business and financial operations occupations</b> .....	29.34	27.56	1,205	1,132	41.1	62,637	58,858	2,135
Buyers and purchasing agents .....	29.15	28.85	1,166	1,154	40.0	60,627	60,008	2,080
Human resources, training, and labor relations specialists .....	23.13	18.43	968	783	41.9	50,346	40,728	2,177
Management analysts .....	34.40	32.36	1,470	1,439	42.7	76,458	74,818	2,222
Financial analysts and advisors .....	30.74	29.36	1,230	1,175	40.0	63,949	61,077	2,080
<b>Computer and mathematical science occupations</b> .....	34.72	32.98	1,394	1,319	40.1	72,465	68,600	2,087
Computer programmers .....	27.73	23.00	1,109	920	40.0	57,676	47,840	2,080
Computer systems analysts .....	32.15	32.19	1,286	1,288	40.0	66,866	66,964	2,080
<b>Architecture and engineering occupations</b> .....	36.09	35.81	1,444	1,432	40.0	75,075	74,481	2,080
Engineers .....	37.46	36.08	1,498	1,443	40.0	77,917	75,044	2,080
Electrical engineers .....	35.89	34.65	1,436	1,386	40.0	74,660	72,072	2,080
<b>Life, physical, and social science occupations</b> .....	34.53	28.95	1,351	1,158	39.1	70,238	60,214	2,034
<b>Legal occupations</b> .....	41.66	28.85	1,788	1,442	42.9	92,958	75,000	2,231
<b>Education, training, and library occupations</b> .....	22.35	20.21	897	808	40.2	41,895	37,183	1,875
Postsecondary teachers .....	25.55	25.16	1,053	1,040	41.2	54,770	54,070	2,144
<b>Arts, design, entertainment, sports, and media occupations</b> .....	27.17	22.12	1,087	885	40.0	56,517	45,999	2,080
Writers and editors .....	22.34	20.31	894	812	40.0	46,475	42,236	2,080
Editors .....	22.34	20.31	894	812	40.0	46,475	42,236	2,080
<b>Healthcare practitioner and technical occupations</b> .....	27.51	24.79	1,093	972	39.7	56,811	50,565	2,065
Registered nurses .....	26.22	27.22	1,009	1,028	38.5	52,443	53,456	2,000
Diagnostic related technologists and technicians .....	25.72	25.31	1,029	1,012	40.0	53,501	52,645	2,080
Licensed practical and licensed vocational nurses .....	17.88	18.19	707	727	39.6	36,775	37,827	2,057
<b>Healthcare support occupations</b> .....	13.79	11.75	533	470	38.7	27,724	24,440	2,010
Nursing, psychiatric, and home health aides .....	11.26	10.57	422	396	37.5	21,959	20,610	1,950
Nursing aides, orderlies, and attendants .....	11.26	10.57	422	396	37.5	21,959	20,610	1,950
Miscellaneous healthcare support occupations .....	16.15	15.37	646	615	40.0	33,590	31,978	2,080
<b>Protective service occupations</b> .....	16.07	15.52	643	621	40.0	33,432	32,282	2,080
<b>Food preparation and serving related occupations</b> .....	8.30	8.50	328	340	39.5	17,077	17,680	2,057
Cooks .....	8.88	9.80	346	343	39.0	18,007	17,832	2,028
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.93	10.00	397	400	40.0	20,646	20,800	2,080
Building cleaning workers .....	9.79	10.00	392	400	40.0	20,361	20,800	2,080

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Building and grounds cleaning and maintenance occupations</b> —Continued								
Janitors and cleaners, except maids and housekeeping cleaners .....	\$10.12	\$10.00	\$405	\$400	40.0	\$21,041	\$20,800	2,080
<b>Personal care and service occupations</b> .....	10.65	10.36	426	414	40.0	21,852	21,549	2,051
<b>Sales and related occupations</b> .....	21.18	17.95	867	808	40.9	45,065	42,001	2,127
Retail sales workers .....	13.98	11.08	559	443	40.0	29,080	23,046	2,080
Cashiers, all workers .....	10.16	9.25	406	370	40.0	21,123	19,240	2,080
Cashiers .....	10.14	9.20	405	368	40.0	21,083	19,136	2,080
Retail salespersons .....	16.57	13.78	663	551	40.0	34,471	28,662	2,080
Sales representatives, wholesale and manufacturing .....	32.13	29.94	1,285	1,198	40.0	66,839	62,271	2,080
<b>Office and administrative support occupations</b> .....	16.11	15.40	639	615	39.7	33,237	32,001	2,064
First-line supervisors/managers of office and administrative support workers .....	28.94	28.21	1,116	1,058	38.6	58,026	55,000	2,005
Financial clerks .....	13.24	14.66	529	587	39.9	27,511	30,499	2,077
Bookkeeping, accounting, and auditing clerks .....	15.69	15.41	626	616	39.9	32,530	32,053	2,074
Tellers .....	10.52	10.03	421	401	40.0	21,885	20,864	2,080
Customer service representatives .....	14.79	14.00	591	560	40.0	30,755	29,120	2,080
Shipping, receiving, and traffic clerks .....	14.78	14.63	582	577	39.4	30,257	29,994	2,047
Secretaries and administrative assistants .....	19.79	19.49	777	764	39.3	40,405	39,736	2,041
Executive secretaries and administrative assistants .....	20.72	20.19	829	808	40.0	43,093	41,999	2,080
Secretaries, except legal, medical, and executive .....	18.78	17.96	750	718	39.9	38,981	37,357	2,076
Office clerks, general .....	12.60	12.50	504	500	40.0	26,202	26,000	2,079
<b>Construction and extraction occupations</b> .....	20.22	21.04	851	842	42.1	41,652	41,600	2,060
Construction laborers .....	19.45	21.04	777	842	40.0	36,304	37,036	1,866
<b>Installation, maintenance, and repair occupations</b> .....	19.75	19.67	785	780	39.8	40,831	40,560	2,068
Industrial machinery installation, repair, and maintenance workers .....	18.31	16.17	732	647	40.0	38,075	33,634	2,080
Maintenance and repair workers, general .....	15.27	15.58	611	623	40.0	31,759	32,406	2,080
<b>Production occupations</b> .....	17.99	14.63	719	585	39.9	37,368	30,430	2,077
First-line supervisors/managers of production and operating workers .....	23.44	20.57	938	823	40.0	48,760	42,788	2,080
Miscellaneous assemblers and fabricators .....	19.86	28.18	794	1,127	40.0	41,303	58,614	2,080
Inspectors, testers, sorters, samplers, and weighers .....	26.32	28.53	1,053	1,141	40.0	54,748	59,342	2,080
<b>Transportation and material moving occupations</b> .....	15.52	14.69	547	554	35.3	28,161	28,787	1,815

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> —Continued								
Driver/sales workers and truck drivers	\$12.97	\$10.75	\$369	\$215	28.5	\$19,198	\$11,180	1,481
Laborers and material movers, hand ..	14.68	15.02	572	591	38.9	29,726	30,722	2,025
Laborers and freight, stock, and material movers, hand .....	15.26	16.00	589	640	38.6	30,636	33,280	2,008
Packers and packagers, hand .....	12.71	11.68	508	467	40.0	26,429	24,290	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately



Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$25.03	\$23.37	\$992	\$932	39.6	\$46,063	\$42,661	1,840
<b>Management occupations</b> .....	29.71	26.94	1,199	1,148	40.4	59,336	59,717	1,997
<b>Business and financial operations occupations</b> .....	34.24	30.76	1,348	1,230	39.4	68,928	63,985	2,013
<b>Education, training, and library occupations</b> .....	29.27	29.48	1,096	1,114	37.5	41,655	42,477	1,423
Primary, secondary, and special education school teachers .....	32.49	30.87	1,234	1,204	38.0	46,413	45,106	1,428
Elementary and middle school teachers .....	32.11	30.10	1,218	1,204	37.9	46,067	45,027	1,435
Elementary school teachers, except special education .....	31.47	30.10	1,171	1,135	37.2	44,410	44,051	1,411
Middle school teachers, except special and vocational education .....	33.24	32.47	1,307	1,299	39.3	49,141	48,568	1,478
Secondary school teachers .....	33.46	32.19	1,266	1,268	37.8	46,748	46,665	1,397
Secondary school teachers, except special and vocational education .....	32.87	31.70	1,242	1,207	37.8	45,933	43,943	1,397
<b>Healthcare practitioner and technical occupations</b> .....	27.08	27.85	1,054	1,081	38.9	51,846	50,961	1,915
<b>Protective service occupations</b> .....	23.18	21.63	1,005	990	43.3	52,248	51,506	2,254
<b>Office and administrative support occupations</b> .....	15.90	15.02	632	589	39.8	31,776	30,551	1,999
Secretaries and administrative assistants .....	17.02	16.04	673	642	39.5	33,469	33,032	1,967
Secretaries, except legal, medical, and executive .....	16.38	17.79	642	670	39.2	30,973	32,179	1,891

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Kansas City, MO-KS, September 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$19.59	\$17.17	\$20.00	\$26.52
Management, professional, and related .....	30.92	27.75	29.93	34.17
Management, business, and financial .....	31.67	26.19	32.09	36.90
Professional and related .....	30.43	29.57	28.91	32.57
Service .....	9.31	8.70	9.61	11.60
Sales and office .....	16.58	17.15	15.10	16.94
Sales and related .....	18.69	20.87	15.20	16.22
Office and administrative support .....	15.86	15.97	15.05	17.02
Natural resources, construction, and maintenance ....	19.47	18.85	22.49	25.11
Construction and extraction .....	20.17	19.64	—	—
Installation, maintenance, and repair .....	19.58	18.84	19.94	24.44
Production, transportation, and material moving .....	15.91	13.55	14.09	22.90
Production .....	17.76	15.01	14.83	26.46
Transportation and material moving .....	14.21	12.51	13.32	19.08
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	5.2	8.0	5.8	3.6
Management, professional, and related .....	3.6	15.2	5.1	3.2
Management, business, and financial .....	6.6	18.7	10.0	7.8
Professional and related .....	3.9	19.1	4.8	5.4
Service .....	9.1	11.0	3.8	3.7
Sales and office .....	4.9	5.7	9.3	5.6
Sales and related .....	10.4	13.2	22.1	9.4
Office and administrative support .....	5.4	7.2	5.0	6.0
Natural resources, construction, and maintenance ....	5.4	6.4	6.5	4.5
Construction and extraction .....	6.9	7.0	—	—
Installation, maintenance, and repair .....	6.2	7.1	9.3	4.3
Production, transportation, and material moving .....	5.9	14.9	6.1	2.0
Production .....	12.5	6.2	10.0	3.3
Transportation and material moving .....	7.5	20.7	8.3	3.9

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$18.24	\$16.64	\$726	\$658	39.8	\$37,329	\$34,216	2,047
<b>Management occupations</b> .....	23.50	21.64	928	865	39.5	48,233	45,001	2,053
<b>Business and financial operations occupations</b> ...	31.39	25.38	1,277	1,067	40.7	66,407	55,501	2,116
<b>Healthcare practitioner and technical occupations</b> .....	27.72	29.03	1,108	1,161	40.0	57,605	60,382	2,078
<b>Food preparation and serving related occupations</b> .....	8.11	8.00	320	325	39.5	16,651	16,918	2,054
Cooks .....	8.73	9.30	340	343	39.0	17,690	17,832	2,025
<b>Sales and related occupations</b> .....	23.49	20.95	975	838	41.5	50,689	43,580	2,158
<b>Office and administrative support occupations</b> ....	16.21	15.80	642	632	39.6	33,386	32,864	2,060
Secretaries and administrative assistants .....	19.66	19.49	768	764	39.1	39,961	39,736	2,032
Office clerks, general .....	12.21	12.39	488	495	40.0	25,380	25,761	2,079
<b>Construction and extraction occupations</b> .....	19.69	21.04	831	842	42.2	40,534	39,520	2,059
Construction laborers .....	19.45	21.04	777	842	40.0	36,304	37,036	1,866
<b>Installation, maintenance, and repair occupations</b>	18.84	19.50	748	740	39.7	38,876	38,480	2,064
<b>Transportation and material moving occupations</b>	13.58	10.75	417	324	30.7	21,212	16,871	1,563

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Kansas City, MO-KS, September 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$24.02	\$20.57	\$966	\$830	40.2	\$50,150	\$42,788	2,088
<b>Management occupations</b> .....	43.12	37.80	1,891	1,696	43.9	98,351	88,192	2,281
Financial managers .....	37.54	35.79	1,483	1,432	39.5	77,113	74,443	2,054
<b>Business and financial operations occupations</b> ...	28.70	27.56	1,181	1,132	41.2	61,436	58,858	2,141
Buyers and purchasing agents .....	29.15	28.85	1,166	1,154	40.0	60,627	60,008	2,080
Human resources, training, and labor relations specialists .....	23.69	22.82	997	1,019	42.1	51,831	53,001	2,187
Management analysts .....	30.23	23.50	1,320	994	43.6	68,616	51,711	2,269
<b>Computer and mathematical science occupations</b>	34.75	32.98	1,396	1,319	40.2	72,567	68,600	2,088
Computer systems analysts .....	32.15	32.19	1,286	1,288	40.0	66,866	66,964	2,080
<b>Architecture and engineering occupations</b> .....	36.09	35.81	1,444	1,432	40.0	75,075	74,481	2,080
Engineers .....	37.46	36.08	1,498	1,443	40.0	77,917	75,044	2,080
Electrical engineers .....	35.89	34.65	1,436	1,386	40.0	74,660	72,072	2,080
<b>Life, physical, and social science occupations</b> .....	34.53	28.95	1,351	1,158	39.1	70,238	60,214	2,034
<b>Education, training, and library occupations</b> .....	21.67	18.13	881	725	40.6	39,761	33,350	1,835
<b>Arts, design, entertainment, sports, and media occupations</b> .....	27.03	22.12	1,081	885	40.0	56,216	45,999	2,080
<b>Healthcare practitioner and technical occupations</b> .....	27.43	22.84	1,087	885	39.6	56,533	46,010	2,061
Registered nurses .....	26.43	27.22	1,012	1,046	38.3	52,627	54,392	1,991
Diagnostic related technologists and technicians ...	25.72	25.31	1,029	1,012	40.0	53,501	52,645	2,080
Licensed practical and licensed vocational nurses	17.90	18.19	705	727	39.4	36,641	37,827	2,047
<b>Healthcare support occupations</b> .....	12.61	11.30	478	436	37.9	24,873	22,651	1,972
Nursing, psychiatric, and home health aides .....	11.28	10.57	423	396	37.5	21,992	20,610	1,950
Nursing aides, orderlies, and attendants .....	11.28	10.57	423	396	37.5	21,992	20,610	1,950
<b>Protective service occupations</b> .....	16.07	15.52	643	621	40.0	33,432	32,282	2,080
<b>Food preparation and serving related occupations</b> .....	9.91	9.37	396	375	40.0	20,604	19,481	2,079
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.35	11.04	454	441	40.0	23,602	22,957	2,080
Building cleaning workers .....	11.45	11.04	458	441	40.0	23,814	22,957	2,080
<b>Personal care and service occupations</b> .....	10.75	10.66	430	426	40.0	22,028	22,173	2,049
<b>Sales and related occupations</b> .....	17.50	14.26	700	570	40.0	36,409	29,659	2,080
<b>Office and administrative support occupations</b> ....	15.90	15.35	634	612	39.8	32,946	31,847	2,072
Financial clerks .....	14.82	14.81	591	592	39.9	30,739	30,796	2,074
Bookkeeping, accounting, and auditing clerks ...	15.34	14.81	611	592	39.8	31,761	30,796	2,071
Customer service representatives .....	15.65	15.30	626	612	40.0	32,547	31,816	2,080
Shipping, receiving, and traffic clerks .....	15.58	14.78	623	591	40.0	32,413	30,742	2,080
Secretaries and administrative assistants .....	20.04	19.60	794	784	39.6	41,268	40,766	2,059
Secretaries, except legal, medical, and executive .....	19.64	17.96	782	718	39.8	40,689	37,357	2,071
Office clerks, general .....	15.19	13.72	607	549	40.0	31,587	28,529	2,080
<b>Construction and extraction occupations</b> .....	29.46	32.79	1,179	1,312	40.0	61,283	68,203	2,080
<b>Installation, maintenance, and repair occupations</b>	22.54	21.85	901	874	40.0	46,875	45,440	2,080
<b>Production occupations</b> .....	19.13	18.57	765	743	40.0	39,756	38,626	2,078
Miscellaneous assemblers and fabricators .....	19.86	28.18	794	1,127	40.0	41,303	58,614	2,080
Inspectors, testers, sorters, samplers, and weighers .....	26.58	28.53	1,063	1,141	40.0	55,296	59,342	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Kansas City, MO-KS, September 2007** — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b>	\$16.99	\$15.38	\$676	\$615	39.8	\$35,141	\$31,990	2,068
Laborers and material movers, hand .....	15.36	15.21	606	611	39.5	31,520	31,782	2,052
Laborers and freight, stock, and material movers, hand .....	16.36	17.30	642	658	39.2	33,377	34,193	2,041
Packers and packagers, hand .....	12.71	11.68	508	467	40.0	26,429	24,290	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Kansas City, MO-KS, September 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$23.28	\$22.08	\$26.00	\$19.81	\$19.38	\$23.70
Management, professional, and related .....	30.24	23.07	31.59	30.70	31.02	29.25
Management, business, and financial .....	—	—	—	31.64	31.67	31.29
Professional and related .....	29.77	23.07	31.38	30.17	30.58	28.81
Service .....	19.93	—	—	10.63	9.26	17.97
Sales and office .....	17.63	18.81	—	16.47	16.53	15.42
Sales and related .....	—	—	—	18.62	18.70	—
Office and administrative support .....	17.68	18.97	—	15.77	15.78	15.67
Natural resources, construction, and maintenance ....	24.77	25.66	—	18.11	18.11	—
Construction and extraction .....	26.61	27.79	—	18.30	18.30	—
Installation, maintenance, and repair .....	22.08	22.38	—	18.98	18.99	—
Production, transportation, and material moving .....	20.93	20.64	—	13.94	13.79	—
Production .....	22.55	22.15	—	15.57	15.28	—
Transportation and material moving .....	18.74	18.74	—	12.62	12.60	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	3.8	5.0	3.1	5.0	5.5	5.4
Management, professional, and related .....	3.7	8.3	3.2	3.4	3.6	8.8
Management, business, and financial .....	—	—	—	6.2	6.6	16.1
Professional and related .....	4.2	8.3	4.0	3.9	4.0	10.2
Service .....	9.9	—	—	13.4	9.2	14.5
Sales and office .....	5.3	9.2	—	4.9	5.1	9.2
Sales and related .....	—	—	—	10.2	10.4	—
Office and administrative support .....	5.7	10.0	—	5.3	5.6	9.3
Natural resources, construction, and maintenance ....	4.1	4.1	—	7.6	7.7	—
Construction and extraction .....	6.9	7.2	—	10.5	10.5	—
Installation, maintenance, and repair .....	4.5	5.1	—	6.9	7.1	—
Production, transportation, and material moving .....	7.7	7.8	—	6.3	6.3	—
Production .....	13.6	14.3	—	6.5	5.4	—
Transportation and material moving .....	3.9	3.9	—	9.6	9.8	—

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Kansas City, MO-KS, September 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$19.84	\$19.19	\$24.17	\$24.17
Management, professional, and related .....	30.30	30.44	–	–
Management, business, and financial .....	30.60	30.46	–	–
Professional and related .....	30.14	30.43	–	–
Service .....	11.27	9.25	–	–
Sales and office .....	15.63	15.65	24.32	24.32
Sales and related .....	14.05	14.10	27.68	27.68
Office and administrative support .....	15.97	16.00	11.24	11.24
Natural resources, construction, and maintenance ....	19.01	19.06	–	–
Construction and extraction .....	–	19.56	–	–
Installation, maintenance, and repair .....	19.67	19.68	–	–
Production, transportation, and material moving .....	16.15	15.93	–	–
Production .....	18.14	17.76	–	–
Transportation and material moving .....	14.20	14.20	–	–
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	4.9	5.5	7.5	7.5
Management, professional, and related .....	3.4	3.9	–	–
Management, business, and financial .....	6.6	7.4	–	–
Professional and related .....	3.5	3.9	–	–
Service .....	14.7	9.7	–	–
Sales and office .....	4.6	4.8	11.8	11.8
Sales and related .....	9.4	9.6	11.4	11.4
Office and administrative support .....	5.1	5.4	6.9	6.9
Natural resources, construction, and maintenance ....	6.0	6.2	–	–
Construction and extraction .....	–	8.4	–	–
Installation, maintenance, and repair .....	7.1	7.6	–	–
Production, transportation, and material moving .....	6.1	6.0	–	–
Production .....	12.8	12.5	–	–
Transportation and material moving .....	7.6	7.7	–	–

<sup>1</sup> Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Kansas City, MO-KS, September 2007

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	\$18.87	–	\$17.94	–	–	\$25.08	\$19.77	\$9.43	–
Management, professional, and related	–	–	43.31	–	–	33.53	26.23	–	–
Management, business, and financial	–	–	44.21	–	–	36.02	35.49	–	–
Professional and related .....	–	–	42.18	–	–	31.21	25.26	–	–
Service .....	–	–	–	–	–	9.35	11.33	8.11	–
Sales and office .....	–	–	17.12	–	–	19.26	14.48	–	–
Sales and related .....	–	–	17.44	–	–	–	–	11.69	–
Office and administrative support .....	–	–	16.78	–	–	19.26	14.65	–	–
Natural resources, construction, and maintenance .....	20.15	–	17.77	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	–	19.20	–	–	–	–	–	–
Production, transportation, and material moving .....	–	–	13.53	–	–	–	–	–	–
Production .....	–	–	14.77	–	–	–	–	–	–
Transportation and material moving ...	–	–	13.43	–	–	–	–	–	–
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	5.7	–	2.7	–	–	5.4	3.1	6.3	–
Management, professional, and related	–	–	7.2	–	–	11.3	2.9	–	–
Management, business, and financial	–	–	13.2	–	–	14.2	23.9	–	–
Professional and related .....	–	–	2.5	–	–	7.6	7.1	–	–
Service .....	–	–	–	–	–	5.2	2.2	5.0	–
Sales and office .....	–	–	3.6	–	–	10.0	12.8	–	–
Sales and related .....	–	–	9.8	–	–	–	–	1.5	–
Office and administrative support .....	–	–	4.5	–	–	11.1	13.2	–	–
Natural resources, construction, and maintenance .....	7.9	–	13.3	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	–	9.6	–	–	–	–	–	–
Production, transportation, and material moving .....	–	–	6.6	–	–	–	–	–	–
Production .....	–	–	18.8	–	–	–	–	–	–
Transportation and material moving ...	–	–	6.8	–	–	–	–	–	–

<sup>1</sup> Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.



# Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

## Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

### Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Kansas City, MO–KS, Metropolitan Statistical Area (MSA) includes Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette, Platte, and Ray Counties, MO; and Franklin, Johnson, Leavenworth, Linn, Miami, and Wyandotte Counties, KS.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

### Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

## Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

### Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1–49	Up to 4
50–249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

### **Occupational leveling**

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample

replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

### **Combined work levels**

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1–4
Group II	Levels 5–8
Group III	Levels 9–12
Group IV	Levels 13–15

### **Collection period**

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small met-

ropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

## Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

## Definition of terms

*Full-time worker.* Any employee whom the employer considers to be full time.

*Part-time worker.* Any employee whom the employer considers to be part time.

*Time-based worker.* Any employee whose earnings are solely tied to an hourly rate or salary.

*Incentive worker.* Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

*Nonunion worker.* An employee in an occupation not meeting the conditions for union coverage.

*Union worker.* Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

*Level.* A ranking within an occupation based on the requirements of the position.

## Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

### Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

### Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

### Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the me-

dian, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

### Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

*Nonsampling errors* also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Kansas City, MO-KS, September 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	946,400	824,300	122,100
Management, professional, and related .....	262,500	190,500	72,000
Management, business, and financial .....	80,600	70,400	10,100
Professional and related .....	181,900	120,100	61,800
Service .....	160,200	134,300	25,900
Sales and office .....	294,400	276,700	17,700
Sales and related .....	78,400	77,500	–
Office and administrative support .....	215,900	199,100	16,800
Natural resources, construction, and maintenance ....	127,800	124,200	3,600
Construction and extraction .....	72,300	71,000	–
Installation, maintenance, and repair .....	51,400	49,100	–
Production, transportation, and material moving .....	101,500	98,600	–
Production .....	41,900	39,900	–
Transportation and material moving .....	59,600	58,700	–

<sup>1</sup> The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

<sup>2</sup> Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix table 2. **Survey establishment response, Kansas City, MO-KS, September 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	47,183	45,736	1,447
Total in sample .....	305	276	29
Responding .....	183	158	25
Refused or unable to provide data .....	89	85	4
Out of business or not in survey scope .....	33	33	0

<sup>1</sup> The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.