

Springfield, MO National Compensation Survey September 2007



U.S. Department of Labor
Elaine L. Chao, Secretary

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Keith Hall, Commissioner

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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.

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 Springfield, MO, 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 earnings¹ and weekly hours for selected worker and establishment characteristics, Springfield, MO, September 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$15.38	3.1	35.7	\$15.07	3.4	35.5	\$17.64	6.7	37.1
Worker characteristics^{4,5}									
Management, professional, and related	23.94	6.2	36.9	24.15	7.5	37.6	23.26	9.0	34.6
Management, business, and financial	27.21	10.9	40.4	27.08	12.1	40.5	—	—	—
Professional and related	22.11	8.0	35.1	22.02	10.7	35.7	22.30	9.2	33.8
Service	9.11	4.4	31.5	8.17	2.8	30.3	13.70	10.6	38.9
Sales and office	13.37	4.1	35.9	13.43	4.3	35.7	12.26	5.1	40.0
Sales and related	15.42	10.0	31.3	15.42	10.0	31.3	—	—	—
Office and administrative support	12.62	2.7	37.9	12.65	2.9	37.7	12.26	5.1	40.0
Natural resources, construction, and maintenance	16.75	3.3	39.5	17.30	3.5	39.4	14.16	5.1	40.0
Construction and extraction	16.81	4.0	38.9	17.58	4.3	38.6	—	—	—
Installation, maintenance, and repair	16.70	4.9	40.2	17.06	5.1	40.2	—	—	—
Production, transportation, and material moving	13.42	7.4	36.7	13.49	7.5	36.7	—	—	—
Production	13.65	2.1	39.3	13.81	1.8	39.3	—	—	—
Transportation and material moving	13.23	13.3	34.7	13.22	13.4	34.8	—	—	—
Full time	16.32	3.5	39.9	16.08	3.9	39.9	17.89	7.1	39.5
Part time	8.52	3.7	20.3	8.33	3.9	20.5	12.46	17.7	16.5
Union	16.52	5.9	38.0	16.74	6.2	37.5	—	—	—
Nonunion	15.30	3.3	35.6	14.95	3.6	35.4	17.79	6.9	36.9
Time	14.90	3.4	35.5	14.48	3.8	35.2	17.64	6.7	37.1
Incentive	20.39	13.4	38.6	20.39	13.4	38.6	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	16.91	3.3	40.1	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	14.58	4.3	34.5	(⁶)	(⁶)	(⁶)
1-99 workers	13.88	4.5	34.1	13.89	4.5	34.1	—	—	—
100-499 workers	16.62	6.4	36.7	16.33	7.1	36.7	19.82	5.4	36.5
500 workers or more	16.74	6.0	37.8	16.44	8.2	37.9	17.41	7.2	37.4

¹ 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.

² 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.

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

⁴ 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.

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

⁶ 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 earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.38	3.1	\$16.32	3.5	\$8.52	3.7
Management occupations	31.13	12.8	31.13	12.9	—	—
Level 7	18.85	5.2	18.85	5.2	—	—
Level 9	30.88	10.5	30.88	10.5	—	—
Level 11	52.81	23.0	52.81	23.0	—	—
Not able to be leveled	29.07	13.9	29.05	13.9	—	—
Financial managers	33.93	11.2	33.93	11.2	—	—
Business and financial operations occupations	22.38	13.6	22.42	14.3	—	—
Level 7	17.88	17.4	17.88	17.4	—	—
Level 9	22.62	5.9	22.92	7.5	—	—
Accountants and auditors	24.25	15.3	24.25	15.3	—	—
Computer and mathematical science occupations	23.98	11.6	24.15	11.5	—	—
Architecture and engineering occupations	23.51	7.1	23.51	7.1	—	—
Engineers	29.02	10.8	29.02	10.8	—	—
Community and social services occupations	16.54	10.3	16.54	10.3	—	—
Education, training, and library occupations	26.41	1.0	28.02	2.2	15.64	19.3
Level 9	29.28	2.3	29.21	2.6	—	—
Not able to be leveled	17.49	23.1	—	—	11.00	1.5
Postsecondary teachers	28.49	9.1	28.21	13.0	29.83	3.9
Primary, secondary, and special education school teachers	26.67	4.4	28.74	.7	—	—
Level 9	28.95	1.3	28.95	1.3	—	—
Elementary and middle school teachers	26.28	4.2	28.99	1.6	—	—
Level 9	28.97	1.9	28.97	1.9	—	—
Elementary school teachers, except special education	24.91	.9	—	—	—	—
Arts, design, entertainment, sports, and media occupations	11.87	6.6	12.90	4.7	—	—
Designers	11.59	7.7	—	—	—	—
Healthcare practitioner and technical occupations	24.64	12.6	26.16	15.0	—	—
Level 4	12.33	5.2	12.91	4.0	—	—
Level 9	25.95	9.4	25.95	9.4	—	—
Registered nurses	24.17	4.2	24.40	4.0	—	—
Level 9	25.95	9.4	25.95	9.4	—	—
Clinical laboratory technologists and technicians	—	—	16.56	4.1	—	—
Healthcare support occupations	10.94	3.4	11.61	6.6	9.41	8.1
Level 4	13.14	3.3	—	—	—	—
Nursing, psychiatric, and home health aides	9.04	7.6	—	—	—	—
Nursing aides, orderlies, and attendants	9.69	8.5	—	—	—	—
Miscellaneous healthcare support occupations	12.77	3.1	12.64	4.7	—	—
Level 4	13.17	3.3	—	—	—	—
Protective service occupations	15.28	13.3	15.63	14.0	—	—
Food preparation and serving related occupations	6.60	10.7	6.87	7.7	6.30	14.1
Level 1	6.50	10.4	—	—	6.05	24.4
Level 2	5.98	9.8	5.51	8.9	6.25	10.8
Level 3	7.82	3.8	8.42	2.5	—	—
Cooks	7.84	4.3	8.27	5.2	—	—
Cooks, institution and cafeteria	9.41	5.8	—	—	—	—
Food preparation workers	8.76	2.3	—	—	—	—
Food service, tipped	4.07	21.2	3.87	17.4	4.32	30.5
Level 1	4.78	22.3	—	—	5.31	37.6
Level 2	4.04	24.5	—	—	—	—
Waiters and waitresses	3.79	16.2	—	—	4.15	32.1
Level 2	3.58	12.7	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	7.36	5.7	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Fast food and counter workers	\$7.40	1.3	—	—	\$7.16	0.6
Level 2	7.11	.5	—	—	—	—
Combined food preparation and serving workers, including fast food	7.40	1.3	—	—	7.16	.7
Level 2	7.11	.5	—	—	—	—
Building and grounds cleaning and maintenance occupations						
Level 1	8.62	6.9	\$8.62	7.1	—	—
Level 1	8.06	6.3	8.06	6.4	—	—
Building cleaning workers	8.65	6.9	8.65	7.0	—	—
Level 1	8.18	6.5	8.18	6.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.35	8.2	10.37	8.4	—	—
Personal care and service occupations	10.32	16.4	—	—	—	—
Sales and related occupations	15.42	10.0	17.75	10.7	7.52	2.3
Level 1	7.08	.7	—	—	—	—
Level 2	7.50	3.5	—	—	7.11	.4
Level 3	9.16	5.5	10.04	7.2	8.14	4.5
Level 4	11.93	6.3	12.59	3.3	—	—
Level 5	17.93	19.4	17.93	19.4	—	—
Level 7	38.14	21.7	38.14	21.7	—	—
First-line supervisors/managers, sales workers	22.57	24.7	22.57	24.7	—	—
First-line supervisors/managers of retail sales workers	16.12	7.3	16.12	7.3	—	—
Retail sales workers	10.05	6.2	11.32	9.3	7.57	2.4
Level 1	7.08	.7	—	—	—	—
Level 2	7.59	5.0	—	—	7.14	.1
Level 3	9.24	5.8	10.23	7.1	8.12	5.1
Level 4	12.00	8.3	12.00	8.3	—	—
Cashiers, all workers	8.51	4.2	9.46	9.1	7.18	1.4
Level 2	7.57	5.1	—	—	—	—
Level 3	10.56	12.7	—	—	—	—
Cashiers	8.51	4.2	9.46	9.1	7.18	1.4
Level 2	7.57	5.1	—	—	—	—
Level 3	10.56	12.7	—	—	—	—
Retail salespersons	10.86	7.3	12.32	10.7	7.91	4.2
Level 3	8.52	3.7	8.79	4.6	8.31	4.3
Level 4	11.70	8.9	11.70	8.9	—	—
Sales representatives, wholesale and manufacturing	28.69	10.0	28.69	10.0	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.45	10.0	28.45	10.0	—	—
Office and administrative support occupations	12.62	2.7	12.97	3.0	8.83	3.5
Level 2	9.64	4.2	10.00	5.0	8.21	3.7
Level 3	10.97	3.8	11.17	3.9	—	—
Level 4	11.99	2.9	12.11	3.1	10.40	8.5
Level 5	13.70	2.7	13.86	2.7	—	—
Level 6	17.79	4.3	17.79	4.3	—	—
Not able to be leveled	13.97	4.5	14.11	3.9	—	—
First-line supervisors/managers of office and administrative support workers	20.48	13.4	20.48	13.4	—	—
Financial clerks	11.13	3.9	11.67	4.8	—	—
Level 4	11.33	6.8	11.57	7.0	—	—
Bookkeeping, accounting, and auditing clerks	11.88	6.7	11.88	6.7	—	—
Customer service representatives	12.82	10.2	13.16	11.0	—	—
Interviewers, except eligibility and loan	13.28	10.1	13.28	10.1	—	—
Receptionists and information clerks	9.94	6.9	—	—	—	—
Shipping, receiving, and traffic clerks	10.51	1.2	10.58	1.0	—	—
Stock clerks and order fillers	11.02	1.5	11.52	3.8	8.23	7.2
Secretaries and administrative assistants	13.67	6.2	13.87	6.2	—	—
Level 4	12.16	4.5	12.16	4.5	—	—
Secretaries, except legal, medical, and executive	12.53	5.6	12.53	5.6	—	—
Data entry and information processing workers	11.39	6.4	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Data entry keyers	\$11.39	6.4	—	—	—	—
Insurance claims and policy processing clerks	12.46	3.2	\$12.46	3.2	—	—
Office clerks, general	11.49	9.6	11.71	11.0	—	—
Level 4	12.30	12.4	12.30	12.4	—	—
Construction and extraction occupations	16.81	4.0	16.86	4.0	—	—
Level 4	12.70	9.6	12.71	10.2	—	—
Level 5	16.19	2.1	16.19	2.1	—	—
Level 7	19.73	11.1	19.73	11.1	—	—
Electricians	15.93	3.1	15.93	3.1	—	—
Installation, maintenance, and repair occupations	16.70	4.9	16.70	4.9	—	—
Level 4	11.03	7.8	11.03	7.8	—	—
Level 5	16.36	5.2	16.36	5.2	—	—
Level 6	19.89	9.1	19.89	9.1	—	—
Level 7	19.28	5.7	19.28	5.7	—	—
Industrial machinery installation, repair, and maintenance workers	14.55	7.7	14.55	7.7	—	—
Level 5	15.97	10.3	15.97	10.3	—	—
Maintenance and repair workers, general	13.25	9.1	13.25	9.1	—	—
Maintenance workers, machinery	14.51	4.9	14.51	4.9	—	—
Production occupations	13.65	2.1	13.70	2.0	—	—
Level 1	9.48	2.9	9.48	2.9	—	—
Level 2	12.30	4.6	12.30	4.6	—	—
Level 3	12.85	1.8	12.93	1.4	—	—
Level 4	14.82	5.4	15.00	5.3	—	—
Level 5	15.28	3.0	15.28	3.0	—	—
Level 6	15.32	5.7	15.32	5.7	—	—
Level 7	18.36	8.0	18.36	8.0	—	—
First-line supervisors/managers of production and operating workers	20.50	3.7	20.50	3.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	13.75	3.6	13.75	3.6	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.48	6.9	13.48	6.9	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	12.42	7.5	12.42	7.5	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.42	7.5	12.42	7.5	—	—
Welding, soldering, and brazing workers	15.71	6.7	15.71	6.7	—	—
Welders, cutters, solderers, and brazers	15.92	8.0	15.92	8.0	—	—
Inspectors, testers, sorters, samplers, and weighers	13.86	4.0	13.86	4.0	—	—
Painting workers	14.71	7.7	14.71	7.7	—	—
Miscellaneous production workers	11.95	2.7	11.95	2.7	—	—
Helpers—production workers	10.91	2.7	10.91	2.7	—	—
Transportation and material moving occupations	13.23	13.3	14.13	13.9	\$7.48	6.7
Level 1	7.99	9.0	10.30	8.8	7.01	3.4
Level 3	10.34	9.8	10.49	9.5	—	—
Level 4	13.52	4.8	13.51	4.8	—	—
Driver/sales workers and truck drivers	14.79	16.1	16.28	14.3	7.16	7.7
Truck drivers, heavy and tractor-trailer	19.66	10.0	19.66	10.0	—	—
Truck drivers, light or delivery services	13.17	20.6	13.67	21.3	—	—
Industrial truck and tractor operators	10.79	3.4	10.79	3.4	—	—
Laborers and material movers, hand	10.16	6.2	10.78	5.6	7.34	5.1
Level 1	8.54	9.4	10.30	8.8	6.96	2.7

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Laborers and freight, stock, and material movers, hand	\$11.21	11.5	\$12.03	10.2	—	—
Packers and packagers, hand	—	—	—	—	\$6.92	3.1
Level 1	9.39	10.7	—	—	—	—

¹ 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.

² 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.

³ 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.

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

⁵ 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 earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.07	3.4	\$16.08	3.9	\$8.33	3.9
Management occupations	30.63	14.0	30.62	14.0	—	—
Level 7	18.85	5.2	18.85	5.2	—	—
Level 11	52.81	23.0	52.81	23.0	—	—
Not able to be leveled	29.07	13.9	29.05	13.9	—	—
Financial managers	33.93	11.2	33.93	11.2	—	—
Business and financial operations occupations	22.34	15.8	22.39	16.8	—	—
Level 7	17.98	18.6	17.98	18.6	—	—
Level 9	23.17	7.3	—	—	—	—
Accountants and auditors	23.86	18.1	23.86	18.1	—	—
Computer and mathematical science occupations	23.98	11.6	24.15	11.5	—	—
Architecture and engineering occupations	24.23	7.2	24.23	7.2	—	—
Engineers	29.02	10.8	29.02	10.8	—	—
Education, training, and library occupations	24.15	5.2	24.58	3.3	—	—
Postsecondary teachers	23.40	5.4	—	—	—	—
Arts, design, entertainment, sports, and media occupations	11.87	6.7	12.90	4.7	—	—
Designers	11.59	7.7	—	—	—	—
Healthcare practitioner and technical occupations	—	—	27.79	16.6	—	—
Level 4	—	—	12.85	7.4	—	—
Level 9	25.95	9.4	25.95	9.4	—	—
Registered nurses	24.30	4.7	24.57	4.4	—	—
Level 9	25.95	9.4	25.95	9.4	—	—
Healthcare support occupations	11.22	3.2	12.19	7.2	9.41	8.1
Level 4	13.54	2.4	—	—	—	—
Nursing, psychiatric, and home health aides	9.32	6.7	—	—	—	—
Nursing aides, orderlies, and attendants	10.34	3.3	—	—	—	—
Miscellaneous healthcare support occupations	13.04	2.8	12.94	4.9	—	—
Food preparation and serving related occupations	6.57	11.0	6.83	8.0	6.29	14.3
Level 1	6.50	10.4	—	—	6.05	24.4
Level 2	5.96	9.9	5.51	8.9	6.23	11.0
Level 3	7.77	4.7	8.39	2.5	—	—
Cooks	7.78	4.6	8.22	5.6	—	—
Food preparation workers	8.76	2.3	—	—	—	—
Food service, tipped	4.07	21.2	3.87	17.4	4.32	30.5
Level 1	4.78	22.3	—	—	5.31	37.6
Level 2	4.04	24.5	—	—	—	—
Waiters and waitresses	3.79	16.2	—	—	4.15	32.1
Level 2	3.58	12.7	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	7.36	5.7	—	—	—	—
Fast food and counter workers	7.40	1.3	—	—	7.16	.6
Level 2	7.11	.5	—	—	—	—
Combined food preparation and serving workers, including fast food	7.40	1.3	—	—	7.16	.7
Level 2	7.11	.5	—	—	—	—
Building and grounds cleaning and maintenance occupations	7.82	5.2	7.80	5.3	—	—
Level 1	7.82	5.5	7.82	5.6	—	—
Building cleaning workers	7.69	5.2	7.66	5.4	—	—
Level 1	7.90	6.0	—	—	—	—
Sales and related occupations	15.42	10.0	17.75	10.7	7.52	2.3
Level 1	7.08	.7	—	—	—	—
Level 2	7.50	3.5	—	—	7.11	.4
Level 3	9.16	5.5	10.04	7.2	8.14	4.5
Level 4	11.93	6.3	12.59	3.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Level 5	\$17.93	19.4	\$17.93	19.4	—	—
Level 7	38.14	21.7	38.14	21.7	—	—
First-line supervisors/managers, sales workers	22.57	24.7	22.57	24.7	—	—
First-line supervisors/managers of retail sales workers	16.12	7.3	16.12	7.3	—	—
Retail sales workers	10.05	6.2	11.32	9.3	\$7.57	2.4
Level 1	7.08	.7	—	—	—	—
Level 2	7.59	5.0	—	—	7.14	.1
Level 3	9.24	5.8	10.23	7.1	8.12	5.1
Level 4	12.00	8.3	12.00	8.3	—	—
Cashiers, all workers	8.51	4.2	9.46	9.1	7.18	1.4
Level 2	7.57	5.1	—	—	—	—
Level 3	10.56	12.7	—	—	—	—
Cashiers	8.51	4.2	9.46	9.1	7.18	1.4
Level 2	7.57	5.1	—	—	—	—
Level 3	10.56	12.7	—	—	—	—
Retail salespersons	10.86	7.3	12.32	10.7	7.91	4.2
Level 3	8.52	3.7	8.79	4.6	8.31	4.3
Level 4	11.70	8.9	11.70	8.9	—	—
Sales representatives, wholesale and manufacturing	28.69	10.0	28.69	10.0	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.45	10.0	28.45	10.0	—	—
Office and administrative support occupations	12.65	2.9	13.03	3.2	8.83	3.5
Level 2	9.52	4.4	9.90	5.4	8.21	3.7
Level 3	10.97	3.8	11.17	3.9	—	—
Level 4	12.08	3.1	12.23	3.3	10.40	8.5
Level 5	13.73	3.3	13.93	3.2	—	—
Level 6	18.20	4.4	18.20	4.4	—	—
Not able to be leveled	13.97	4.5	14.11	3.9	—	—
First-line supervisors/managers of office and administrative support workers	20.48	13.4	20.48	13.4	—	—
Financial clerks	11.14	4.2	11.75	5.4	—	—
Level 4	11.40	8.3	11.70	8.7	—	—
Bookkeeping, accounting, and auditing clerks	11.88	6.7	11.88	6.7	—	—
Customer service representatives	12.82	10.2	13.16	11.0	—	—
Receptionists and information clerks	9.78	7.6	—	—	—	—
Shipping, receiving, and traffic clerks	10.51	1.2	10.58	1.0	—	—
Stock clerks and order fillers	11.02	1.5	11.52	3.8	8.23	7.2
Secretaries and administrative assistants	14.00	8.2	14.30	8.4	—	—
Level 4	12.41	5.6	12.41	5.6	—	—
Data entry and information processing workers	11.39	6.4	—	—	—	—
Data entry keyers	11.39	6.4	—	—	—	—
Insurance claims and policy processing clerks	12.46	3.2	12.46	3.2	—	—
Office clerks, general	11.41	10.8	11.65	12.6	—	—
Construction and extraction occupations	17.58	4.3	17.66	4.2	—	—
Level 4	12.51	12.8	12.50	13.9	—	—
Level 7	19.73	11.1	19.73	11.1	—	—
Electricians	15.93	3.1	15.93	3.1	—	—
Installation, maintenance, and repair occupations	17.06	5.1	17.06	5.1	—	—
Level 4	10.88	11.6	10.88	11.6	—	—
Level 5	16.37	7.2	16.37	7.2	—	—
Level 6	19.89	9.1	19.89	9.1	—	—
Level 7	19.28	5.7	19.28	5.7	—	—
Industrial machinery installation, repair, and maintenance workers	15.63	8.2	15.63	8.2	—	—
Level 5	17.75	6.6	17.75	6.6	—	—
Maintenance and repair workers, general	14.07	11.5	14.07	11.5	—	—
Maintenance workers, machinery	14.51	4.9	14.51	4.9	—	—
Production occupations	13.81	1.8	13.87	1.6	—	—
Level 1	9.84	.1	9.84	.1	—	—
Level 2	12.30	4.6	12.30	4.6	—	—
Level 3	12.85	1.8	12.93	1.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Level 4	\$14.82	5.4	\$15.00	5.3	—	—
Level 5	15.28	3.0	15.28	3.0	—	—
Level 6	15.32	5.7	15.32	5.7	—	—
Level 7	18.36	8.0	18.36	8.0	—	—
First-line supervisors/managers of production and operating workers	20.50	3.7	20.50	3.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	13.75	3.6	13.75	3.6	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.48	6.9	13.48	6.9	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	12.42	7.5	12.42	7.5	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.42	7.5	12.42	7.5	—	—
Welding, soldering, and brazing workers	15.71	6.7	15.71	6.7	—	—
Welders, cutters, solderers, and brazers	15.92	8.0	15.92	8.0	—	—
Inspectors, testers, sorters, samplers, and weighers	13.86	4.0	13.86	4.0	—	—
Painting workers	14.71	7.7	14.71	7.7	—	—
Miscellaneous production workers	11.95	2.7	11.95	2.7	—	—
Helpers--production workers	10.91	2.7	10.91	2.7	—	—
Transportation and material moving occupations	13.22	13.4	14.13	13.9	\$7.23	4.9
Level 1	7.99	9.0	10.30	8.8	7.01	3.4
Level 3	10.34	9.8	10.49	9.5	—	—
Level 4	13.52	4.8	13.51	4.8	—	—
Driver/sales workers and truck drivers	14.79	16.1	16.28	14.3	7.16	7.7
Truck drivers, heavy and tractor-trailer	19.66	10.0	19.66	10.0	—	—
Truck drivers, light or delivery services	13.17	20.6	13.67	21.3	—	—
Industrial truck and tractor operators	10.79	3.4	10.79	3.4	—	—
Laborers and material movers, hand	10.16	6.2	10.78	5.6	7.34	5.1
Level 1	8.54	9.4	10.30	8.8	6.96	2.7
Laborers and freight, stock, and material movers, hand	11.21	11.5	12.03	10.2	—	—
Packers and packagers, hand	—	—	—	—	6.92	3.1
Level 1	9.39	10.7	—	—	—	—

¹ 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.

² 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.

³ 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.

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

⁵ 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 earnings¹ for full-time and part-time workers² by work levels³, Springfield, MO, September 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.64	6.7	\$17.89	7.1	\$12.46	17.7
Education, training, and library occupations	26.83	.6	28.71	2.9	15.43	21.1
Level 9	29.77	2.3	29.71	2.5	–	–
Primary, secondary, and special education school teachers	26.78	4.2	28.74	.7	–	–
Level 9	28.95	1.3	28.95	1.3	–	–
Elementary and middle school teachers	26.28	4.2	28.99	1.6	–	–
Level 9	28.97	1.9	28.97	1.9	–	–
Elementary school teachers, except special education	24.91	.9	–	–	–	–
Protective service occupations	17.76	10.8	17.93	11.6	–	–
Office and administrative support occupations	12.26	5.1	12.26	5.1	–	–

¹ 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.

² 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.

³ 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.

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

⁵ 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 levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Springfield, MO, September 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.38	3.1	\$16.32	3.5	\$8.52	3.7
Management occupations	31.13	12.8	31.13	12.9	—	—
Group II	17.64	8.6	—	—	—	—
Group III	42.03	17.8	—	—	—	—
Financial managers	33.93	11.2	33.93	11.2	—	—
Business and financial operations occupations	22.38	13.6	22.42	14.3	—	—
Group II	17.28	11.3	—	—	—	—
Group III	27.46	8.5	—	—	—	—
Accountants and auditors	24.25	15.3	24.25	15.3	—	—
Computer and mathematical science occupations	23.98	11.6	24.15	11.5	—	—
Architecture and engineering occupations	23.51	7.1	23.51	7.1	—	—
Group II	22.41	11.0	—	—	—	—
Engineers	29.02	10.8	29.02	10.8	—	—
Community and social services occupations	16.54	10.3	16.54	10.3	—	—
Group II	16.54	10.3	—	—	—	—
Education, training, and library occupations	26.41	1.0	28.02	2.2	15.64	19.3
Group II	25.03	10.6	—	—	—	—
Group III	29.22	2.3	—	—	—	—
Postsecondary teachers	28.49	9.1	28.21	13.0	29.83	3.9
Group III	30.61	11.7	—	—	—	—
Primary, secondary, and special education school teachers	26.67	4.4	28.74	.7	—	—
Group III	28.95	1.3	—	—	—	—
Elementary and middle school teachers	26.28	4.2	28.99	1.6	—	—
Group III	28.97	1.9	—	—	—	—
Elementary school teachers, except special education	24.91	.9	—	—	—	—
Arts, design, entertainment, sports, and media occupations	11.87	6.6	12.90	4.7	—	—
Designers	11.59	7.7	—	—	—	—
Healthcare practitioner and technical occupations	24.64	12.6	26.16	15.0	—	—
Group I	12.33	5.0	—	—	—	—
Group II	22.05	2.6	—	—	—	—
Group III	30.06	10.9	—	—	—	—
Registered nurses	24.17	4.2	24.40	4.0	—	—
Group II	23.28	1.4	23.58	.7	—	—
Group III	25.95	9.4	25.95	9.4	—	—
Clinical laboratory technologists and technicians	—	—	16.56	4.1	—	—
Healthcare support occupations	10.94	3.4	11.61	6.6	9.41	8.1
Group I	10.84	3.0	—	—	—	—
Nursing, psychiatric, and home health aides	9.04	7.6	—	—	—	—
Group I	9.04	7.6	—	—	—	—
Nursing aides, orderlies, and attendants	9.69	8.5	—	—	—	—
Group I	9.69	8.5	—	—	—	—
Miscellaneous healthcare support occupations	12.77	3.1	12.64	4.7	—	—
Group I	12.82	3.3	—	—	—	—
Protective service occupations	15.28	13.3	15.63	14.0	—	—
Group I	11.10	9.1	—	—	—	—
Group II	18.13	8.5	—	—	—	—
Food preparation and serving related occupations	6.60	10.7	6.87	7.7	6.30	14.1
Group I	6.55	10.9	—	—	—	—
Cooks	7.84	4.3	8.27	5.2	—	—
Group I	7.81	4.2	—	—	—	—
Cooks, institution and cafeteria	9.41	5.8	—	—	—	—
Food preparation workers	8.76	2.3	—	—	—	—
Group I	8.76	2.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Springfield, MO, September 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Food service, tipped	\$4.07	21.2	\$3.87	17.4	\$4.32	30.5
Group I	4.07	21.2	—	—	—	—
Waiters and waitresses	3.79	16.2	—	—	4.15	32.1
Group I	3.79	16.2	—	—	4.15	32.1
Dining room and cafeteria attendants and bartender helpers	7.36	5.7	—	—	—	—
Group I	7.36	5.7	—	—	—	—
Fast food and counter workers	7.40	1.3	—	—	7.16	.6
Group I	7.40	1.3	—	—	—	—
Combined food preparation and serving workers, including fast food	7.40	1.3	—	—	7.16	.7
Group I	7.40	1.3	—	—	7.16	.7
Building and grounds cleaning and maintenance occupations						
.....	8.62	6.9	8.62	7.1	—	—
Group I	8.61	6.9	—	—	—	—
Building cleaning workers	8.65	6.9	8.65	7.0	—	—
Group I	8.64	7.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.35	8.2	10.37	8.4	—	—
Group I	10.36	8.4	10.38	8.6	—	—
Personal care and service occupations						
.....	10.32	16.4	—	—	—	—
Group I	10.32	16.4	—	—	—	—
Sales and related occupations						
.....	15.42	10.0	17.75	10.7	7.52	2.3
Group I	9.30	7.6	—	—	—	—
Group II	25.91	9.6	—	—	—	—
First-line supervisors/managers, sales workers	22.57	24.7	22.57	24.7	—	—
Group II	29.08	33.4	—	—	—	—
First-line supervisors/managers of retail sales workers	16.12	7.3	16.12	7.3	—	—
Retail sales workers	10.05	6.2	11.32	9.3	7.57	2.4
Group I	9.21	5.8	—	—	—	—
Cashiers, all workers	8.51	4.2	9.46	9.1	7.18	1.4
Group I	8.24	8.9	—	—	—	—
Cashiers	8.51	4.2	9.46	9.1	7.18	1.4
Group I	8.24	8.9	9.43	14.2	7.12	.5
Retail salespersons	10.86	7.3	12.32	10.7	7.91	4.2
Group I	9.37	8.3	10.58	8.7	7.83	6.1
Sales representatives, wholesale and manufacturing	28.69	10.0	28.69	10.0	—	—
Group II	25.50	17.2	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.45	10.0	28.45	10.0	—	—
Group II	25.50	17.2	25.50	17.2	—	—
Office and administrative support occupations						
.....	12.62	2.7	12.97	3.0	8.83	3.5
Group I	11.12	2.4	—	—	—	—
Group II	16.90	4.3	—	—	—	—
First-line supervisors/managers of office and administrative support workers	20.48	13.4	20.48	13.4	—	—
Group II	20.96	13.3	20.96	13.3	—	—
Financial clerks	11.13	3.9	11.67	4.8	—	—
Group I	10.85	4.4	—	—	—	—
Bookkeeping, accounting, and auditing clerks	11.88	6.7	11.88	6.7	—	—
Group I	11.58	8.6	11.58	8.6	—	—
Customer service representatives	12.82	10.2	13.16	11.0	—	—
Group I	11.36	3.9	—	—	—	—
Interviewers, except eligibility and loan	13.28	10.1	13.28	10.1	—	—
Receptionists and information clerks	9.94	6.9	—	—	—	—
Group I	9.94	6.9	—	—	—	—
Shipping, receiving, and traffic clerks	10.51	1.2	10.58	1.0	—	—
Group I	10.52	1.1	10.52	1.1	—	—
Stock clerks and order fillers	11.02	1.5	11.52	3.8	8.23	7.2
Group I	11.02	1.5	11.52	3.8	8.23	7.2

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Springfield, MO, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Secretaries and administrative assistants	\$13.67	6.2	\$13.87	6.2	—	—
Group I	12.35	4.2	—	—	—	—
Group II	15.38	9.2	—	—	—	—
Secretaries, except legal, medical, and executive	12.53	5.6	12.53	5.6	—	—
Data entry and information processing workers	11.39	6.4	—	—	—	—
Group I	11.39	6.4	—	—	—	—
Data entry keyers	11.39	6.4	—	—	—	—
Group I	11.39	6.4	—	—	—	—
Insurance claims and policy processing clerks	12.46	3.2	12.46	3.2	—	—
Group I	11.40	1.7	11.40	1.7	—	—
Group II	14.38	2.9	14.38	2.9	—	—
Office clerks, general	11.49	9.6	11.71	11.0	—	—
Group I	11.30	10.1	11.52	11.6	—	—
Construction and extraction occupations	16.81	4.0	16.86	4.0	—	—
Group I	14.31	13.7	—	—	—	—
Group II	18.34	3.0	—	—	—	—
Electricians	15.93	3.1	15.93	3.1	—	—
Installation, maintenance, and repair occupations	16.70	4.9	16.70	4.9	—	—
Group I	11.82	7.3	—	—	—	—
Group II	18.16	5.0	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	14.55	7.7	14.55	7.7	—	—
Group I	10.99	8.8	—	—	—	—
Group II	17.37	6.2	—	—	—	—
Maintenance and repair workers, general	13.25	9.1	13.25	9.1	—	—
Maintenance workers, machinery	14.51	4.9	14.51	4.9	—	—
Production occupations	13.65	2.1	13.70	2.0	—	—
Group I	12.85	2.6	—	—	—	—
Group II	15.70	1.7	—	—	—	—
First-line supervisors/managers of production and operating workers	20.50	3.7	20.50	3.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	13.75	3.6	13.75	3.6	—	—
Group I	13.95	4.3	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.48	6.9	13.48	6.9	—	—
Group I	13.61	7.3	13.61	7.3	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	12.42	7.5	12.42	7.5	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.42	7.5	12.42	7.5	—	—
Welding, soldering, and brazing workers	15.71	6.7	15.71	6.7	—	—
Welders, cutters, solderers, and brazers	15.92	8.0	15.92	8.0	—	—
Inspectors, testers, sorters, samplers, and weighers	13.86	4.0	13.86	4.0	—	—
Group I	13.81	4.8	13.81	4.8	—	—
Painting workers	14.71	7.7	14.71	7.7	—	—
Miscellaneous production workers	11.95	2.7	11.95	2.7	—	—
Group I	11.88	3.1	—	—	—	—
Helpers—production workers	10.91	2.7	10.91	2.7	—	—
Group I	10.91	2.7	10.91	2.7	—	—
Transportation and material moving occupations	13.23	13.3	14.13	13.9	\$7.48	6.7
Group I	10.67	4.2	—	—	—	—
Group II	21.72	8.3	—	—	—	—
Driver/sales workers and truck drivers	14.79	16.1	16.28	14.3	7.16	7.7
Group I	10.84	10.0	—	—	—	—
Group II	22.78	4.2	—	—	—	—
Truck drivers, heavy and tractor-trailer	19.66	10.0	19.66	10.0	—	—
Truck drivers, light or delivery services	13.17	20.6	13.67	21.3	—	—
Group I	10.94	15.0	11.25	15.2	—	—
Industrial truck and tractor operators	10.79	3.4	10.79	3.4	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Springfield, MO, September 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Industrial truck and tractor operators —Continued						
Group I	\$10.76	3.6	\$10.76	3.6	—	—
Laborers and material movers, hand	10.16	6.2	10.78	5.6	\$7.34	5.1
Group I	10.01	6.8	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.21	11.5	12.03	10.2	—	—
Group I	10.82	15.5	—	—	—	—
Packers and packagers, hand	—	—	—	—	6.92	3.1
Group I	—	—	—	—	6.92	3.1

¹ 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.

² 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.

³ 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.

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

⁵ 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 percentiles¹, Springfield, MO, September 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.25	\$9.25	\$13.00	\$18.25	\$25.81
Management occupations	15.92	18.27	25.81	38.61	53.13
Financial managers	25.81	25.81	32.87	43.99	43.99
Business and financial operations occupations	12.50	14.88	20.00	25.00	38.22
Accountants and auditors	14.88	18.25	21.64	26.65	40.39
Computer and mathematical science occupations	16.79	20.33	22.00	28.00	30.58
Architecture and engineering occupations	17.31	21.00	21.83	24.02	32.54
Engineers	23.72	24.02	24.02	34.35	38.08
Community and social services occupations	13.57	14.55	15.60	16.79	24.27
Education, training, and library occupations	12.50	22.93	27.64	30.89	35.32
Postsecondary teachers	16.72	22.67	28.05	34.96	43.40
Primary, secondary, and special education school teachers	11.14	23.07	27.69	31.57	35.45
Elementary and middle school teachers	10.61	23.18	27.64	31.64	35.70
Elementary school teachers, except special education	10.61	21.72	26.37	30.53	35.36
Arts, design, entertainment, sports, and media occupations	8.00	9.00	10.00	13.46	13.46
Designers	8.00	8.75	10.00	13.46	13.46
Healthcare practitioner and technical occupations	12.99	16.96	22.28	28.01	30.58
Registered nurses	17.55	19.79	24.24	28.13	30.58
Healthcare support occupations	7.50	8.04	10.88	13.16	14.70
Nursing, psychiatric, and home health aides	7.17	7.75	8.04	10.02	12.92
Nursing aides, orderlies, and attendants	7.17	7.92	9.00	11.20	13.33
Miscellaneous healthcare support occupations	10.00	11.28	12.97	14.43	15.25
Protective service occupations	9.12	12.18	14.23	17.09	24.04
Food preparation and serving related occupations	3.25	6.00	6.95	7.75	9.00
Cooks	6.50	6.50	7.00	8.75	10.00
Cooks, institution and cafeteria	7.68	8.75	8.75	10.00	12.25
Food preparation workers	7.40	7.75	7.75	9.50	11.70
Food service, tipped	3.25	3.25	3.25	3.75	7.00
Waiters and waitresses	3.25	3.25	3.25	3.50	6.50
Dining room and cafeteria attendants and bartender helpers	5.75	7.00	7.00	8.50	8.50
Fast food and counter workers	6.50	6.75	7.25	7.65	8.70
Combined food preparation and serving workers, including fast food	6.50	6.75	7.20	7.65	8.70
Building and grounds cleaning and maintenance occupations	7.00	7.00	7.50	9.70	11.91
Building cleaning workers	7.00	7.00	7.60	9.94	11.91
Janitors and cleaners, except maids and housekeeping cleaners	7.75	8.55	9.94	11.49	13.85
Personal care and service occupations	6.58	7.70	7.70	15.02	16.18
Sales and related occupations	6.99	8.03	10.81	17.71	34.80
First-line supervisors/managers, sales workers	10.00	14.28	17.71	22.88	65.20
First-line supervisors/managers of retail sales workers	10.00	11.40	16.50	17.71	23.40
Retail sales workers	6.65	7.25	8.91	12.09	13.20
Cashiers, all workers	6.65	6.65	7.95	9.30	12.09
Cashiers	6.65	6.65	7.95	9.30	12.09
Retail salespersons	7.00	7.95	9.00	12.98	16.65
Sales representatives, wholesale and manufacturing	10.16	21.21	26.02	34.80	44.35
Sales representatives, wholesale and manufacturing, except technical and scientific products	10.16	21.21	26.02	34.80	44.35
Office and administrative support occupations	8.27	9.62	11.75	14.67	17.00
First-line supervisors/managers of office and administrative support workers	15.13	15.84	18.04	20.19	33.41

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Springfield, MO, September 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
-Continued					
Financial clerks	\$9.00	\$9.50	\$11.00	\$11.75	\$14.54
Bookkeeping, accounting, and auditing clerks	9.50	9.52	11.29	12.15	15.50
Customer service representatives	9.50	9.75	10.59	14.90	22.00
Interviewers, except eligibility and loan	9.65	11.00	15.05	15.05	15.05
Receptionists and information clerks	7.34	8.03	9.00	12.19	13.53
Shipping, receiving, and traffic clerks	8.80	9.15	10.53	10.53	13.65
Stock clerks and order fillers	8.27	8.50	10.50	13.00	15.05
Secretaries and administrative assistants	11.01	11.24	12.98	15.24	16.68
Secretaries, except legal, medical, and executive	11.08	11.24	12.20	14.03	14.55
Data entry and information processing workers	8.66	9.75	12.76	12.76	13.00
Data entry keyers	8.66	9.75	12.76	12.76	13.00
Insurance claims and policy processing clerks	10.27	10.66	12.12	14.38	14.68
Office clerks, general	8.22	8.92	11.22	12.52	18.00
Construction and extraction occupations					
Electricians	11.84	13.00	15.75	20.25	24.52
.....	12.00	13.50	15.75	18.50	20.25
Installation, maintenance, and repair occupations					
.....	10.50	12.55	17.00	20.03	21.28
Industrial machinery installation, repair, and maintenance workers	8.50	10.94	14.15	17.35	21.28
Maintenance and repair workers, general	7.50	10.50	13.25	16.15	17.35
Maintenance workers, machinery	10.94	14.15	14.15	15.65	16.80
Production occupations					
.....	8.90	10.80	13.18	16.96	18.55
First-line supervisors/managers of production and operating workers	16.00	17.05	20.74	22.55	24.87
Machine tool cutting setters, operators, and tenders, metal and plastic	9.00	11.69	13.82	16.00	18.60
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.50	9.25	12.50	18.28	18.60
Molders and molding machine setters, operators, and tenders, metal and plastic	9.50	10.00	12.16	16.79	16.79
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.50	10.00	12.16	16.79	16.79
Welding, soldering, and brazing workers	11.50	14.30	14.80	18.75	19.50
Welders, cutters, solderers, and brazers	11.50	13.55	15.00	19.45	19.50
Inspectors, testers, sorters, samplers, and weighers	10.40	12.13	13.48	15.66	17.87
Painting workers	12.65	13.85	14.50	17.25	17.25
Miscellaneous production workers	9.50	9.93	12.00	12.50	16.96
Helpers--production workers	9.50	9.93	11.45	12.00	12.00
Transportation and material moving occupations					
.....	7.00	8.59	11.50	16.00	23.05
Driver/sales workers and truck drivers	6.75	8.50	13.85	19.92	25.24
Truck drivers, heavy and tractor-trailer	13.98	15.79	18.99	22.87	24.11
Truck drivers, light or delivery services	8.28	8.50	12.50	16.00	25.24
Industrial truck and tractor operators	8.55	9.15	10.48	12.10	13.65
Laborers and material movers, hand	6.75	8.50	9.50	12.08	13.65
Laborers and freight, stock, and material movers, hand	6.65	8.00	12.95	13.65	14.35

¹ 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.

² 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 percentiles¹, Springfield, MO, September 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.15	\$9.00	\$12.76	\$18.00	\$25.00
Management occupations	15.92	18.27	24.14	34.56	53.28
Financial managers	25.81	25.81	32.87	43.99	43.99
Business and financial operations occupations	12.50	14.88	19.23	23.30	38.22
Accountants and auditors	14.88	14.88	19.23	33.65	40.39
Computer and mathematical science occupations	16.79	20.33	22.00	28.00	30.58
Architecture and engineering occupations	18.84	21.50	21.88	26.70	32.54
Engineers	23.72	24.02	24.02	34.35	38.08
Education, training, and library occupations	16.72	21.22	26.95	26.95	28.05
Postsecondary teachers	16.72	19.17	24.85	27.69	28.05
Arts, design, entertainment, sports, and media occupations	8.00	9.00	10.00	13.46	23.08
Designers	8.00	8.75	10.00	13.46	13.46
Healthcare practitioner and technical occupations					
Registered nurses	17.25	19.47	24.96	28.80	30.58
Healthcare support occupations	7.84	8.24	11.50	13.33	15.16
Nursing, psychiatric, and home health aides	7.50	8.04	8.45	10.57	13.33
Nursing aides, orderlies, and attendants	8.14	9.00	9.75	11.97	13.33
Miscellaneous healthcare support occupations	10.00	11.68	13.16	14.43	15.50
Food preparation and serving related occupations	3.25	6.00	6.85	7.75	9.00
Cooks	6.50	6.50	7.00	8.75	10.00
Food preparation workers	7.40	7.75	7.75	9.50	11.70
Food service, tipped	3.25	3.25	3.25	3.75	7.00
Waiters and waitresses	3.25	3.25	3.25	3.50	6.50
Dining room and cafeteria attendants and bartender helpers	5.75	7.00	7.00	8.50	8.50
Fast food and counter workers	6.50	6.75	7.25	7.65	8.70
Combined food preparation and serving workers, including fast food	6.50	6.75	7.20	7.65	8.70
Building and grounds cleaning and maintenance occupations	7.00	7.00	7.00	7.83	9.55
Building cleaning workers	7.00	7.00	7.00	8.00	9.52
Sales and related occupations	6.99	8.03	10.81	17.71	34.80
First-line supervisors/managers, sales workers	10.00	14.28	17.71	22.88	65.20
First-line supervisors/managers of retail sales workers	10.00	11.40	16.50	17.71	23.40
Retail sales workers	6.65	7.25	8.91	12.09	13.20
Cashiers, all workers	6.65	6.65	7.95	9.30	12.09
Cashiers	6.65	6.65	7.95	9.30	12.09
Retail salespersons	7.00	7.95	9.00	12.98	16.65
Sales representatives, wholesale and manufacturing	10.16	21.21	26.02	34.80	44.35
Sales representatives, wholesale and manufacturing, except technical and scientific products	10.16	21.21	26.02	34.80	44.35
Office and administrative support occupations	8.25	9.50	11.75	14.75	17.72
First-line supervisors/managers of office and administrative support workers	15.13	15.84	18.04	20.19	33.41
Financial clerks	8.50	9.50	11.29	11.98	15.50
Bookkeeping, accounting, and auditing clerks	9.50	9.52	11.29	12.15	15.50
Customer service representatives	9.50	9.75	10.59	14.90	22.00
Receptionists and information clerks	7.34	8.00	8.95	12.19	13.53
Shipping, receiving, and traffic clerks	8.80	9.15	10.53	10.53	13.65
Stock clerks and order fillers	8.27	8.50	10.50	13.00	15.05
Secretaries and administrative assistants	11.24	11.24	13.67	16.68	16.68
Data entry and information processing workers	8.66	9.75	12.76	12.76	13.00
Data entry keyers	8.66	9.75	12.76	12.76	13.00
Insurance claims and policy processing clerks	10.27	10.66	12.12	14.38	14.68
Office clerks, general	8.10	8.78	11.22	11.83	18.00
Construction and extraction occupations	11.00	13.49	16.39	21.98	25.98
Electricians	12.00	13.50	15.75	18.50	20.25

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Springfield, MO, September 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$11.12	\$13.00	\$17.35	\$20.65	\$21.54
Industrial machinery installation, repair, and maintenance workers	7.50	13.51	15.65	20.02	21.28
Maintenance and repair workers, general	7.50	11.00	13.65	17.35	21.54
Maintenance workers, machinery	10.94	14.15	14.15	15.65	16.80
Production occupations	9.15	11.05	13.48	16.96	18.60
First-line supervisors/managers of production and operating workers	16.00	17.05	20.74	22.55	24.87
Machine tool cutting setters, operators, and tenders, metal and plastic	9.00	11.69	13.82	16.00	18.60
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.50	9.25	12.50	18.28	18.60
Molders and molding machine setters, operators, and tenders, metal and plastic	9.50	10.00	12.16	16.79	16.79
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.50	10.00	12.16	16.79	16.79
Welding, soldering, and brazing workers	11.50	14.30	14.80	18.75	19.50
Welders, cutters, solderers, and brazers	11.50	13.55	15.00	19.45	19.50
Inspectors, testers, sorters, samplers, and weighers	10.40	12.13	13.48	15.66	17.87
Painting workers	12.65	13.85	14.50	17.25	17.25
Miscellaneous production workers	9.50	9.93	12.00	12.50	16.96
Helpers--production workers	9.50	9.93	11.45	12.00	12.00
Transportation and material moving occupations	7.00	8.59	11.42	16.00	22.87
Driver/sales workers and truck drivers	6.75	8.50	13.85	19.92	25.24
Truck drivers, heavy and tractor-trailer	13.98	15.79	18.99	22.87	24.11
Truck drivers, light or delivery services	8.28	8.50	12.50	16.00	25.24
Industrial truck and tractor operators	8.55	9.15	10.48	12.10	13.65
Laborers and material movers, hand	6.75	8.50	9.50	12.08	13.65
Laborers and freight, stock, and material movers, hand	6.65	8.00	12.95	13.65	14.35

¹ 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.

² 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 percentiles¹, Springfield, MO, September 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.65	\$11.86	\$15.06	\$21.79	\$29.50
Education, training, and library occupations	10.67	23.18	28.19	31.13	35.71
Primary, secondary, and special education school teachers	11.14	23.19	27.69	31.64	35.64
Elementary and middle school teachers	10.61	23.18	27.64	31.64	35.70
Elementary school teachers, except special education	10.61	21.72	26.37	30.53	35.36
Protective service occupations	12.27	14.04	15.10	19.59	29.17
Office and administrative support occupations	9.65	10.67	11.64	13.71	15.33

¹ 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.

² 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-time¹ civilian workers: Hourly wage percentiles², Springfield, MO, September 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.27	\$10.31	\$13.85	\$18.99	\$26.65
Management occupations	15.92	18.27	25.81	38.61	53.13
Financial managers	25.81	25.81	32.87	43.99	43.99
Business and financial operations occupations	12.50	14.88	19.23	25.00	38.22
Accountants and auditors	14.88	18.25	21.64	26.65	40.39
Computer and mathematical science occupations	16.79	20.39	22.00	28.00	30.81
Architecture and engineering occupations	17.31	21.00	21.83	24.02	32.54
Engineers	23.72	24.02	24.02	34.35	38.08
Community and social services occupations	13.57	14.55	15.60	16.79	24.27
Education, training, and library occupations	21.72	24.85	27.96	31.11	35.71
Postsecondary teachers	16.72	21.22	27.17	34.96	43.40
Primary, secondary, and special education school teachers	22.43	24.87	28.01	32.20	35.71
Elementary and middle school teachers	22.64	24.98	27.96	33.19	36.07
Arts, design, entertainment, sports, and media occupations	8.75	9.50	10.00	13.46	25.70
Healthcare practitioner and technical occupations	13.30	17.83	23.68	28.64	30.58
Registered nurses	17.87	20.46	24.28	28.19	30.58
Clinical laboratory technologists and technicians	10.27	12.73	16.96	16.96	24.82
Healthcare support occupations	7.65	9.70	11.68	13.33	14.56
Miscellaneous healthcare support occupations	10.00	10.88	12.97	14.43	15.50
Protective service occupations	9.12	12.18	14.23	17.09	26.62
Food preparation and serving related occupations	3.25	3.75	7.25	8.50	9.69
Cooks	6.50	7.00	8.25	8.75	10.62
Food service, tipped	3.25	3.25	3.25	3.25	7.00
Building and grounds cleaning and maintenance occupations	7.00	7.00	7.50	9.75	11.91
Building cleaning workers	7.00	7.00	7.50	9.94	11.91
Janitors and cleaners, except maids and housekeeping cleaners	7.75	8.55	10.10	11.49	13.85
Sales and related occupations	8.00	9.41	12.98	19.50	34.80
First-line supervisors/managers, sales workers	10.00	14.28	17.71	22.88	65.20
First-line supervisors/managers of retail sales workers	10.00	11.40	16.50	17.71	23.40
Retail sales workers	7.81	8.60	10.00	12.98	14.75
Cashiers, all workers	6.65	8.00	8.91	12.09	12.45
Cashiers	6.65	8.00	8.91	12.09	12.45
Retail salespersons	8.09	8.75	10.72	12.98	16.79
Sales representatives, wholesale and manufacturing	10.16	21.21	26.02	34.80	44.35
Sales representatives, wholesale and manufacturing, except technical and scientific products	10.16	21.21	26.02	34.80	44.35
Office and administrative support occupations	8.82	10.06	12.12	14.90	17.72
First-line supervisors/managers of office and administrative support workers	15.13	15.84	18.04	20.19	33.41
Financial clerks	9.50	9.52	11.29	12.15	15.50
Bookkeeping, accounting, and auditing clerks	9.50	9.52	11.29	12.15	15.50
Customer service representatives	9.50	9.95	10.82	14.90	22.00
Interviewers, except eligibility and loan	9.65	11.00	15.05	15.05	15.05
Shipping, receiving, and traffic clerks	8.90	9.15	10.53	10.53	13.65
Stock clerks and order fillers	8.27	9.15	11.60	13.50	15.05
Secretaries and administrative assistants	11.24	11.24	13.67	15.26	16.68
Secretaries, except legal, medical, and executive	11.08	11.24	12.20	14.03	14.55
Insurance claims and policy processing clerks	10.27	10.66	12.12	14.38	14.68
Office clerks, general	8.27	9.09	11.32	13.05	18.00

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Springfield, MO, September 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations	\$11.84	\$13.00	\$15.84	\$20.25	\$24.52
Electricians	12.00	13.50	15.75	18.50	20.25
Installation, maintenance, and repair occupations	10.50	12.55	17.00	20.03	21.28
Industrial machinery installation, repair, and maintenance workers	8.50	10.94	14.15	17.35	21.28
Maintenance and repair workers, general	7.50	10.50	13.25	16.15	17.35
Maintenance workers, machinery	10.94	14.15	14.15	15.65	16.80
Production occupations	9.00	11.00	13.29	16.96	18.60
First-line supervisors/managers of production and operating workers	16.00	17.05	20.74	22.55	24.87
Machine tool cutting setters, operators, and tenders, metal and plastic	9.00	11.69	13.82	16.00	18.60
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.50	9.25	12.50	18.28	18.60
Molders and molding machine setters, operators, and tenders, metal and plastic	9.50	10.00	12.16	16.79	16.79
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.50	10.00	12.16	16.79	16.79
Welding, soldering, and brazing workers	11.50	14.30	14.80	18.75	19.50
Welders, cutters, solderers, and brazers	11.50	13.55	15.00	19.45	19.50
Inspectors, testers, sorters, samplers, and weighers	10.40	12.13	13.48	15.66	17.87
Painting workers	12.65	13.85	14.50	17.25	17.25
Miscellaneous production workers	9.50	9.93	12.00	12.50	16.96
Helpers--production workers	9.50	9.93	11.45	12.00	12.00
Transportation and material moving occupations	8.50	9.13	12.88	16.27	23.05
Driver/sales workers and truck drivers	8.50	12.50	15.05	22.19	25.24
Truck drivers, heavy and tractor-trailer	13.98	15.79	18.99	22.87	24.11
Truck drivers, light or delivery services	8.28	8.50	12.50	16.00	25.24
Industrial truck and tractor operators	8.55	9.15	10.48	12.10	13.65
Laborers and material movers, hand	8.50	9.10	9.67	12.41	13.65
Laborers and freight, stock, and material movers, hand	8.00	8.50	13.10	13.65	16.11

¹ 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.

² 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.

³ 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-time¹ civilian workers: Hourly wage percentiles², Springfield, MO, September 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.50	\$6.65	\$7.50	\$9.10	\$12.21
Education, training, and library occupations	10.61	10.61	11.14	12.50	30.89
Postsecondary teachers	18.02	30.89	30.89	30.89	30.89
Healthcare support occupations	7.50	8.04	8.04	10.74	15.16
Food preparation and serving related occupations	3.35	6.50	6.75	7.25	8.00
Food service, tipped	2.21	3.25	3.35	5.75	7.25
Waiters and waitresses	2.21	3.25	3.35	3.50	6.50
Fast food and counter workers	6.50	6.75	6.95	7.50	8.00
Combined food preparation and serving workers, including fast food	6.50	6.75	6.90	7.50	8.00
Sales and related occupations	6.50	6.75	7.00	8.05	9.00
Retail sales workers	6.50	6.65	7.24	8.19	9.00
Cashiers, all workers	6.50	6.65	6.95	7.25	8.35
Cashiers	6.50	6.65	6.95	7.25	8.35
Retail salespersons	6.50	7.00	7.24	9.00	9.25
Office and administrative support occupations	7.00	7.76	8.94	9.37	10.16
Stock clerks and order fillers	6.60	6.60	8.70	9.35	9.53
Transportation and material moving occupations	6.50	6.50	6.65	7.00	9.10
Driver/sales workers and truck drivers	6.50	6.50	6.50	7.00	9.10
Laborers and material movers, hand	6.50	6.65	6.65	7.50	8.50
Packers and packagers, hand	6.50	6.60	6.65	6.75	7.65

¹ 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.

² 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.

³ 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-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.32	\$13.85	\$650	\$548	39.9	\$33,275	\$28,496	2,039
Management occupations	31.13	25.81	1,304	968	41.9	67,829	50,326	2,179
Financial managers	33.93	32.87	1,361	1,230	40.1	70,778	63,981	2,086
Business and financial operations occupations	22.42	19.23	894	769	39.9	46,493	39,998	2,074
Accountants and auditors	24.25	21.64	981	866	40.5	51,029	45,011	2,104
Computer and mathematical science occupations	24.15	22.00	942	880	39.0	48,990	45,760	2,029
Architecture and engineering occupations	23.51	21.83	955	873	40.6	49,650	45,406	2,112
Engineers	29.02	24.02	1,243	1,186	42.8	64,642	61,680	2,228
Community and social services occupations	16.54	15.60	654	624	39.6	34,016	32,448	2,057
Education, training, and library occupations	28.02	27.96	1,043	1,065	37.2	39,317	39,139	1,403
Postsecondary teachers	28.21	27.17	1,057	1,080	37.5	41,713	44,051	1,479
Primary, secondary, and special education school teachers	28.74	28.01	1,052	1,041	36.6	38,766	38,159	1,349
Elementary and middle school teachers	28.99	27.96	1,062	1,042	36.6	39,129	38,159	1,350
Arts, design, entertainment, sports, and media occupations	12.90	10.00	516	400	40.0	26,837	20,800	2,080
Healthcare practitioner and technical occupations	26.16	23.68	1,037	927	39.7	52,874	44,720	2,021
Registered nurses	24.40	24.28	967	970	39.6	48,863	48,048	2,003
Clinical laboratory technologists and technicians	16.56	16.96	662	678	40.0	34,436	35,268	2,080
Healthcare support occupations	11.61	11.68	453	461	39.0	23,545	23,953	2,029
Miscellaneous healthcare support occupations	12.64	12.97	486	500	38.5	25,294	26,000	2,001
Protective service occupations	15.63	14.23	647	602	41.4	33,653	31,325	2,153
Food preparation and serving related occupations	6.87	7.25	241	260	35.0	12,404	13,520	1,805
Cooks	8.27	8.25	322	291	39.0	16,147	14,560	1,953
Food service, tipped	3.87	3.25	117	114	30.3	6,092	5,915	1,575
Building and grounds cleaning and maintenance occupations	8.62	7.50	345	300	40.0	17,916	15,600	2,078
Building cleaning workers	8.65	7.50	345	300	39.9	17,959	15,600	2,077
Janitors and cleaners, except maids and housekeeping cleaners	10.37	10.10	414	404	39.9	21,503	21,008	2,074
Sales and related occupations	17.75	12.98	713	519	40.1	37,064	26,994	2,088
First-line supervisors/managers, sales workers	22.57	17.71	941	731	41.7	48,948	38,002	2,168
First-line supervisors/managers of retail sales workers	16.12	16.50	666	660	41.3	34,656	34,320	2,150
Retail sales workers	11.32	10.00	449	392	39.6	23,326	20,384	2,061
Cashiers, all workers	9.46	8.91	378	356	40.0	19,680	18,533	2,080
Cashiers	9.46	8.91	378	356	40.0	19,680	18,533	2,080
Retail salespersons	12.32	10.72	484	416	39.3	25,171	21,632	2,044
Sales representatives, wholesale and manufacturing	28.69	26.02	1,178	1,080	41.1	61,253	56,161	2,135

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$28.45	\$26.02	\$1,165	\$1,080	40.9	\$60,555	\$56,161	2,128
Office and administrative support occupations	12.97	12.12	518	481	40.0	26,959	25,018	2,079
First-line supervisors/managers of office and administrative support workers	20.48	18.04	810	711	39.5	42,117	36,962	2,057
Financial clerks	11.67	11.29	467	452	40.0	24,285	23,479	2,081
Bookkeeping, accounting, and auditing clerks	11.88	11.29	476	452	40.0	24,730	23,479	2,081
Customer service representatives	13.16	10.82	526	433	40.0	27,369	22,506	2,080
Interviewers, except eligibility and loan	13.28	15.05	531	602	40.0	27,626	31,304	2,080
Shipping, receiving, and traffic clerks	10.58	10.53	424	421	40.0	22,036	21,904	2,082
Stock clerks and order fillers	11.52	11.60	461	464	40.0	23,954	24,128	2,080
Secretaries and administrative assistants	13.87	13.67	554	515	39.9	28,789	26,790	2,075
Secretaries, except legal, medical, and executive	12.53	12.20	499	488	39.8	25,965	25,376	2,072
Insurance claims and policy processing clerks	12.46	12.12	493	485	39.6	25,626	25,210	2,057
Office clerks, general	11.71	11.32	468	453	40.0	24,356	23,546	2,080
Construction and extraction occupations	16.86	15.84	674	634	40.0	33,855	31,200	2,008
Electricians	15.93	15.75	637	630	40.0	33,135	32,760	2,080
Installation, maintenance, and repair occupations	16.70	17.00	670	676	40.2	34,861	35,152	2,088
Industrial machinery installation, repair, and maintenance workers	14.55	14.15	581	566	39.9	30,207	29,432	2,076
Maintenance and repair workers, general	13.25	13.25	530	530	40.0	27,558	27,560	2,080
Maintenance workers, machinery	14.51	14.15	580	566	40.0	30,180	29,432	2,080
Production occupations	13.70	13.29	545	530	39.8	28,329	27,539	2,068
First-line supervisors/managers of production and operating workers	20.50	20.74	864	851	42.2	44,954	44,262	2,193
Machine tool cutting setters, operators, and tenders, metal and plastic	13.75	13.82	550	553	40.0	28,601	28,746	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.48	12.50	539	500	40.0	28,028	26,000	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	12.42	12.16	497	486	40.0	25,826	25,293	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.42	12.16	497	486	40.0	25,826	25,293	2,080
Welding, soldering, and brazing workers	15.71	14.80	628	592	40.0	32,674	30,784	2,080
Welders, cutters, solderers, and brazers	15.92	15.00	637	600	40.0	33,121	31,200	2,080
Inspectors, testers, sorters, samplers, and weighers	13.86	13.48	554	539	40.0	28,826	28,038	2,080
Painting workers	14.71	14.50	588	580	40.0	30,589	30,160	2,080
Miscellaneous production workers	11.95	12.00	475	480	39.7	24,706	24,960	2,067
Helpers--production workers	10.91	11.45	437	458	40.0	22,700	23,816	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$14.13	\$12.88	\$586	\$500	41.5	\$30,473	\$26,000	2,157
Driver/sales workers and truck drivers	16.28	15.05	707	559	43.5	36,775	29,070	2,260
Truck drivers, heavy and tractor-trailer	19.66	18.99	892	759	45.4	46,378	39,493	2,359
Truck drivers, light or delivery services	13.67	12.50	575	500	42.1	29,905	26,000	2,188
Industrial truck and tractor operators ..	10.79	10.48	431	419	39.9	22,402	21,798	2,076
Laborers and material movers, hand ..	10.78	9.67	429	387	39.8	22,285	20,120	2,068
Laborers and freight, stock, and material movers, hand	12.03	13.10	473	524	39.3	24,576	27,248	2,042

¹ 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.

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

³ 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.

⁴ 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.

⁵ 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-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.08	\$13.51	\$642	\$538	39.9	\$33,282	\$28,001	2,070
Management occupations	30.62	24.14	1,288	966	42.1	66,976	50,211	2,187
Financial managers	33.93	32.87	1,361	1,230	40.1	70,778	63,981	2,086
Business and financial operations occupations	22.39	19.23	892	769	39.9	46,400	39,998	2,073
Accountants and auditors	23.86	19.23	967	769	40.5	50,295	39,998	2,108
Computer and mathematical science occupations	24.15	22.00	942	880	39.0	48,990	45,760	2,029
Architecture and engineering occupations	24.23	21.88	986	875	40.7	51,258	45,510	2,116
Engineers	29.02	24.02	1,243	1,186	42.8	64,642	61,680	2,228
Education, training, and library occupations	24.58	26.95	959	1,078	39.0	42,371	51,688	1,723
Arts, design, entertainment, sports, and media occupations	12.90	10.00	516	400	40.0	26,837	20,800	2,080
Healthcare practitioner and technical occupations	27.79	25.57	1,107	1,016	39.8	57,552	52,832	2,071
Registered nurses	24.57	25.41	980	1,014	39.9	50,965	52,707	2,074
Healthcare support occupations	12.19	12.97	473	500	38.8	24,587	26,000	2,018
Miscellaneous healthcare support occupations	12.94	13.16	495	505	38.2	25,722	26,261	1,988
Food preparation and serving related occupations	6.83	7.25	238	260	34.9	12,396	13,520	1,816
Cooks	8.22	8.00	319	290	38.9	16,600	15,080	2,021
Food service, tipped	3.87	3.25	117	114	30.3	6,092	5,915	1,575
Building and grounds cleaning and maintenance occupations	7.80	7.00	311	280	39.9	16,197	14,560	2,077
Building cleaning workers	7.66	7.00	306	280	39.9	15,912	14,560	2,076
Sales and related occupations	17.75	12.98	713	519	40.1	37,064	26,994	2,088
First-line supervisors/managers, sales workers	22.57	17.71	941	731	41.7	48,948	38,002	2,168
First-line supervisors/managers of retail sales workers	16.12	16.50	666	660	41.3	34,656	34,320	2,150
Retail sales workers	11.32	10.00	449	392	39.6	23,326	20,384	2,061
Cashiers, all workers	9.46	8.91	378	356	40.0	19,680	18,533	2,080
Cashiers	9.46	8.91	378	356	40.0	19,680	18,533	2,080
Retail salespersons	12.32	10.72	484	416	39.3	25,171	21,632	2,044
Sales representatives, wholesale and manufacturing	28.69	26.02	1,178	1,080	41.1	61,253	56,161	2,135
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.45	26.02	1,165	1,080	40.9	60,555	56,161	2,128
Office and administrative support occupations	13.03	12.12	521	484	40.0	27,081	25,162	2,079
First-line supervisors/managers of office and administrative support workers	20.48	18.04	810	711	39.5	42,117	36,962	2,057
Financial clerks	11.75	11.33	470	453	40.0	24,458	23,566	2,081
Bookkeeping, accounting, and auditing clerks	11.88	11.29	476	452	40.0	24,730	23,479	2,081
Customer service representatives	13.16	10.82	526	433	40.0	27,369	22,506	2,080
Shipping, receiving, and traffic clerks	10.58	10.53	424	421	40.0	22,036	21,904	2,082
Stock clerks and order fillers	11.52	11.60	461	464	40.0	23,954	24,128	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations —Continued								
Secretaries and administrative assistants	\$14.30	\$13.80	\$570	\$552	39.9	\$29,651	\$28,704	2,073
Insurance claims and policy processing clerks	12.46	12.12	493	485	39.6	25,626	25,210	2,057
Office clerks, general	11.65	11.43	466	457	40.0	24,237	23,774	2,080
Construction and extraction occupations								
Electricians	15.93	15.75	637	630	40.0	33,135	32,760	2,080
Installation, maintenance, and repair occupations								
Industrial machinery installation, repair, and maintenance workers	15.63	15.65	624	626	39.9	32,426	32,552	2,074
Maintenance and repair workers, general	14.07	13.65	563	546	40.0	29,257	28,392	2,080
Maintenance workers, machinery ...	14.51	14.15	580	566	40.0	30,180	29,432	2,080
Production occupations								
First-line supervisors/managers of production and operating workers	20.50	20.74	864	851	42.2	44,954	44,262	2,193
Machine tool cutting setters, operators, and tenders, metal and plastic	13.75	13.82	550	553	40.0	28,601	28,746	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.48	12.50	539	500	40.0	28,028	26,000	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	12.42	12.16	497	486	40.0	25,826	25,293	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.42	12.16	497	486	40.0	25,826	25,293	2,080
Welding, soldering, and brazing workers	15.71	14.80	628	592	40.0	32,674	30,784	2,080
Welders, cutters, solderers, and brazers	15.92	15.00	637	600	40.0	33,121	31,200	2,080
Inspectors, testers, sorters, samplers, and weighers	13.86	13.48	554	539	40.0	28,826	28,038	2,080
Painting workers	14.71	14.50	588	580	40.0	30,589	30,160	2,080
Miscellaneous production workers	11.95	12.00	475	480	39.7	24,706	24,960	2,067

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations —Continued								
Helpers--production workers	\$10.91	\$11.45	\$437	\$458	40.0	\$22,700	\$23,816	2,080
Transportation and material moving occupations	14.13	12.88	586	500	41.5	30,473	26,000	2,157
Driver/sales workers and truck drivers	16.28	15.05	707	559	43.5	36,775	29,070	2,260
Truck drivers, heavy and tractor-trailer	19.66	18.99	892	759	45.4	46,378	39,493	2,359
Truck drivers, light or delivery services	13.67	12.50	575	500	42.1	29,905	26,000	2,188
Industrial truck and tractor operators ..	10.79	10.48	431	419	39.9	22,402	21,798	2,076
Laborers and material movers, hand ..	10.78	9.67	429	387	39.8	22,285	20,120	2,068
Laborers and freight, stock, and material movers, hand	12.03	13.10	473	524	39.3	24,576	27,248	2,042

¹ 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.

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

³ 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.

⁴ 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.

⁵ 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-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MO, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.89	\$15.10	\$708	\$624	39.5	\$33,232	\$31,408	1,857
Education, training, and library occupations	28.71	28.19	1,059	1,065	36.9	38,834	39,090	1,352
Primary, secondary, and special education school teachers	28.74	28.01	1,052	1,041	36.6	38,766	38,159	1,349
Elementary and middle school teachers	28.99	27.96	1,062	1,042	36.6	39,129	38,159	1,350
Protective service occupations	17.93	15.17	757	684	42.2	39,383	35,547	2,196
Office and administrative support occupations	12.26	11.64	490	465	40.0	25,502	24,205	2,080

¹ 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.

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

³ 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.

⁴ 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.

⁵ 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 earnings¹ of private industry establishments for major occupational groups, Springfield, MO, September 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$15.07	\$13.89	\$16.33	\$16.44
Management, professional, and related	24.15	22.11	24.98	25.86
Management, business, and financial	27.08	26.62	28.01	27.11
Professional and related	22.02	16.04	22.19	—
Service	8.17	7.57	8.29	10.22
Sales and office	13.43	13.50	14.13	12.56
Sales and related	15.42	16.32	13.97	—
Office and administrative support	12.65	12.21	14.26	12.39
Natural resources, construction, and maintenance	17.30	16.92	18.33	19.45
Construction and extraction	17.58	16.79	—	—
Installation, maintenance, and repair	17.06	17.04	16.44	19.72
Production, transportation, and material moving	13.49	12.02	16.06	13.05
Production	13.81	12.01	14.09	14.96
Transportation and material moving	13.22	12.02	19.85	—
	Relative error ³ (percent)			
All workers	3.4	4.5	7.1	8.2
Management, professional, and related	7.5	12.4	5.3	11.5
Management, business, and financial	12.1	21.1	5.8	14.4
Professional and related	10.7	18.5	4.8	—
Service	2.8	5.0	3.4	5.2
Sales and office	4.3	7.7	7.7	3.3
Sales and related	10.0	14.1	10.4	—
Office and administrative support	2.9	4.8	9.4	3.0
Natural resources, construction, and maintenance	3.5	4.7	4.5	2.5
Construction and extraction	4.3	6.4	—	—
Installation, maintenance, and repair	5.1	6.6	8.6	4.3
Production, transportation, and material moving	7.5	8.5	9.1	4.3
Production	1.8	5.4	1.7	1.5
Transportation and material moving	13.4	11.5	12.8	—

¹ 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.

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

³ 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-time¹ private industry workers, Springfield, MO, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.12	\$13.00	\$601	\$510	39.8	\$31,255	\$26,530	2,067
Management occupations	31.39	21.12	1,365	845	43.5	70,979	43,932	2,261
Business and financial operations occupations ...	19.64	14.88	794	625	40.4	41,286	32,500	2,102
Food preparation and serving related occupations	6.27	7.00	213	221	34.0	11,083	11,466	1,769
Food service, tipped	3.87	3.25	117	114	30.3	6,089	5,915	1,574
Sales and related occupations	19.65	12.98	793	519	40.4	41,236	26,994	2,099
First-line supervisors/managers, sales workers	25.16	17.71	1,063	660	42.2	55,252	34,320	2,196
Retail sales workers	12.24	12.09	489	484	40.0	25,451	25,147	2,080
Office and administrative support occupations	12.62	12.00	503	480	39.9	26,157	24,960	2,073
Financial clerks	11.43	11.33	457	453	40.0	23,779	23,566	2,080
Bookkeeping, accounting, and auditing clerks ...	11.47	11.25	459	450	40.0	23,852	23,400	2,080
Office clerks, general	13.51	11.54	540	462	40.0	28,101	23,999	2,080
Construction and extraction occupations	16.88	15.91	675	636	40.0	35,118	33,093	2,080
Installation, maintenance, and repair occupations	17.04	17.60	686	704	40.3	35,684	36,608	2,094
Production occupations	12.13	12.16	482	467	39.7	25,046	24,294	2,064
Transportation and material moving occupations	13.31	13.49	553	500	41.5	28,745	26,000	2,159
Driver/sales workers and truck drivers	14.19	13.85	602	540	42.4	31,279	28,059	2,204
Truck drivers, heavy and tractor-trailer	18.65	18.99	882	759	47.3	45,889	39,493	2,461
Truck drivers, light or delivery services	11.25	8.59	446	344	39.6	23,194	17,865	2,061

¹ 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.

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

³ 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.

⁴ 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.

⁵ 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-time¹ private industry workers, Springfield, MO, September 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.07	\$14.80	\$684	\$585	40.1	\$35,363	\$29,910	2,072
Management occupations	29.59	24.26	1,193	970	40.3	62,021	50,450	2,096
Business and financial operations occupations ...	25.76	23.08	1,009	874	39.2	52,489	45,435	2,038
Architecture and engineering occupations	23.67	21.56	970	862	41.0	50,420	44,845	2,131
Education, training, and library occupations	24.58	26.95	959	1,078	39.0	42,371	51,688	1,723
Healthcare practitioner and technical occupations	27.23	25.06	1,089	998	40.0	56,625	51,896	2,079
Registered nurses	24.57	25.41	980	1,014	39.9	50,965	52,707	2,074
Food preparation and serving related occupations	8.99	8.75	350	350	38.9	18,196	18,200	2,023
Sales and related occupations	15.44	11.78	616	462	39.9	32,039	24,045	2,074
Retail sales workers	10.62	9.50	418	371	39.3	21,722	19,302	2,046
Retail salespersons	10.62	9.18	414	358	39.0	21,548	18,608	2,029
Sales representatives, wholesale and manufacturing	21.99	25.41	899	1,037	40.9	46,752	53,918	2,126
Office and administrative support occupations	13.42	12.29	538	488	40.1	27,965	25,355	2,084
Financial clerks	12.44	11.45	498	458	40.1	25,902	23,816	2,083
Bookkeeping, accounting, and auditing clerks ...	12.44	11.45	498	458	40.1	25,902	23,816	2,083
Secretaries and administrative assistants	15.74	14.03	624	561	39.7	32,457	29,182	2,062
Insurance claims and policy processing clerks	12.66	12.73	498	485	39.3	25,896	25,210	2,046
Installation, maintenance, and repair occupations	17.13	15.94	683	637	39.9	35,532	33,145	2,075
Industrial machinery installation, repair, and maintenance workers	16.88	15.65	673	626	39.8	34,971	32,552	2,072
Maintenance workers, machinery	14.51	14.15	580	566	40.0	30,180	29,432	2,080
Production occupations	14.46	14.50	575	580	39.8	29,896	30,160	2,068
First-line supervisors/managers of production and operating workers	20.50	20.74	864	851	42.2	44,954	44,262	2,193
Machine tool cutting setters, operators, and tenders, metal and plastic	13.83	13.82	553	553	40.0	28,769	28,746	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.48	12.50	539	500	40.0	28,028	26,000	2,080
Welding, soldering, and brazing workers	15.96	15.00	638	600	40.0	33,197	31,200	2,080
Welders, cutters, solderers, and brazers	16.29	15.35	652	614	40.0	33,885	31,928	2,080
Inspectors, testers, sorters, samplers, and weighers	13.57	13.24	543	530	40.0	28,218	27,539	2,080
Miscellaneous production workers	12.76	12.00	504	480	39.5	26,232	24,960	2,056
Transportation and material moving occupations	15.03	12.41	623	481	41.4	32,397	25,022	2,155
Driver/sales workers and truck drivers	23.31	25.24	1,108	1,050	47.5	57,623	54,590	2,471
Industrial truck and tractor operators	10.68	10.02	426	401	39.9	22,152	20,842	2,075
Laborers and material movers, hand	11.20	10.43	447	417	39.9	23,241	21,694	2,076
Laborers and freight, stock, and material movers, hand	13.48	13.10	539	524	40.0	28,040	27,248	2,080

¹ 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.

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

³ 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.

⁴ 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.

⁵ 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. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Springfield, MO, September 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$16.52	\$16.74	—	\$15.30	\$14.95	\$17.79
Management, professional, and related	—	—	—	23.94	24.15	23.26
Management, business, and financial	—	—	—	27.21	27.08	—
Professional and related	—	—	—	22.11	22.02	22.30
Service	12.13	—	—	9.04	8.15	13.79
Sales and office	10.87	10.87	—	13.44	13.50	12.26
Sales and related	—	—	—	15.71	15.71	—
Office and administrative support	—	—	—	12.63	12.65	12.26
Natural resources, construction, and maintenance	19.14	19.34	—	15.86	16.35	14.23
Construction and extraction	18.73	18.96	—	15.24	15.88	—
Installation, maintenance, and repair	21.12	21.12	—	16.24	16.57	—
Production, transportation, and material moving	16.06	16.06	—	13.05	13.12	—
Production	15.77	15.77	—	13.18	13.36	—
Transportation and material moving	16.67	16.67	—	12.96	12.94	—
	Relative error ⁴ (percent)					
All workers	5.9	6.2	—	3.3	3.6	6.9
Management, professional, and related	—	—	—	6.2	7.5	9.0
Management, business, and financial	—	—	—	10.9	12.1	—
Professional and related	—	—	—	8.0	10.7	9.2
Service	5.9	—	—	3.9	2.9	12.2
Sales and office	11.3	11.3	—	4.3	4.5	5.1
Sales and related	—	—	—	10.6	10.6	—
Office and administrative support	—	—	—	2.8	3.0	5.1
Natural resources, construction, and maintenance	5.5	5.8	—	4.9	5.8	5.2
Construction and extraction	5.6	6.1	—	9.4	13.2	—
Installation, maintenance, and repair	6.4	6.4	—	5.0	5.3	—
Production, transportation, and material moving	7.9	7.9	—	7.2	7.3	—
Production	2.5	2.5	—	2.0	1.5	—
Transportation and material moving	20.2	20.2	—	12.4	12.4	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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.

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

information.

⁴ 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 workers¹: Mean hourly earnings² for major occupational groups, Springfield, MO, September 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$14.90	\$14.48	\$20.39	\$20.39
Management, professional, and related	22.99	22.91	53.79	53.79
Management, business, and financial	24.75	24.30	—	—
Professional and related	22.07	21.97	—	—
Service	9.04	7.98	9.86	9.86
Sales and office	12.69	12.71	18.57	18.57
Sales and related	13.22	13.22	23.56	23.56
Office and administrative support	12.52	12.54	13.75	13.75
Natural resources, construction, and maintenance	16.42	16.93	—	—
Construction and extraction	—	16.88	—	—
Installation, maintenance, and repair	16.62	16.99	—	—
Production, transportation, and material moving	12.46	12.52	19.14	19.14
Production	13.65	13.82	—	—
Transportation and material moving	11.18	11.16	20.08	20.08
	Relative error ⁴ (percent)			
All workers	3.4	3.8	13.4	13.4
Management, professional, and related	6.9	8.7	13.7	13.7
Management, business, and financial	9.3	10.4	—	—
Professional and related	8.1	11.0	—	—
Service	5.2	4.7	23.5	23.5
Sales and office	4.4	4.6	14.4	14.4
Sales and related	11.5	11.5	19.5	19.5
Office and administrative support	2.9	3.1	8.7	8.7
Natural resources, construction, and maintenance	3.0	3.2	—	—
Construction and extraction	—	1.5	—	—
Installation, maintenance, and repair	5.0	5.3	—	—
Production, transportation, and material moving	4.3	4.4	12.5	12.5
Production	2.2	1.9	—	—
Transportation and material moving	7.0	7.1	13.3	13.3

¹ 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.

² 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.

³ Workers are classified by occupation using the 2000

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

⁴ 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 sector¹: Mean hourly earnings² for private industry workers by major occupational group, Springfield, MO, September 2007

Occupational group ³	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
All workers	\$15.85	\$17.36	-	-	-	-	\$16.15	\$7.57	\$18.80
Management, professional, and related	-	24.44	-	-	-	-	24.34	-	-
Management, business, and financial	-	25.98	-	-	-	-	27.32	-	-
Professional and related	-	22.61	-	-	-	-	24.05	-	-
Service	-	-	-	-	-	-	10.16	6.50	-
Sales and office	13.05	22.66	-	-	-	-	12.79	-	-
Sales and related	-	30.10	-	-	-	-	-	-	-
Office and administrative support	13.05	18.19	-	-	-	-	12.79	-	-
Natural resources, construction, and maintenance	16.19	17.38	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	17.61	-	-	-	-	-	-	-
Production, transportation, and material moving	-	14.15	-	-	-	-	-	-	-
Production	-	14.13	-	-	-	-	-	-	-
Transportation and material moving ...	-	14.28	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	7.5	3.3	-	-	-	-	9.5	10.4	0.0
Management, professional, and related	-	7.2	-	-	-	-	12.5	-	-
Management, business, and financial	-	18.8	-	-	-	-	5.8	-	-
Professional and related	-	9.8	-	-	-	-	13.1	-	-
Service	-	-	-	-	-	-	5.3	12.7	-
Sales and office1	6.9	-	-	-	-	5.5	-	-
Sales and related	-	16.9	-	-	-	-	-	-	-
Office and administrative support1	10.6	-	-	-	-	5.5	-	-
Natural resources, construction, and maintenance	4.9	5.5	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	6.4	-	-	-	-	-	-	-
Production, transportation, and material moving	-	2.6	-	-	-	-	-	-	-
Production	-	1.6	-	-	-	-	-	-	-
Transportation and material moving ...	-	8.6	-	-	-	-	-	-	-

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

² 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.

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

⁴ 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 Springfield, MO, Metropolitan Statistical Area (MSA) includes Christian, Dallas, Greene, Polk, and Webster Counties, MO.

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 metropolitan 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 characteris-

tics 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 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.

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 workers¹ represented by the survey, Springfield, MO, September 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	178,800	155,600	23,300
Management, professional, and related	40,200	28,500	11,700
Management, business, and financial	12,300	11,000	–
Professional and related	28,000	17,500	10,500
Service	34,700	29,400	5,300
Sales and office	57,400	54,700	2,600
Sales and related	17,600	17,600	–
Office and administrative support	39,800	37,100	2,600
Natural resources, construction, and maintenance	17,400	14,400	3,100
Construction and extraction	9,000	7,100	–
Installation, maintenance, and repair	8,400	7,300	–
Production, transportation, and material moving	29,200	28,600	–
Production	12,600	12,200	–
Transportation and material moving	16,600	16,400	–

¹ 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.

² 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, Springfield, MO, September 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	8,042	7,681	361
Total in sample	260	247	13
Responding	170	159	11
Refused or unable to provide data	53	51	2
Out of business or not in survey scope	37	37	0

¹ 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.