

Anchorage, AK National Compensation Survey Private Industry November 2008



U.S. Department of Labor
U.S. Bureau of Labor Statistics
October 2009

This summary provides results of a November 2008 survey of occupational pay in the Anchorage, AK, Metropolitan Statistical Area (MSA). The MSA consists of Anchorage Borough. Tabulations in this publication are limited to private industry; data were not collected for State and local government.

Data shown in this summary were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The NCS provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. This summary is limited to data on occupational wages and salaries. The NCS is transitioning to a new sample of areas; at the same time, some areas, including Anchorage, are being phased out of the sample.

Table 1 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Work level is a ranking based on knowledge, job controls and complexity, contacts, and physical environment. Separate data are also shown for full-time and part-time workers.

Table 2 presents 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. Table 3 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers.

The survey could not have been conducted without the cooperation of the many private establishments that pro-

vided pay data included in this summary. 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.

Where to find more information

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

For additional information regarding this survey, including a list of occupational classifications, please contact any BLS regional office at the address and telephone number listed on the back cover of this summary. 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, telephone (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

Material in this summary is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service 1-800-877-8339.

Table 1. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Anchorage, AK, November 2008

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	\$21.97	4.5	\$22.95	4.4	\$12.35	7.8
Management occupations	43.02	9.3	43.02	9.3	—	—
Level 9	38.87	7.4	38.87	7.4	—	—
Financial managers	39.82	21.6	39.82	21.6	—	—
Business and financial operations occupations	30.33	8.3	30.33	8.3	—	—
Level 8	32.69	9.8	32.69	9.8	—	—
Level 9	29.81	7.1	29.81	7.1	—	—
Accountants and auditors	25.86	8.0	25.86	8.0	—	—
Computer and mathematical science occupations	27.52	13.6	27.52	13.6	—	—
Architecture and engineering occupations	35.67	4.4	35.67	4.4	—	—
Engineers	37.63	9.8	37.63	9.8	—	—
Level 11	60.13	3.5	60.13	3.5	—	—
Petroleum engineers	53.88	14.7	53.88	14.7	—	—
Community and social services occupations	15.20	6.9	15.72	6.0	—	—
Arts, design, entertainment, sports, and media occupations	25.12	5.1	—	—	—	—
Healthcare practitioner and technical occupations	35.52	15.3	35.60	15.9	—	—
Level 9	34.71	8.1	34.11	10.2	—	—
Registered nurses	31.89	7.5	31.09	9.1	—	—
Level 9	32.34	7.5	31.16	12.0	—	—
Healthcare support occupations	14.46	1.3	14.46	1.3	—	—
Level 4	14.46	1.9	14.46	1.9	—	—
Protective service occupations	13.30	8.1	—	—	—	—
Security guards and gaming surveillance officers	13.42	9.1	—	—	—	—
Security guards	13.42	9.1	—	—	—	—
Food preparation and serving related occupations	10.46	4.2	11.18	6.8	8.71	4.7
Level 1	9.56	8.0	9.83	12.0	—	—
Level 2	9.44	6.4	9.79	12.6	8.86	7.6
Level 3	10.30	5.2	11.18	2.3	—	—
Cooks	12.60	7.6	12.60	7.6	—	—
Food service, tipped	8.38	2.2	8.67	.6	—	—
Level 2	7.44	1.8	—	—	—	—
Waiters and waitresses	7.29	.1	—	—	—	—
Fast food and counter workers	10.14	11.8	—	—	9.03	3.3
Level 2	10.29	11.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.64	4.1	11.83	4.9	—	—
Level 1	11.46	6.0	—	—	—	—
Building cleaning workers	11.64	4.1	11.83	4.9	—	—
Level 1	11.46	6.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.36	5.9	11.39	6.5	—	—
Personal care and service occupations	10.50	4.9	10.36	5.1	—	—
Level 3	10.04	7.4	—	—	—	—
Sales and related occupations	17.47	11.1	18.99	10.7	10.48	9.1
Level 2	9.79	8.8	—	—	9.95	10.2
Level 3	11.78	5.9	12.48	1.2	—	—
Level 4	19.06	4.2	19.00	4.5	—	—
Level 5	16.44	11.0	16.44	11.0	—	—
First-line supervisors/managers, sales workers	23.15	5.2	23.15	5.2	—	—
First-line supervisors/managers of retail sales workers	23.15	5.2	23.15	5.2	—	—
Retail sales workers	13.08	10.1	13.98	11.4	10.38	9.8
Level 2	9.60	8.5	—	—	—	—
Level 3	11.77	7.6	—	—	—	—

See footnotes at end of table.

Table 1. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Anchorage, AK, November 2008 — 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						
Retail sales workers —Continued						
Level 4	\$18.57	7.6	\$18.39	8.9	—	—
Cashiers, all workers	13.07	10.3	14.04	12.0	\$11.35	12.3
Cashiers	13.07	10.3	14.04	12.0	11.35	12.3
Retail salespersons	13.77	11.8	13.63	13.0	—	—
Miscellaneous sales and related workers	16.15	13.5	—	—	—	—
Office and administrative support occupations						
Level 2	15.96	3.2	16.26	3.7	13.19	8.6
Level 3	12.36	9.3	13.48	11.7	10.26	8.2
Level 3	13.54	4.4	13.62	4.6	—	—
Level 4	16.48	3.4	16.59	3.6	—	—
Level 5	18.10	7.1	18.02	7.9	—	—
Level 6	20.79	6.6	20.79	6.6	—	—
Not able to be leveled	16.11	14.5	16.38	14.7	—	—
Financial clerks	17.61	6.1	17.61	6.1	—	—
Bookkeeping, accounting, and auditing clerks	17.59	4.8	17.59	4.8	—	—
Customer service representatives	16.24	7.4	16.24	7.4	—	—
Secretaries and administrative assistants	17.01	4.0	16.58	3.6	—	—
Secretaries, except legal, medical, and executive	16.86	5.3	—	—	—	—
Office clerks, general	14.83	6.0	14.96	6.9	—	—
Level 4	15.60	8.1	15.70	9.2	—	—
Construction and extraction occupations						
Level 7	30.09	6.1	30.09	6.1	—	—
Level 7	32.01	14.5	32.01	14.5	—	—
Carpenters	24.99	9.0	24.99	9.0	—	—
Installation, maintenance, and repair occupations						
Level 7	23.92	8.2	23.92	8.2	—	—
Level 7	30.62	8.8	30.62	8.8	—	—
Production occupations						
Level 7	23.82	13.1	24.36	13.1	—	—
Transportation and material moving occupations						
Level 2	24.77	14.6	25.98	14.7	11.43	8.8
Level 2	12.92	4.7	—	—	—	—
Level 3	15.00	5.2	15.15	4.6	—	—
Level 4	20.34	8.7	20.60	8.7	—	—
Driver/sales workers and truck drivers	19.87	6.9	19.87	6.9	—	—
Level 4	21.72	4.5	21.72	4.5	—	—
Truck drivers, heavy and tractor-trailer	21.49	3.8	21.49	3.8	—	—
Truck drivers, light or delivery services	17.83	10.3	17.83	10.3	—	—
Laborers and material movers, hand	13.34	4.8	14.37	10.0	10.86	12.5
Laborers and freight, stock, and material movers, hand	13.69	5.9	14.37	10.0	—	—

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 2. Private industry workers: Hourly wage percentiles¹, Anchorage, AK, November 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$9.50	\$12.50	\$17.65	\$25.70	\$38.46
Management occupations	22.93	25.65	36.48	51.70	67.36
Financial managers	25.65	25.65	25.65	51.70	67.36
Business and financial operations occupations	21.00	23.56	27.00	37.05	40.11
Accountants and auditors	21.00	23.56	24.61	32.27	32.27
Computer and mathematical science occupations	17.71	17.71	28.32	29.37	38.48
Architecture and engineering occupations	20.51	23.50	29.33	41.06	64.57
Engineers	20.51	27.43	33.54	45.07	64.57
Petroleum engineers	33.54	46.88	52.32	65.77	66.93
Community and social services occupations	8.13	11.44	15.38	18.50	24.10
Arts, design, entertainment, sports, and media occupations	15.00	16.83	23.86	28.96	40.23
Healthcare practitioner and technical occupations	19.75	24.27	29.21	39.86	56.94
Registered nurses	22.77	27.00	30.00	38.13	42.48
Healthcare support occupations	13.31	13.78	13.80	14.87	16.69
Protective service occupations	10.68	10.68	13.50	15.00	15.00
Security guards and gaming surveillance officers	10.68	11.50	13.50	15.00	15.00
Security guards	10.68	11.50	13.50	15.00	15.00
Food preparation and serving related occupations	7.15	7.75	9.00	12.50	14.68
Cooks	10.00	10.00	12.50	14.68	14.68
Food service, tipped	7.15	7.15	7.47	8.57	12.25
Waiters and waitresses	7.15	7.15	7.15	7.43	7.47
Fast food and counter workers	7.75	8.25	8.50	12.89	12.89
Building and grounds cleaning and maintenance occupations	9.50	10.50	11.59	12.37	13.35
Building cleaning workers	9.50	10.50	11.59	12.37	13.35
Janitors and cleaners, except maids and housekeeping cleaners	10.00	10.50	10.50	11.59	14.22
Personal care and service occupations	8.00	8.14	9.75	12.02	13.00
Sales and related occupations	9.00	11.00	14.30	20.00	25.11
First-line supervisors/managers, sales workers	14.28	19.03	20.50	21.77	47.12
First-line supervisors/managers of retail sales workers	14.28	19.03	20.50	21.77	47.12
Retail sales workers	8.00	9.50	12.30	16.00	19.75
Cashiers, all workers	8.00	10.10	12.74	18.53	19.75
Cashiers	8.00	10.10	12.74	18.53	19.75
Retail salespersons	9.00	9.70	14.00	16.03	20.74
Miscellaneous sales and related workers	11.00	11.90	18.05	20.00	20.00
Office and administrative support occupations	10.60	13.27	15.52	18.50	21.50
Financial clerks	13.04	16.00	17.31	19.97	20.91
Bookkeeping, accounting, and auditing clerks	16.00	16.00	17.31	17.31	20.00
Customer service representatives	10.60	13.65	16.70	18.00	19.69
Secretaries and administrative assistants	14.00	15.19	17.26	18.50	19.92
Secretaries, except legal, medical, and executive	15.19	15.19	17.26	17.90	19.92
Office clerks, general	10.00	12.00	14.99	15.54	19.87
Construction and extraction occupations	18.74	23.00	31.50	36.47	38.83
Carpenters	18.50	18.74	19.00	35.48	36.27
Installation, maintenance, and repair occupations	17.00	18.00	22.00	27.51	38.13
Production occupations	11.13	20.00	23.50	27.84	32.16
Transportation and material moving occupations	11.25	14.35	18.08	22.62	29.83
Driver/sales workers and truck drivers	15.00	16.62	19.58	24.15	27.00
Truck drivers, heavy and tractor-trailer	16.62	18.60	21.22	24.15	27.00
Truck drivers, light or delivery services	12.00	15.00	17.00	19.58	27.23
Laborers and material movers, hand	9.00	10.38	13.24	14.65	18.53

See footnotes at end of table.

Table 2. Private industry workers: Hourly wage percentiles¹, Anchorage, AK, November 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Laborers and freight, stock, and material movers, hand	\$10.38	\$10.38	\$14.35	\$14.65	\$18.53

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 3. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Anchorage, AK, November 2008

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	\$22.95	\$18.53	\$900	\$741	39.2	\$45,834	\$38,118	1,997
Management occupations	43.02	36.48	1,718	1,423	39.9	89,359	74,011	2,077
Financial managers	39.82	25.65	1,645	1,090	41.3	85,537	56,680	2,148
Business and financial operations occupations	30.33	27.00	1,207	1,080	39.8	62,752	56,160	2,069
Accountants and auditors	25.86	24.61	1,034	984	40.0	53,781	51,189	2,080
Computer and mathematical science occupations	27.52	28.32	1,085	1,068	39.4	56,433	55,526	2,051
Architecture and engineering occupations	35.67	29.33	1,453	1,173	40.7	75,118	61,006	2,106
Engineers	37.63	33.54	1,542	1,341	41.0	78,990	72,280	2,099
Petroleum engineers	53.88	52.32	2,155	2,093	40.0	106,574	108,834	1,978
Community and social services occupations	15.72	16.00	646	640	41.1	33,574	33,280	2,135
Healthcare practitioner and technical occupations	35.60	28.38	1,404	1,128	39.4	72,995	58,635	2,050
Registered nurses	31.09	30.00	1,236	1,200	39.7	64,246	62,400	2,066
Healthcare support occupations	14.46	13.80	565	551	39.1	29,375	28,654	2,032
Food preparation and serving related occupations	11.18	10.00	422	385	37.7	20,329	18,720	1,818
Cooks	12.60	12.50	504	500	40.0	25,900	26,000	2,056
Food service, tipped	8.67	7.47	302	280	34.8	14,856	13,260	1,713
Building and grounds cleaning and maintenance occupations	11.83	11.99	470	480	39.7	24,443	24,939	2,066
Building cleaning workers	11.83	11.99	470	480	39.7	24,443	24,939	2,066
Janitors and cleaners, except maids and housekeeping cleaners	11.39	10.50	450	420	39.6	23,424	21,840	2,057
Personal care and service occupations	10.36	9.50	389	353	37.5	17,646	16,770	1,703
Sales and related occupations	18.99	16.65	759	666	40.0	39,492	34,632	2,080
First-line supervisors/managers, sales workers	23.15	20.50	926	820	40.0	48,148	42,640	2,080
First-line supervisors/managers of retail sales workers	23.15	20.50	926	820	40.0	48,148	42,640	2,080
Retail sales workers	13.98	13.10	559	524	40.0	29,074	27,248	2,080
Cashiers, all workers	14.04	12.91	562	516	40.0	29,211	26,853	2,080
Cashiers	14.04	12.91	562	516	40.0	29,211	26,853	2,080
Retail salespersons	13.63	13.29	545	532	40.0	28,341	27,643	2,080
Office and administrative support occupations	16.26	16.00	646	640	39.7	33,575	33,280	2,065
Financial clerks	17.61	17.31	704	692	40.0	36,632	36,005	2,080
Bookkeeping, accounting, and auditing clerks	17.59	17.31	704	692	40.0	36,594	36,005	2,080
Customer service representatives	16.24	16.70	650	668	40.0	33,778	34,728	2,080
Secretaries and administrative assistants	16.58	17.26	663	690	40.0	34,488	35,905	2,080
Office clerks, general	14.96	15.52	579	604	38.7	30,097	31,429	2,011
Construction and extraction occupations	30.09	31.50	1,203	1,260	40.0	58,424	57,377	1,942
Carpenters	24.99	19.00	999	760	40.0	47,743	38,983	1,911

See footnotes at end of table.

Table 3. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Anchorage, AK, November 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations	\$23.92	\$22.00	\$957	\$880	40.0	\$49,167	\$45,760	2,056
Production occupations	24.36	23.71	974	948	40.0	50,664	49,317	2,080
Transportation and material moving occupations	25.98	19.00	944	806	36.4	48,427	41,184	1,864
Driver/sales workers and truck drivers	19.87	19.58	795	783	40.0	41,325	40,724	2,080
Truck drivers, heavy and tractor-trailer	21.49	21.22	860	849	40.0	44,694	44,131	2,080
Truck drivers, light or delivery services	17.83	17.00	713	680	40.0	37,087	35,360	2,080
Laborers and material movers, hand ..	14.37	14.35	575	574	40.0	29,886	29,838	2,080
Laborers and freight, stock, and material movers, hand	14.37	14.35	575	574	40.0	29,886	29,838	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

Appendix: Technical Note

Survey scope

This survey of the Anchorage, AK, Metropolitan Statistical Area (MSA) covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing) and 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). Agriculture, forestry, fishing and hunting, private households, the Federal Government, and State and local governments 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.

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.

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-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

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 or part-time, union or nonunion, and time or 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. 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. The greater the number of people working in a job in the establishment, the greater its chance of selection.

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. A complete list of all individual occupations, classified by the major group to which they belong, is available from BLS.

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 and also identified as being in a union or a nonunion job.

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>.

Collection period

Survey data were collected over a 14-month period for the larger areas in the NCS program. For the smaller areas, data were collected over a 5-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.

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.

If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model

that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	6,247
Total in sample	145
Responding	102
Refused or unable to provide data	27
Out of business or not in survey scope	16

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.

Data reliability

The data in this summary 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 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 summary 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.