

# Hickory–Morganton–Lenoir, NC National Compensation Survey December 2005

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U.S. Department of Labor  
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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 firms and government jurisdictions 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 [ocltinfo@bls.gov](mailto:ocltinfo@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 Hickory–Morganton–Lenoir, NC, metropolitan area. Data were collected between June 2005 and July 2006; the average reference month is December 2005. 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 have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

## 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 occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

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

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

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

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

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

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

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

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

**Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Hickory-Morganton-Lenoir, NC, December 2005**

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$13.73	1.9	36.7	\$12.96	1.9	36.5	\$18.23	3.3	37.4
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	23.78	5.0	37.3	23.37	5.7	37.3	24.28	8.9	37.3
Management, business, and financial .....	29.75	6.8	40.3	28.03	7.2	40.3	37.43	15.2	40.6
Professional and related .....	21.46	4.5	36.2	20.09	5.9	35.4	22.58	7.4	36.9
Service .....	9.41	6.0	32.1	7.93	6.0	30.2	12.89	7.3	37.8
Sales and office .....	11.81	2.8	35.6	11.64	2.9	35.4	14.32	3.0	40.0
Sales and related .....	10.31	6.8	32.8	10.31	6.8	32.8	—	—	—
Office and administrative support .....	12.66	3.0	37.5	12.48	3.1	37.3	14.32	3.0	40.0
Natural resources, construction, and maintenance .....	14.55	8.2	39.9	14.48	8.9	39.9	—	—	—
Construction and extraction .....	12.41	12.4	40.0	12.23	12.7	40.0	—	—	—
Installation, maintenance, and repair .....	16.36	4.0	39.8	16.45	4.4	39.8	—	—	—
Production, transportation, and material moving .....	12.70	2.9	38.7	12.73	2.9	38.9	—	—	—
Production .....	12.82	3.1	39.3	12.84	3.2	39.3	—	—	—
Transportation and material moving .....	12.41	6.0	37.5	12.46	6.2	38.2	—	—	—
Full time .....	14.31	2.0	39.8	13.57	2.0	39.8	18.41	3.5	39.7
Part time .....	7.82	5.8	20.3	7.39	5.6	20.8	13.99	9.7	15.6
Union .....	—	—	—	—	—	—	—	—	—
Nonunion .....	13.68	1.9	36.7	12.89	1.8	36.6	18.23	3.3	37.4
Time .....	13.51	2.2	36.3	12.62	2.3	36.1	18.23	3.3	37.4
Incentive .....	15.99	2.6	41.0	15.99	2.6	41.0	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	13.74	2.8	38.9	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	12.28	3.5	34.7	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	11.62	4.6	35.0	11.62	4.6	35.0	—	—	—
100-499 workers .....	14.19	2.9	38.6	14.00	3.0	38.4	—	—	—
500 workers or more .....	17.01	2.2	37.2	15.22	2.7	37.8	18.78	2.8	36.6

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$13.73	1.9	\$14.31	2.0	\$7.82	5.8
<b>Management occupations</b> .....	31.55	8.3	31.55	8.3	–	–
Not able to be leveled .....	37.55	7.0	37.55	7.0	–	–
<b>Business and financial operations occupations</b> .....	26.31	8.1	26.31	8.1	–	–
<b>Architecture and engineering occupations</b> .....	22.57	8.9	22.57	8.9	–	–
<b>Education, training, and library occupations</b> .....	20.99	6.4	21.15	6.1	–	–
Level 7 .....	23.34	1.7	23.47	1.7	–	–
Primary, secondary, and special education school teachers .....	23.54	1.6	23.54	1.6	–	–
Level 7 .....	23.47	1.7	–	–	–	–
<b>Healthcare practitioner and technical occupations</b> .....	23.00	7.4	23.33	8.0	19.44	24.5
Level 4 .....	14.01	5.3	14.05	5.5	–	–
Level 6 .....	21.65	6.0	–	–	–	–
Level 7 .....	23.36	1.5	23.31	1.5	–	–
Level 8 .....	24.82	6.2	23.29	.7	37.25	12.4
Registered nurses .....	26.12	9.3	26.20	9.7	24.38	1.4
Level 7 .....	22.72	1.2	22.64	1.1	–	–
Level 8 .....	23.55	.7	23.54	.8	–	–
Clinical laboratory technologists and technicians .....	18.34	4.5	18.68	8.1	–	–
Level 4 .....	14.84	6.9	–	–	–	–
Medical and clinical laboratory technicians .....	14.88	6.8	–	–	–	–
Level 4 .....	14.84	6.9	–	–	–	–
Diagnostic related technologists and technicians .....	23.93	9.2	23.84	9.6	–	–
Licensed practical and licensed vocational nurses .....	16.20	6.2	16.21	6.3	–	–
<b>Healthcare support occupations</b> .....	10.44	3.5	10.43	3.5	–	–
Level 2 .....	10.20	5.2	10.20	5.2	–	–
Level 3 .....	8.61	6.2	8.61	6.2	–	–
Level 4 .....	10.92	2.6	10.92	2.6	–	–
Nursing, psychiatric, and home health aides .....	9.25	7.1	9.25	7.1	–	–
Level 3 .....	8.47	9.3	8.47	9.3	–	–
Nursing aides, orderlies, and attendants .....	9.41	13.4	9.41	13.4	–	–
Level 3 .....	8.27	8.8	8.27	8.8	–	–
Miscellaneous healthcare support occupations .....	10.88	7.0	10.88	7.0	–	–
Level 4 .....	10.96	2.6	10.96	2.7	–	–
<b>Protective service occupations</b> .....	12.80	10.7	13.04	9.4	–	–
<b>Food preparation and serving related occupations</b> .....	7.48	10.1	8.55	8.0	6.10	12.8
Level 1 .....	6.59	2.9	6.73	1.2	6.44	6.2
Level 2 .....	6.31	25.6	–	–	4.91	31.3
Level 3 .....	8.76	6.7	–	–	–	–
Cooks .....	7.54	6.2	7.62	8.3	–	–
Food preparation workers .....	8.60	11.5	10.05	12.1	–	–
Food service, tipped .....	2.91	28.1	–	–	2.95	35.6
Waiters and waitresses .....	2.85	31.0	–	–	–	–
Fast food and counter workers .....	7.49	5.6	8.07	9.5	6.68	2.0
Level 1 .....	6.71	3.1	–	–	6.64	2.9
Combined food preparation and serving workers, including fast food .....	7.77	6.6	8.53	11.5	6.69	.7
Level 1 .....	6.58	2.0	–	–	–	–
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.86	13.7	11.44	16.5	7.51	3.0
Level 1 .....	8.59	6.8	8.91	8.3	–	–
Level 2 .....	10.29	6.6	10.26	7.4	–	–
Building cleaning workers .....	8.50	5.0	8.79	8.2	7.51	3.0
Level 1 .....	7.88	4.5	8.17	8.8	–	–
Level 2 .....	9.60	4.6	9.46	4.4	–	–
Janitors and cleaners, except maids and housekeeping cleaners .....	8.32	5.2	8.53	9.1	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Janitors and cleaners, except maids and housekeeping cleaners —Continued						
Level 1 .....	\$7.98	5.5	\$8.26	10.5	—	—
<b>Personal care and service occupations</b> .....	8.08	6.6	—	—	\$8.18	12.4
Child care workers .....	8.09	7.3	—	—	—	—
<b>Sales and related occupations</b> .....	10.31	6.8	11.55	6.1	6.92	3.4
Level 1 .....	7.64	14.9	—	—	—	—
Level 2 .....	7.93	9.5	—	—	—	—
Level 3 .....	10.06	3.5	—	—	—	—
Level 5 .....	17.38	4.5	—	—	—	—
Retail sales workers .....	9.17	9.1	10.28	8.6	6.92	3.4
Level 1 .....	7.64	14.9	—	—	—	—
Level 2 .....	7.93	9.5	—	—	—	—
Level 3 .....	9.87	3.4	—	—	—	—
Cashiers, all workers .....	7.88	13.2	8.35	15.5	6.97	2.7
Level 1 .....	7.64	15.4	—	—	—	—
Level 2 .....	7.77	4.5	—	—	—	—
Cashiers .....	7.88	13.2	8.35	15.5	6.97	2.7
Level 1 .....	7.64	15.4	—	—	—	—
Level 2 .....	7.77	4.5	—	—	—	—
Counter and rental clerks and parts salespersons .....	8.87	15.1	—	—	—	—
Retail salespersons .....	11.62	11.4	13.09	18.3	—	—
<b>Office and administrative support occupations</b> .....	12.66	3.0	12.91	2.8	9.03	7.8
Level 2 .....	9.86	3.2	—	—	—	—
Level 3 .....	11.28	2.7	—	—	—	—
Level 4 .....	13.14	2.6	—	—	—	—
Level 5 .....	13.50	2.6	—	—	—	—
Level 6 .....	17.33	5.4	—	—	—	—
Financial clerks .....	11.79	7.2	12.21	5.0	—	—
Level 4 .....	13.04	3.8	—	—	—	—
Billing and posting clerks and machine operators .....	11.82	5.9	11.82	5.9	—	—
Bookkeeping, accounting, and auditing clerks .....	12.94	4.0	12.94	4.0	—	—
Level 4 .....	12.57	3.8	12.57	3.8	—	—
Customer service representatives .....	12.65	3.2	13.01	1.7	—	—
Level 4 .....	12.56	2.7	12.56	2.7	—	—
Receptionists and information clerks .....	10.62	3.3	10.62	3.3	—	—
Production, planning, and expediting clerks .....	12.91	11.0	12.91	11.0	—	—
Shipping, receiving, and traffic clerks .....	12.93	6.4	12.93	6.4	—	—
Stock clerks and order fillers .....	11.01	6.4	—	—	—	—
Secretaries and administrative assistants .....	13.48	4.6	13.48	4.6	—	—
Level 4 .....	12.49	7.0	12.49	7.0	—	—
Secretaries, except legal, medical, and executive .....	12.90	4.1	12.90	4.1	—	—
Office clerks, general .....	12.13	5.6	12.76	3.3	—	—
<b>Construction and extraction occupations</b> .....	12.41	12.4	12.41	12.4	—	—
<b>Installation, maintenance, and repair occupations</b> .....	16.36	4.0	16.36	4.0	—	—
Level 3 .....	12.42	3.9	—	—	—	—
Level 5 .....	15.76	2.1	—	—	—	—
Level 6 .....	15.39	2.9	—	—	—	—
Level 7 .....	19.64	5.2	—	—	—	—
Automotive technicians and repairers .....	14.80	4.7	14.80	4.7	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.64	1.6	17.64	1.6	—	—
Industrial machinery mechanics .....	17.53	3.0	17.53	3.0	—	—
Maintenance and repair workers, general .....	20.65	4.7	20.65	4.7	—	—
Maintenance workers, machinery .....	13.51	6.1	13.51	6.1	—	—
<b>Production occupations</b> .....	12.82	3.1	12.82	3.1	—	—
Level 1 .....	9.03	4.8	—	—	—	—
Level 2 .....	10.20	1.6	—	—	—	—
Level 3 .....	12.71	1.0	—	—	—	—
Level 4 .....	15.19	2.7	—	—	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations —Continued</b>						
Level 5 .....	\$16.29	3.7	—	—	—	—
Level 6 .....	18.59	5.3	—	—	—	—
Level 7 .....	20.63	3.7	—	—	—	—
First-line supervisors/managers of production and operating workers .....	17.53	7.7	\$17.53	7.7	—	—
Electrical, electronics, and electromechanical assemblers .....	11.06	13.1	11.06	13.1	—	—
Miscellaneous assemblers and fabricators .....	12.03	1.4	12.03	1.4	—	—
Level 1 .....	9.82	1.9	9.82	1.9	—	—
Level 2 .....	11.88	6.9	11.88	6.9	—	—
Level 3 .....	12.50	1.5	12.50	1.5	—	—
Sewing machine operators .....	12.26	5.7	12.29	6.1	—	—
Level 2 .....	9.30	10.8	9.26	11.1	—	—
Level 3 .....	13.62	7.7	13.62	7.7	—	—
Level 4 .....	14.88	6.2	14.88	6.2	—	—
Textile machine setters, operators, and tenders .....	11.29	6.6	11.29	6.6	—	—
Level 3 .....	12.28	4.0	12.28	4.0	—	—
Level 4 .....	12.68	1.1	12.68	1.1	—	—
Miscellaneous textile, apparel, and furnishings workers .....	17.17	4.1	17.17	4.1	—	—
Level 2 .....	10.45	4.1	10.45	4.1	—	—
Level 4 .....	18.42	2.1	18.42	2.1	—	—
Level 5 .....	19.51	2.7	19.51	2.7	—	—
Level 6 .....	20.11	8.9	20.11	8.9	—	—
Upholsterers .....	19.70	1.0	19.70	1.0	—	—
Level 4 .....	19.01	1.7	19.01	1.7	—	—
Level 5 .....	19.84	4.0	19.84	4.0	—	—
Level 6 .....	20.11	8.9	20.11	8.9	—	—
Woodworking machine setters, operators, and tenders ...	13.22	2.9	13.22	2.9	—	—
Level 3 .....	12.70	1.2	12.70	1.2	—	—
Level 4 .....	13.42	.6	13.42	.6	—	—
Sawing machine setters, operators, and tenders, wood	12.14	6.0	12.14	6.0	—	—
Woodworking machine setters, operators, and tenders, except sawing .....	13.66	2.7	13.66	2.7	—	—
Level 4 .....	13.38	1.0	13.38	1.0	—	—
Crushing, grinding, polishing, mixing, and blending workers .....	12.22	5.2	12.22	5.2	—	—
Grinding and polishing workers, hand .....	10.93	.2	10.93	.2	—	—
Mixing and blending machine setters, operators, and tenders .....	13.55	10.7	13.55	10.7	—	—
Cutting workers .....	14.37	4.6	14.37	4.6	—	—
Level 3 .....	13.79	9.7	13.79	9.7	—	—
Cutters and trimmers, hand .....	15.25	.5	15.25	.5	—	—
Level 3 .....	14.17	8.9	14.17	8.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	10.97	9.9	10.97	9.9	—	—
Level 3 .....	11.41	.0	11.41	.0	—	—
Level 4 .....	15.73	1.2	15.73	1.2	—	—
Level 5 .....	13.71	1.6	13.71	1.6	—	—
Painting workers .....	12.45	5.7	12.45	5.7	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	12.80	1.5	12.80	1.5	—	—
Miscellaneous production workers .....	11.89	6.9	11.89	6.9	—	—
Level 1 .....	8.44	11.1	8.44	11.1	—	—
Level 2 .....	11.59	4.0	11.59	4.0	—	—
Level 3 .....	13.01	1.9	13.01	1.9	—	—
Level 4 .....	17.52	6.4	17.52	6.4	—	—
Helpers--production workers .....	10.95	6.3	10.95	6.3	—	—
<b>Transportation and material moving occupations</b> .....	12.41	6.0	12.87	5.5	\$8.64	13.2
Level 1 .....	9.43	6.2	—	—	—	—
Level 2 .....	10.96	4.3	—	—	—	—
Level 3 .....	16.06	14.1	—	—	—	—
Level 4 .....	17.35	5.2	—	—	—	—
Driver/sales workers and truck drivers .....	15.77	8.3	16.17	7.7	—	—
Level 4 .....	18.09	2.7	18.09	2.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Truck drivers, heavy and tractor-trailer .....	\$16.08	6.8	\$16.08	6.8	—	—
Level 4 .....	18.09	2.7	18.09	2.7	—	—
Industrial truck and tractor operators .....	11.88	5.1	11.75	5.8	—	—
Level 2 .....	11.65	5.7	11.48	7.3	—	—
Level 3 .....	13.26	4.2	13.26	4.2	—	—
Laborers and material movers, hand .....	10.12	4.9	10.51	3.5	\$8.19	13.5
Level 1 .....	9.68	5.7	10.20	4.9	7.78	11.8
Level 2 .....	10.41	5.4	10.24	5.6	—	—
Laborers and freight, stock, and material movers, hand .....	10.22	4.2	10.38	4.9	9.43	8.5
Level 1 .....	9.89	5.4	10.14	6.4	—	—
Level 2 .....	10.51	7.9	10.24	8.1	—	—
Packers and packagers, hand .....	9.50	8.7	10.38	6.2	—	—
Level 1 .....	8.20	8.7	9.16	6.6	—	—
Level 2 .....	10.85	3.1	10.85	3.1	—	—

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

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

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

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

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

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$12.96	1.9	\$13.57	2.0	\$7.39	5.6
<b>Management occupations</b> .....	29.92	8.0	29.92	8.0	—	—
<b>Business and financial operations occupations</b> .....	24.84	9.2	24.84	9.2	—	—
<b>Architecture and engineering occupations</b> .....	22.57	8.9	22.57	8.9	—	—
<b>Education, training, and library occupations</b> .....	22.14	15.9	22.57	16.3	—	—
<b>Healthcare practitioner and technical occupations</b> .....	20.21	8.1	20.77	8.9	14.90	21.8
Level 4 .....	—	—	14.29	6.4	—	—
Level 6 .....	21.65	6.0	—	—	—	—
Level 7 .....	23.98	3.5	23.98	3.5	—	—
Level 8 .....	23.98	1.3	23.61	.5	28.96	17.0
Registered nurses .....	27.49	11.6	27.60	11.9	24.20	2.9
Level 8 .....	23.55	.7	23.54	.8	—	—
Clinical laboratory technologists and technicians .....	17.97	3.6	18.32	7.6	—	—
Level 4 .....	14.84	6.9	—	—	—	—
Medical and clinical laboratory technicians .....	14.88	6.8	—	—	—	—
Level 4 .....	14.84	6.9	—	—	—	—
Diagnostic related technologists and technicians .....	23.93	9.2	23.84	9.6	—	—
Licensed practical and licensed vocational nurses .....	16.20	6.2	16.21	6.3	—	—
<b>Healthcare support occupations</b> .....	9.62	6.4	9.62	6.4	—	—
Level 2 .....	10.20	5.2	10.20	5.2	—	—
Level 3 .....	8.61	6.2	8.61	6.2	—	—
Nursing, psychiatric, and home health aides .....	9.18	7.9	9.18	7.9	—	—
Level 3 .....	8.47	9.3	8.47	9.3	—	—
Nursing aides, orderlies, and attendants .....	9.41	13.4	9.41	13.4	—	—
Level 3 .....	8.27	8.8	8.27	8.8	—	—
Miscellaneous healthcare support occupations .....	10.33	13.7	10.33	13.7	—	—
<b>Food preparation and serving related occupations</b> .....	7.21	10.9	8.26	8.5	5.88	13.3
Level 1 .....	6.50	3.2	6.73	1.2	6.24	7.2
Level 2 .....	6.14	27.8	—	—	4.46	32.0
Level 3 .....	8.57	6.8	—	—	—	—
Cooks .....	7.28	4.1	7.30	6.0	—	—
Food preparation workers .....	8.57	12.7	10.05	12.1	—	—
Food service, tipped .....	2.91	28.1	—	—	2.95	35.6
Waiters and waitresses .....	2.85	31.0	—	—	—	—
Fast food and counter workers .....	7.14	5.5	7.64	7.7	6.48	2.8
Level 1 .....	6.58	3.9	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.28	7.2	7.95	9.6	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.98	11.0	9.56	16.5	7.51	3.0
Level 1 .....	7.41	4.0	—	—	—	—
Building cleaning workers .....	8.09	5.7	8.35	10.9	7.51	3.0
Level 1 .....	7.41	4.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	7.80	6.3	—	—	—	—
Level 1 .....	7.43	5.2	—	—	—	—
<b>Personal care and service occupations</b> .....	7.73	1.6	—	—	7.25	7.0
Child care workers .....	7.69	.8	—	—	—	—
<b>Sales and related occupations</b> .....	10.31	6.8	11.55	6.1	6.92	3.4
Level 1 .....	7.64	14.9	—	—	—	—
Level 2 .....	7.93	9.5	8.94	13.1	6.85	5.2
Level 3 .....	10.06	3.5	10.31	1.8	—	—
Level 5 .....	17.38	4.5	17.38	4.5	—	—
Retail sales workers .....	9.17	9.1	10.28	8.6	6.92	3.4
Level 1 .....	7.64	14.9	—	—	—	—
Level 2 .....	7.93	9.5	8.94	13.1	6.85	5.2

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Retail sales workers —Continued						
Level 3 .....	\$9.87	3.4	—	—	—	—
Cashiers, all workers .....	7.88	13.2	\$8.35	15.5	\$6.97	2.7
Level 1 .....	7.64	15.4	—	—	—	—
Level 2 .....	7.77	4.5	—	—	—	—
Cashiers .....	7.88	13.2	8.35	15.5	6.97	2.7
Level 1 .....	7.64	15.4	—	—	—	—
Level 2 .....	7.77	4.5	—	—	—	—
Counter and rental clerks and parts salespersons .....	8.87	15.1	—	—	—	—
Retail salespersons .....	11.62	11.4	13.09	18.3	—	—
<b>Office and administrative support occupations .....</b>	<b>12.48</b>	<b>3.1</b>	<b>12.74</b>	<b>3.0</b>	<b>9.03</b>	<b>7.8</b>
Level 2 .....	9.86	3.2	10.39	1.2	—	—
Level 3 .....	11.28	2.7	11.33	2.8	—	—
Level 4 .....	13.01	2.8	12.98	2.9	—	—
Level 5 .....	13.51	4.0	13.51	4.0	—	—
Level 6 .....	17.54	6.8	17.54	6.8	—	—
Financial clerks .....	11.69	7.5	12.13	5.4	—	—
Level 4 .....	12.93	3.8	12.83	3.6	—	—
Billing and posting clerks and machine operators .....	11.82	5.9	11.82	5.9	—	—
Bookkeeping, accounting, and auditing clerks .....	13.05	4.5	13.05	4.5	—	—
Level 4 .....	12.57	3.8	12.57	3.8	—	—
Customer service representatives .....	12.65	3.2	13.01	1.7	—	—
Level 4 .....	12.56	2.7	12.56	2.7	—	—
Receptionists and information clerks .....	10.62	3.3	10.62	3.3	—	—
Production, planning, and expediting clerks .....	12.91	11.0	12.91	11.0	—	—
Shipping, receiving, and traffic clerks .....	12.93	6.4	12.93	6.4	—	—
Stock clerks and order fillers .....	11.01	6.4	—	—	—	—
Secretaries and administrative assistants .....	13.08	4.1	13.08	4.1	—	—
Office clerks, general .....	10.63	13.8	—	—	—	—
<b>Construction and extraction occupations .....</b>	<b>12.23</b>	<b>12.7</b>	<b>12.23</b>	<b>12.7</b>	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>16.45</b>	<b>4.4</b>	<b>16.45</b>	<b>4.4</b>	—	—
Level 3 .....	12.42	3.9	12.42	3.9	—	—
Level 7 .....	19.64	5.2	19.64	5.2	—	—
Automotive technicians and repairers .....	14.72	6.4	14.72	6.4	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.64	1.6	17.64	1.6	—	—
Industrial machinery mechanics .....	17.53	3.0	17.53	3.0	—	—
Maintenance and repair workers, general .....	20.65	4.7	20.65	4.7	—	—
Maintenance workers, machinery .....	13.51	6.1	13.51	6.1	—	—
<b>Production occupations .....</b>	<b>12.84</b>	<b>3.2</b>	<b>12.84</b>	<b>3.1</b>	—	—
Level 1 .....	9.03	4.8	9.03	4.8	—	—
Level 2 .....	10.20	1.6	10.20	1.6	—	—
Level 3 .....	12.71	1.0	12.71	1.0	—	—
Level 4 .....	15.39	2.5	15.39	2.5	—	—
Level 5 .....	16.29	3.7	16.29	3.7	—	—
Level 6 .....	18.59	5.3	18.59	5.3	—	—
Level 7 .....	20.63	3.7	20.63	3.7	—	—
First-line supervisors/managers of production and operating workers .....	17.53	7.7	17.53	7.7	—	—
Electrical, electronics, and electromechanical assemblers .....	11.06	13.1	11.06	13.1	—	—
Miscellaneous assemblers and fabricators .....	12.03	1.4	12.03	1.4	—	—
Level 1 .....	9.82	1.9	9.82	1.9	—	—
Level 2 .....	11.88	6.9	11.88	6.9	—	—
Level 3 .....	12.50	1.5	12.50	1.5	—	—
Sewing machine operators .....	12.26	5.7	12.29	6.1	—	—
Level 2 .....	9.30	10.8	9.26	11.1	—	—
Level 3 .....	13.62	7.7	13.62	7.7	—	—
Level 4 .....	14.88	6.2	14.88	6.2	—	—
Textile machine setters, operators, and tenders .....	11.29	6.6	11.29	6.6	—	—
Level 3 .....	12.28	4.0	12.28	4.0	—	—
Level 4 .....	12.68	1.1	12.68	1.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Miscellaneous textile, apparel, and furnishings workers ..	\$17.17	4.1	\$17.17	4.1	—	—
Level 2 .....	10.45	4.1	10.45	4.1	—	—
Level 4 .....	18.42	2.1	18.42	2.1	—	—
Level 5 .....	19.51	2.7	19.51	2.7	—	—
Level 6 .....	20.11	8.9	20.11	8.9	—	—
Upholsterers .....	19.70	1.0	19.70	1.0	—	—
Level 4 .....	19.01	1.7	19.01	1.7	—	—
Level 5 .....	19.84	4.0	19.84	4.0	—	—
Level 6 .....	20.11	8.9	20.11	8.9	—	—
Woodworking machine setters, operators, and tenders ...	13.22	2.9	13.22	2.9	—	—
Level 3 .....	12.70	1.2	12.70	1.2	—	—
Level 4 .....	13.42	.6	13.42	.6	—	—
Sawing machine setters, operators, and tenders, wood	12.14	6.0	12.14	6.0	—	—
Woodworking machine setters, operators, and						
tenders, except sawing .....	13.66	2.7	13.66	2.7	—	—
Level 4 .....	13.38	1.0	13.38	1.0	—	—
Crushing, grinding, polishing, mixing, and blending						
workers .....	12.22	5.2	12.22	5.2	—	—
Grinding and polishing workers, hand .....	10.93	.2	10.93	.2	—	—
Mixing and blending machine setters, operators, and						
tenders .....	13.55	10.7	13.55	10.7	—	—
Cutting workers .....	14.37	4.6	14.37	4.6	—	—
Level 3 .....	13.79	9.7	13.79	9.7	—	—
Cutters and trimmers, hand .....	15.25	.5	15.25	.5	—	—
Level 3 .....	14.17	8.9	14.17	8.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	10.97	9.9	10.97	9.9	—	—
Level 3 .....	11.41	.0	11.41	.0	—	—
Level 4 .....	15.73	1.2	15.73	1.2	—	—
Level 5 .....	13.71	1.6	13.71	1.6	—	—
Painting workers .....	12.45	5.7	12.45	5.7	—	—
Coating, painting, and spraying machine setters,						
operators, and tenders .....	12.80	1.5	12.80	1.5	—	—
Miscellaneous production workers .....	11.89	6.9	11.89	6.9	—	—
Level 1 .....	8.44	11.1	8.44	11.1	—	—
Level 2 .....	11.59	4.0	11.59	4.0	—	—
Level 3 .....	13.01	1.9	13.01	1.9	—	—
Level 4 .....	17.52	6.4	17.52	6.4	—	—
Helpers--production workers .....	10.95	6.3	10.95	6.3	—	—
<b>Transportation and material moving occupations .....</b>	<b>12.46</b>	<b>6.2</b>	<b>12.93</b>	<b>5.7</b>	<b>\$8.59</b>	<b>13.4</b>
Level 1 .....	9.43	6.2	9.94	5.7	7.68	9.4
Level 2 .....	10.92	4.8	10.79	5.6	—	—
Level 3 .....	16.06	14.1	16.06	14.1	—	—
Level 4 .....	17.35	5.2	17.35	5.2	—	—
Driver/sales workers and truck drivers .....	16.30	8.5	16.77	7.5	—	—
Level 4 .....	18.09	2.7	18.09	2.7	—	—
Truck drivers, heavy and tractor-trailer .....	16.95	5.3	16.95	5.3	—	—
Level 4 .....	18.09	2.7	18.09	2.7	—	—
Industrial truck and tractor operators .....	11.88	5.1	11.75	5.8	—	—
Level 2 .....	11.65	5.7	11.48	7.3	—	—
Level 3 .....	13.26	4.2	13.26	4.2	—	—

See footnotes at end of table.

**Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Laborers and material movers, hand .....	\$10.12	4.9	\$10.51	3.5	\$8.19	13.5
Level 1 .....	9.68	5.7	10.20	4.9	7.78	11.8
Level 2 .....	10.41	5.4	10.24	5.6	—	—
Laborers and freight, stock, and material movers, hand .....	10.22	4.2	10.38	4.9	9.43	8.5
Level 1 .....	9.89	5.4	10.14	6.4	—	—
Level 2 .....	10.51	7.9	10.24	8.1	—	—
Packers and packagers, hand .....	9.50	8.7	10.38	6.2	—	—
Level 1 .....	8.20	8.7	9.16	6.6	—	—
Level 2 .....	10.85	3.1	10.85	3.1	—	—

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

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

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

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

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

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.23	3.3	\$18.41	3.5	\$13.99	9.7
<b>Education, training, and library occupations</b> .....	20.78	7.1	20.90	6.7	–	–
Level 7 .....	23.47	1.7	23.47	1.7	–	–
Primary, secondary, and special education school teachers .....	23.54	1.6	23.54	1.6	–	–
Level 7 .....	23.47	1.7	23.47	1.7	–	–
<b>Food preparation and serving related occupations</b> .....	10.90	7.7	–	–	–	–
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.85	25.6	12.85	25.6	–	–
<b>Office and administrative support occupations</b> .....	14.32	3.0	14.32	3.0	–	–

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$13.73	1.9	\$14.31	2.0	\$7.82	5.8
<b>Management occupations</b> .....	31.55	8.3	31.55	8.3	—	—
Group II .....	18.66	9.5	—	—	—	—
Group III .....	44.51	13.3	—	—	—	—
<b>Business and financial operations occupations</b> .....	26.31	8.1	26.31	8.1	—	—
Group II .....	19.11	8.9	—	—	—	—
Group III .....	31.36	4.6	—	—	—	—
<b>Architecture and engineering occupations</b> .....	22.57	8.9	22.57	8.9	—	—
<b>Education, training, and library occupations</b> .....	20.99	6.4	21.15	6.1	—	—
Group II .....	23.00	2.9	—	—	—	—
Group III .....	28.28	4.8	—	—	—	—
Primary, secondary, and special education school teachers .....	23.54	1.6	23.54	1.6	—	—
Group II .....	23.54	1.6	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.00	7.4	23.33	8.0	19.44	24.5
Group I .....	13.22	6.2	—	—	—	—
Group II .....	21.34	6.0	—	—	—	—
Group III .....	39.01	9.5	—	—	—	—
Registered nurses .....	26.12	9.3	26.20	9.7	24.38	1.4
Group II .....	23.10	1.0	23.03	1.0	24.38	1.4
Clinical laboratory technologists and technicians .....	18.34	4.5	18.68	8.1	—	—
Group I .....	14.84	6.9	—	—	—	—
Medical and clinical laboratory technicians .....	14.88	6.8	—	—	—	—
Group I .....	14.84	6.9	—	—	—	—
Diagnostic related technologists and technicians .....	23.93	9.2	23.84	9.6	—	—
Group II .....	23.93	9.2	—	—	—	—
Licensed practical and licensed vocational nurses .....	16.20	6.2	16.21	6.3	—	—
<b>Healthcare support occupations</b> .....	10.44	3.5	10.43	3.5	—	—
Group I .....	9.90	4.2	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.25	7.1	9.25	7.1	—	—
Group I .....	9.25	7.1	—	—	—	—
Nursing aides, orderlies, and attendants .....	9.41	13.4	9.41	13.4	—	—
Group I .....	9.41	13.4	9.41	13.4	—	—
Miscellaneous healthcare support occupations .....	10.88	7.0	10.88	7.0	—	—
Group I .....	10.46	6.6	—	—	—	—
<b>Protective service occupations</b> .....	12.80	10.7	13.04	9.4	—	—
<b>Food preparation and serving related occupations</b> .....	7.48	10.1	8.55	8.0	6.10	12.8
Group I .....	7.08	7.7	—	—	—	—
Cooks .....	7.54	6.2	7.62	8.3	—	—
Group I .....	7.54	6.2	—	—	—	—
Food preparation workers .....	8.60	11.5	10.05	12.1	—	—
Group I .....	8.11	6.4	8.91	.5	—	—
Food service, tipped .....	2.91	28.1	—	—	2.95	35.6
Group I .....	2.91	28.1	—	—	—	—
Waiters and waitresses .....	2.85	31.0	—	—	—	—
Group I .....	2.85	31.0	—	—	—	—
Fast food and counter workers .....	7.49	5.6	8.07	9.5	6.68	2.0
Group I .....	7.48	5.7	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.77	6.6	8.53	11.5	6.69	.7
Group I .....	7.76	6.7	8.52	11.7	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.86	13.7	11.44	16.5	7.51	3.0
Group I .....	9.02	5.2	—	—	—	—
Building cleaning workers .....	8.50	5.0	8.79	8.2	7.51	3.0
Group I .....	8.45	4.7	—	—	—	—

See footnotes at end of table.



Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Janitors and cleaners, except maids and housekeeping cleaners .....	\$8.32	5.2	\$8.53	9.1	—	—
Group I .....	8.32	5.2	8.53	9.1	—	—
<b>Personal care and service occupations</b> .....	8.08	6.6	—	—	\$8.18	12.4
Group I .....	8.08	6.6	—	—	—	—
Child care workers .....	8.09	7.3	—	—	—	—
Group I .....	8.09	7.3	—	—	—	—
<b>Sales and related occupations</b> .....	10.31	6.8	11.55	6.1	6.92	3.4
Group I .....	8.41	11.5	—	—	—	—
Group II .....	17.72	4.6	—	—	—	—
Retail sales workers .....	9.17	9.1	10.28	8.6	6.92	3.4
Group I .....	8.21	11.5	—	—	—	—
Cashiers, all workers .....	7.88	13.2	8.35	15.5	6.97	2.7
Group I .....	7.86	13.9	—	—	—	—
Cashiers .....	7.88	13.2	8.35	15.5	6.97	2.7
Group I .....	7.86	13.9	8.36	17.6	6.97	2.7
Counter and rental clerks and parts salespersons .....	8.87	15.1	—	—	—	—
Retail salespersons .....	11.62	11.4	13.09	18.3	—	—
Group I .....	9.25	11.0	—	—	—	—
<b>Office and administrative support occupations</b> .....	12.66	3.0	12.91	2.8	9.03	7.8
Group I .....	11.95	2.8	—	—	—	—
Group II .....	15.46	6.6	—	—	—	—
Financial clerks .....	11.79	7.2	12.21	5.0	—	—
Group I .....	11.54	8.3	—	—	—	—
Billing and posting clerks and machine operators .....	11.82	5.9	11.82	5.9	—	—
Group I .....	12.81	4.2	12.81	4.2	—	—
Bookkeeping, accounting, and auditing clerks .....	12.94	4.0	12.94	4.0	—	—
Group I .....	12.57	3.8	12.57	3.8	—	—
Customer service representatives .....	12.65	3.2	13.01	1.7	—	—
Group I .....	12.01	4.8	12.56	2.7	—	—
Receptionists and information clerks .....	10.62	3.3	10.62	3.3	—	—
Group I .....	10.62	3.3	10.62	3.3	—	—
Production, planning, and expediting clerks .....	12.91	11.0	12.91	11.0	—	—
Group I .....	11.46	4.6	11.46	4.6	—	—
Shipping, receiving, and traffic clerks .....	12.93	6.4	12.93	6.4	—	—
Group I .....	13.55	4.1	13.55	4.1	—	—
Stock clerks and order fillers .....	11.01	6.4	—	—	—	—
Group I .....	11.01	6.4	—	—	—	—
Secretaries and administrative assistants .....	13.48	4.6	13.48	4.6	—	—
Group I .....	12.67	3.8	—	—	—	—
Secretaries, except legal, medical, and executive .....	12.90	4.1	12.90	4.1	—	—
Office clerks, general .....	12.13	5.6	12.76	3.3	—	—
Group I .....	10.63	13.8	—	—	—	—
<b>Construction and extraction occupations</b> .....	12.41	12.4	12.41	12.4	—	—
Group II .....	16.00	7.0	—	—	—	—
<b>Installation, maintenance, and repair occupations</b> .....	16.36	4.0	16.36	4.0	—	—
Group I .....	11.95	3.2	—	—	—	—
Group II .....	17.60	3.6	—	—	—	—
Automotive technicians and repairers .....	14.80	4.7	14.80	4.7	—	—
Group II .....	15.19	1.8	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.64	1.6	17.64	1.6	—	—
Group I .....	13.27	5.1	—	—	—	—
Group II .....	18.80	1.5	—	—	—	—
Industrial machinery mechanics .....	17.53	3.0	17.53	3.0	—	—
Group II .....	17.53	3.0	17.53	3.0	—	—
Maintenance and repair workers, general .....	20.65	4.7	20.65	4.7	—	—
Group II .....	20.65	4.7	20.65	4.7	—	—
Maintenance workers, machinery .....	13.51	6.1	13.51	6.1	—	—
Group I .....	13.27	5.1	13.27	5.1	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations</b> .....	\$12.82	3.1	\$12.82	3.1	—	—
Group I .....	11.94	2.9	—	—	—	—
Group II .....	17.21	3.2	—	—	—	—
First-line supervisors/managers of production and operating workers .....	17.53	7.7	17.53	7.7	—	—
Group II .....	19.15	.2	19.15	.2	—	—
Electrical, electronics, and electromechanical assemblers .....	11.06	13.1	11.06	13.1	—	—
Group I .....	10.93	12.9	—	—	—	—
Miscellaneous assemblers and fabricators .....	12.03	1.4	12.03	1.4	—	—
Group I .....	12.03	1.4	—	—	—	—
Sewing machine operators .....	12.26	5.7	12.29	6.1	—	—
Group I .....	12.26	5.7	12.29	6.1	—	—
Textile machine setters, operators, and tenders .....	11.29	6.6	11.29	6.6	—	—
Group I .....	11.23	5.8	—	—	—	—
Miscellaneous textile, apparel, and furnishings workers ..	17.17	4.1	17.17	4.1	—	—
Group I .....	15.01	7.4	—	—	—	—
Group II .....	19.84	2.8	—	—	—	—
Upholsterers .....	19.70	1.0	19.70	1.0	—	—
Group I .....	19.00	1.7	19.00	1.7	—	—
Group II .....	19.96	2.1	19.96	2.1	—	—
Woodworking machine setters, operators, and tenders ...	13.22	2.9	13.22	2.9	—	—
Group I .....	12.20	3.2	—	—	—	—
Group II .....	15.24	2.6	—	—	—	—
Sawing machine setters, operators, and tenders, wood	12.14	6.0	12.14	6.0	—	—
Group I .....	11.48	8.3	11.48	8.3	—	—
Woodworking machine setters, operators, and tenders, except sawing .....	13.66	2.7	13.66	2.7	—	—
Group I .....	12.52	2.9	12.52	2.9	—	—
Crushing, grinding, polishing, mixing, and blending workers .....	12.22	5.2	12.22	5.2	—	—
Group I .....	12.22	5.2	—	—	—	—
Grinding and polishing workers, hand .....	10.93	.2	10.93	.2	—	—
Group I .....	10.93	.2	10.93	.2	—	—
Mixing and blending machine setters, operators, and tenders .....	13.55	10.7	13.55	10.7	—	—
Group I .....	13.55	10.7	13.55	10.7	—	—
Cutting workers .....	14.37	4.6	14.37	4.6	—	—
Group I .....	14.22	3.5	—	—	—	—
Cutters and trimmers, hand .....	15.25	.5	15.25	.5	—	—
Group I .....	15.07	1.0	15.07	1.0	—	—
Inspectors, testers, sorters, samplers, and weighers .....	10.97	9.9	10.97	9.9	—	—
Group II .....	13.71	1.6	13.71	1.6	—	—
Painting workers .....	12.45	5.7	12.45	5.7	—	—
Group I .....	12.45	5.7	—	—	—	—
Coating, painting, and spraying machine setters, operators, and tenders .....	12.80	1.5	12.80	1.5	—	—
Group I .....	12.80	1.5	12.80	1.5	—	—
Miscellaneous production workers .....	11.89	6.9	11.89	6.9	—	—
Group I .....	11.55	6.1	—	—	—	—
Helpers--production workers .....	10.95	6.3	10.95	6.3	—	—
Group I .....	10.95	6.3	10.95	6.3	—	—
<b>Transportation and material moving occupations</b> .....	12.41	6.0	12.87	5.5	\$8.64	13.2
Group I .....	12.05	4.9	—	—	—	—
Driver/sales workers and truck drivers .....	15.77	8.3	16.17	7.7	—	—
Group I .....	15.77	8.3	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	16.08	6.8	16.08	6.8	—	—
Group I .....	16.08	6.8	16.08	6.8	—	—
Industrial truck and tractor operators .....	11.88	5.1	11.75	5.8	—	—
Group I .....	11.88	5.1	11.75	5.8	—	—
Laborers and material movers, hand .....	10.12	4.9	10.51	3.5	8.19	13.5
Group I .....	10.10	5.0	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	10.22	4.2	10.38	4.9	9.43	8.5

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Laborers and freight, stock, and material movers, hand—Continued						
Group I .....	\$10.22	4.2	\$10.38	4.9	\$9.43	8.5
Packers and packagers, hand .....	9.50	8.7	10.38	6.2	—	—
Group I .....	9.43	9.0	10.32	6.9	—	—

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

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

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

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

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

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

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.14	\$9.40	\$12.00	\$15.72	\$22.34
<b>Management occupations</b> .....	15.65	19.56	29.09	40.41	49.28
<b>Business and financial operations occupations</b> .....	14.50	19.13	24.04	32.20	37.64
<b>Architecture and engineering occupations</b> .....	12.73	12.73	24.65	28.22	28.22
<b>Education, training, and library occupations</b> .....	8.99	15.65	23.64	25.07	27.00
Primary, secondary, and special education school teachers .....	19.47	23.32	23.64	25.38	26.26
<b>Healthcare practitioner and technical occupations</b> .....	13.46	16.01	20.87	24.79	40.95
Registered nurses .....	19.14	21.50	24.43	27.53	40.95
Clinical laboratory technologists and technicians .....	14.37	16.43	17.50	17.50	23.84
Medical and clinical laboratory technicians .....	13.37	13.77	15.18	16.43	16.43
Diagnostic related technologists and technicians .....	19.89	22.95	23.79	23.79	30.00
Licensed practical and licensed vocational nurses .....	13.37	14.64	16.01	16.01	21.00
<b>Healthcare support occupations</b> .....	7.85	8.57	10.00	11.47	13.53
Nursing, psychiatric, and home health aides .....	6.50	7.88	9.05	11.15	11.52
Nursing aides, orderlies, and attendants .....	6.50	7.50	9.70	11.47	11.52
Miscellaneous healthcare support occupations .....	8.50	10.00	10.36	11.36	13.53
<b>Protective service occupations</b> .....	8.00	12.43	13.10	14.94	15.81
<b>Food preparation and serving related occupations</b> .....	2.50	6.21	7.03	8.84	11.50
Cooks .....	6.50	6.50	7.00	7.50	9.55
Food preparation workers .....	6.35	7.00	8.25	9.25	10.75
Food service, tipped .....	2.13	2.13	2.13	2.50	5.00
Waiters and waitresses .....	2.13	2.13	2.13	2.13	5.00
Fast food and counter workers .....	5.75	6.00	7.03	8.00	10.00
Combined food preparation and serving workers, including fast food .....	5.80	6.21	7.28	9.00	10.65
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.84	7.14	9.78	10.51	15.40
Building cleaning workers .....	6.84	6.84	8.00	9.88	10.75
Janitors and cleaners, except maids and housekeeping cleaners .....	6.84	6.84	7.14	9.78	10.51
<b>Personal care and service occupations</b> .....	6.50	7.00	7.75	8.50	10.50
Child care workers .....	6.50	6.50	7.75	8.54	10.50
<b>Sales and related occupations</b> .....	6.35	7.00	8.50	11.54	17.13
Retail sales workers .....	6.25	7.00	7.75	10.00	12.50
Cashiers, all workers .....	6.50	6.75	7.00	8.36	11.25
Cashiers .....	6.50	6.75	7.00	8.36	11.25
Counter and rental clerks and parts salespersons .....	6.00	6.25	8.50	9.50	11.54
Retail salespersons .....	6.50	7.50	10.00	11.25	20.32
<b>Office and administrative support occupations</b> .....	9.55	11.09	12.17	14.32	15.87
Financial clerks .....	8.00	10.14	12.17	12.95	14.68
Billing and posting clerks and machine operators .....	9.24	9.95	12.25	12.32	15.95
Bookkeeping, accounting, and auditing clerks .....	11.82	12.17	12.17	14.03	14.50
Customer service representatives .....	10.37	11.50	12.64	14.34	14.50
Receptionists and information clerks .....	9.55	10.00	10.00	11.35	12.50
Production, planning, and expediting clerks .....	10.60	11.30	12.01	14.61	15.53
Shipping, receiving, and traffic clerks .....	8.50	10.00	13.91	15.75	15.75
Stock clerks and order fillers .....	8.00	9.74	11.73	11.93	12.60
Secretaries and administrative assistants .....	11.73	12.56	12.98	14.27	15.87
Secretaries, except legal, medical, and executive .....	11.73	12.21	12.98	12.98	14.27
Office clerks, general .....	9.75	10.78	13.00	14.01	15.24
<b>Construction and extraction occupations</b> .....	10.50	11.00	11.00	14.58	16.74
<b>Installation, maintenance, and repair occupations</b> .....	11.00	13.33	16.13	18.86	20.74
Automotive technicians and repairers .....	12.50	13.33	13.33	17.83	18.54

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Hickory-Morganton-Lenoir, NC, December 2005** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Industrial machinery installation, repair, and maintenance workers .....	\$13.65	\$14.60	\$17.26	\$20.22	\$23.98
Industrial machinery mechanics .....	13.65	14.60	16.00	21.13	21.13
Maintenance and repair workers, general .....	17.26	18.45	20.22	23.98	26.90
Maintenance workers, machinery .....	11.00	11.00	14.00	14.81	14.90
<b>Production occupations</b> .....	8.50	10.00	12.12	15.00	18.00
First-line supervisors/managers of production and operating workers .....	12.50	13.75	16.43	22.09	22.38
Electrical, electronics, and electromechanical assemblers .....	6.75	9.00	10.56	13.06	15.58
Miscellaneous assemblers and fabricators .....	9.85	10.26	11.22	13.50	15.55
Sewing machine operators .....	8.00	9.00	11.27	14.45	17.45
Textile machine setters, operators, and tenders .....	8.50	9.25	11.11	12.50	14.85
Miscellaneous textile, apparel, and furnishings workers ..	10.07	13.03	16.64	21.00	25.35
Upholsterers .....	14.48	16.17	19.00	21.41	26.43
Woodworking machine setters, operators, and tenders ...	9.75	12.27	13.28	14.28	16.34
Sawing machine setters, operators, and tenders, wood .....	9.75	9.75	13.28	13.85	13.85
Woodworking machine setters, operators, and tenders, except sawing .....	9.53	12.85	13.28	14.66	16.92
Crushing, grinding, polishing, mixing, and blending workers .....	9.83	10.18	11.33	13.05	16.35
Grinding and polishing workers, hand .....	9.83	10.08	10.50	12.70	12.70
Mixing and blending machine setters, operators, and tenders .....	10.50	11.33	13.05	15.56	17.44
Cutting workers .....	10.70	12.42	13.23	16.15	19.05
Cutters and trimmers, hand .....	11.77	12.90	14.00	17.81	19.20
Inspectors, testers, sorters, samplers, and weighers .....	8.00	9.00	10.00	12.75	15.39
Painting workers .....	10.58	11.50	12.28	13.69	14.30
Coating, painting, and spraying machine setters, operators, and tenders .....	11.48	12.01	12.76	13.69	14.30
Miscellaneous production workers .....	6.00	9.25	11.36	15.05	17.21
Helpers--production workers .....	9.50	9.75	10.10	11.09	14.87
<b>Transportation and material moving occupations</b> .....	7.25	9.00	11.14	14.44	18.24
Driver/sales workers and truck drivers .....	8.25	11.36	16.39	19.22	24.12
Truck drivers, heavy and tractor-trailer .....	10.91	12.50	16.50	17.70	19.85
Industrial truck and tractor operators .....	9.00	10.50	10.75	14.10	15.50
Laborers and material movers, hand .....	7.00	8.27	10.00	12.00	13.19
Laborers and freight, stock, and material movers, hand .....	7.25	9.00	10.00	12.05	13.15
Packers and packagers, hand .....	6.00	6.65	9.77	11.14	12.75

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.00	\$9.00	\$11.61	\$15.00	\$20.22
<b>Management occupations</b> .....	15.24	19.56	26.32	40.41	41.73
<b>Business and financial operations occupations</b> .....	13.08	16.93	23.89	32.20	33.07
<b>Architecture and engineering occupations</b> .....	12.73	12.73	24.65	28.22	28.22
<b>Education, training, and library occupations</b> .....	10.24	14.28	23.85	31.52	36.34
<b>Healthcare practitioner and technical occupations</b> .....	13.37	16.01	17.50	23.79	27.92
Registered nurses .....	19.71	21.75	25.28	28.95	40.95
Clinical laboratory technologists and technicians .....	13.77	16.43	17.50	17.50	23.84
Medical and clinical laboratory technicians .....	13.37	13.77	15.18	16.43	16.43
Diagnostic related technologists and technicians .....	19.89	22.95	23.79	23.79	30.00
Licensed practical and licensed vocational nurses .....	13.37	14.64	16.01	16.01	21.00
<b>Healthcare support occupations</b> .....	7.50	8.00	9.53	11.37	11.52
Nursing, psychiatric, and home health aides .....	6.50	7.85	9.00	11.47	11.52
Nursing aides, orderlies, and attendants .....	6.50	7.50	9.70	11.47	11.52
Miscellaneous healthcare support occupations .....	8.00	8.50	10.00	11.36	13.26
<b>Food preparation and serving related occupations</b> .....	2.13	6.07	7.00	8.00	10.00
Cooks .....	6.50	6.50	7.00	7.32	8.50
Food preparation workers .....	6.25	6.75	8.00	9.50	11.00
Food service, tipped .....	2.13	2.13	2.13	2.50	5.00
Waiters and waitresses .....	2.13	2.13	2.13	2.13	5.00
Fast food and counter workers .....	5.75	6.00	7.03	8.00	9.00
Combined food preparation and serving workers, including fast food .....	5.80	6.21	7.03	8.25	9.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.84	6.84	7.14	9.37	15.40
Building cleaning workers .....	6.84	6.84	7.00	8.47	10.83
Janitors and cleaners, except maids and housekeeping cleaners .....	6.84	6.84	7.00	8.47	10.51
<b>Personal care and service occupations</b> .....	6.50	6.50	7.55	8.50	9.25
Child care workers .....	6.50	6.50	7.70	8.50	9.25
<b>Sales and related occupations</b> .....	6.35	7.00	8.50	11.54	17.13
Retail sales workers .....	6.25	7.00	7.75	10.00	12.50
Cashiers, all workers .....	6.50	6.75	7.00	8.36	11.25
Cashiers .....	6.50	6.75	7.00	8.36	11.25
Counter and rental clerks and parts salespersons .....	6.00	6.25	8.50	9.50	11.54
Retail salespersons .....	6.50	7.50	10.00	11.25	20.32
<b>Office and administrative support occupations</b> .....	9.30	10.76	12.17	13.66	15.75
Financial clerks .....	8.00	9.95	12.17	12.95	14.50
Billing and posting clerks and machine operators .....	9.24	9.95	12.25	12.32	15.95
Bookkeeping, accounting, and auditing clerks .....	12.17	12.17	12.17	14.03	14.50
Customer service representatives .....	10.37	11.50	12.64	14.34	14.50
Receptionists and information clerks .....	9.55	10.00	10.00	11.35	12.50
Production, planning, and expediting clerks .....	10.60	11.30	12.01	14.61	15.53
Shipping, receiving, and traffic clerks .....	8.50	10.00	13.91	15.75	15.75
Stock clerks and order fillers .....	8.00	9.74	11.73	11.93	12.60
Secretaries and administrative assistants .....	10.75	12.56	12.98	12.98	15.48
Office clerks, general .....	5.77	10.20	10.97	13.00	13.00
<b>Construction and extraction occupations</b> .....	10.50	11.00	11.00	12.23	16.10
<b>Installation, maintenance, and repair occupations</b> .....	11.00	13.33	16.13	20.22	20.78
Automotive technicians and repairers .....	12.00	13.33	13.33	17.53	18.54
Industrial machinery installation, repair, and maintenance workers .....	13.65	14.60	17.26	20.22	23.98
Industrial machinery mechanics .....	13.65	14.60	16.00	21.13	21.13
Maintenance and repair workers, general .....	17.26	18.45	20.22	23.98	26.90
Maintenance workers, machinery .....	11.00	11.00	14.00	14.81	14.90

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Production occupations</b> .....	\$8.50	\$10.00	\$12.20	\$15.05	\$18.00
First-line supervisors/managers of production and operating workers .....	12.50	13.75	16.43	22.09	22.38
Electrical, electronics, and electromechanical assemblers .....	6.75	9.00	10.56	13.06	15.58
Miscellaneous assemblers and fabricators .....	9.85	10.26	11.22	13.50	15.55
Sewing machine operators .....	8.00	9.00	11.27	14.45	17.45
Textile machine setters, operators, and tenders .....	8.50	9.25	11.11	12.50	14.85
Miscellaneous textile, apparel, and furnishings workers ..	10.07	13.03	16.64	21.00	25.35
Upholsterers .....	14.48	16.17	19.00	21.41	26.43
Woodworking machine setters, operators, and tenders ...	9.75	12.27	13.28	14.28	16.34
Sawing machine setters, operators, and tenders, wood .....	9.75	9.75	13.28	13.85	13.85
Woodworking machine setters, operators, and tenders, except sawing .....	9.53	12.85	13.28	14.66	16.92
Crushing, grinding, polishing, mixing, and blending workers .....	9.83	10.18	11.33	13.05	16.35
Grinding and polishing workers, hand .....	9.83	10.08	10.50	12.70	12.70
Mixing and blending machine setters, operators, and tenders .....	10.50	11.33	13.05	15.56	17.44
Cutting workers .....	10.70	12.42	13.23	16.15	19.05
Cutters and trimmers, hand .....	11.77	12.90	14.00	17.81	19.20
Inspectors, testers, sorters, samplers, and weighers .....	8.00	9.00	10.00	12.75	15.39
Painting workers .....	10.58	11.50	12.28	13.69	14.30
Coating, painting, and spraying machine setters, operators, and tenders .....	11.48	12.01	12.76	13.69	14.30
Miscellaneous production workers .....	6.00	9.25	11.36	15.05	17.21
Helpers--production workers .....	9.50	9.75	10.10	11.09	14.87
<b>Transportation and material moving occupations</b> .....	7.25	9.00	11.14	14.50	18.77
Driver/sales workers and truck drivers .....	8.25	12.00	17.41	19.85	24.12
Truck drivers, heavy and tractor-trailer .....	12.00	14.04	17.44	17.96	19.85
Industrial truck and tractor operators .....	9.00	10.50	10.75	14.10	15.50
Laborers and material movers, hand .....	7.00	8.27	10.00	12.00	13.19
Laborers and freight, stock, and material movers, hand .....	7.25	9.00	10.00	12.05	13.15
Packers and packagers, hand .....	6.00	6.65	9.77	11.14	12.75

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$9.78	\$11.15	\$15.23	\$23.64	\$27.00
<b>Education, training, and library occupations</b> .....	8.99	17.21	23.64	25.07	26.26
Primary, secondary, and special education school teachers .....	19.47	23.32	23.64	25.38	26.26
<b>Food preparation and serving related occupations</b> .....	8.84	9.44	10.25	12.43	12.79
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.17	9.78	9.81	11.05	35.70
<b>Office and administrative support occupations</b> .....	11.73	12.83	14.49	15.24	15.87

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.25	\$10.00	\$12.43	\$16.13	\$23.31
<b>Management occupations</b> .....	15.65	19.56	29.09	40.41	49.28
<b>Business and financial operations occupations</b> .....	14.50	19.13	24.04	32.20	37.64
<b>Architecture and engineering occupations</b> .....	12.73	12.73	24.65	28.22	28.22
<b>Education, training, and library occupations</b> .....	9.21	15.65	23.64	25.15	27.00
Primary, secondary, and special education school teachers .....	19.47	23.32	23.64	25.38	26.26
<b>Healthcare practitioner and technical occupations</b> .....	14.64	16.43	20.88	24.61	40.95
Registered nurses .....	19.14	21.45	24.28	27.63	40.95
Clinical laboratory technologists and technicians .....	15.18	17.50	17.50	18.24	23.84
Diagnostic related technologists and technicians .....	19.89	22.95	23.79	23.79	30.00
Licensed practical and licensed vocational nurses .....	13.37	14.64	16.01	16.01	21.00
<b>Healthcare support occupations</b> .....	7.85	8.57	10.00	11.47	13.53
Nursing, psychiatric, and home health aides .....	6.50	7.88	9.05	11.15	11.52
Nursing aides, orderlies, and attendants .....	6.50	7.50	9.70	11.47	11.52
Miscellaneous healthcare support occupations .....	8.50	10.00	10.36	11.36	13.53
<b>Protective service occupations</b> .....	8.35	12.43	13.46	14.94	15.81
<b>Food preparation and serving related occupations</b> .....	6.21	6.70	8.00	9.55	12.46
Cooks .....	6.50	6.50	7.00	8.00	9.55
Food preparation workers .....	8.00	8.50	9.00	10.00	15.00
Fast food and counter workers .....	6.00	6.21	8.00	9.00	10.65
Combined food preparation and serving workers, including fast food .....	6.21	7.28	8.00	10.00	12.43
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.84	8.00	9.78	10.90	17.69
Building cleaning workers .....	6.84	6.84	8.47	10.15	10.83
Janitors and cleaners, except maids and housekeeping cleaners .....	6.84	6.84	8.47	10.15	10.75
<b>Sales and related occupations</b> .....	7.00	7.60	10.10	12.50	18.27
Retail sales workers .....	7.00	7.00	8.50	11.25	13.50
Cashiers, all workers .....	6.75	7.00	7.00	9.75	11.50
Cashiers .....	6.75	7.00	7.00	9.75	11.50
Retail salespersons .....	7.40	8.50	11.00	12.75	20.32
<b>Office and administrative support occupations</b> .....	10.00	11.34	12.32	14.49	15.95
Financial clerks .....	9.25	11.09	12.17	14.03	14.50
Billing and posting clerks and machine operators .....	9.24	9.95	12.25	12.32	15.95
Bookkeeping, accounting, and auditing clerks .....	11.82	12.17	12.17	14.03	14.50
Customer service representatives .....	11.37	11.58	12.64	14.34	14.50
Receptionists and information clerks .....	9.55	10.00	10.00	11.35	12.50
Production, planning, and expediting clerks .....	10.60	11.30	12.01	14.61	15.53
Shipping, receiving, and traffic clerks .....	8.50	10.00	13.91	15.75	15.75
Secretaries and administrative assistants .....	11.73	12.56	12.98	14.27	15.87
Secretaries, except legal, medical, and executive .....	11.73	12.21	12.98	12.98	14.27
Office clerks, general .....	10.20	11.25	13.00	14.10	15.24
<b>Construction and extraction occupations</b> .....	10.50	11.00	11.00	14.58	16.74
<b>Installation, maintenance, and repair occupations</b> .....	11.00	13.33	16.13	18.86	20.74
Automotive technicians and repairers .....	12.50	13.33	13.33	17.83	18.54
Industrial machinery installation, repair, and maintenance workers .....	13.65	14.60	17.26	20.22	23.98
Industrial machinery mechanics .....	13.65	14.60	16.00	21.13	21.13
Maintenance and repair workers, general .....	17.26	18.45	20.22	23.98	26.90
Maintenance workers, machinery .....	11.00	11.00	14.00	14.81	14.90
<b>Production occupations</b> .....	8.50	10.00	12.12	15.05	18.00

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
First-line supervisors/managers of production and operating workers .....	\$12.50	\$13.75	\$16.43	\$22.09	\$22.38
Electrical, electronics, and electromechanical assemblers .....	6.75	9.00	10.56	13.06	15.58
Miscellaneous assemblers and fabricators .....	9.85	10.26	11.22	13.50	15.55
Sewing machine operators .....	8.00	9.00	11.27	14.45	17.45
Textile machine setters, operators, and tenders .....	8.50	9.25	11.11	12.50	14.85
Miscellaneous textile, apparel, and furnishings workers ..	10.07	13.03	16.64	21.00	25.35
Upholsterers .....	14.48	16.17	19.00	21.41	26.43
Woodworking machine setters, operators, and tenders ...	9.75	12.27	13.28	14.28	16.34
Sawing machine setters, operators, and tenders, wood .....	9.75	9.75	13.28	13.85	13.85
Woodworking machine setters, operators, and tenders, except sawing .....	9.53	12.85	13.28	14.66	16.92
Crushing, grinding, polishing, mixing, and blending workers .....	9.83	10.18	11.33	13.05	16.35
Grinding and polishing workers, hand .....	9.83	10.08	10.50	12.70	12.70
Mixing and blending machine setters, operators, and tenders .....	10.50	11.33	13.05	15.56	17.44
Cutting workers .....	10.70	12.42	13.23	16.15	19.05
Cutters and trimmers, hand .....	11.77	12.90	14.00	17.81	19.20
Inspectors, testers, sorters, samplers, and weighers .....	8.00	9.00	10.00	12.75	15.39
Painting workers .....	10.58	11.50	12.28	13.69	14.30
Coating, painting, and spraying machine setters, operators, and tenders .....	11.48	12.01	12.76	13.69	14.30
Miscellaneous production workers .....	6.00	9.25	11.36	15.05	17.21
Helpers--production workers .....	9.50	9.75	10.10	11.09	14.87
<b>Transportation and material moving occupations .....</b>	<b>8.00</b>	<b>9.75</b>	<b>11.63</b>	<b>15.00</b>	<b>19.85</b>
Driver/sales workers and truck drivers .....	9.60	11.96	16.85	19.85	24.12
Truck drivers, heavy and tractor-trailer .....	10.91	12.50	16.50	17.70	19.85
Industrial truck and tractor operators .....	9.00	10.29	10.50	13.75	15.50
Laborers and material movers, hand .....	7.25	9.00	10.30	12.05	13.97
Laborers and freight, stock, and material movers, hand .....	7.25	9.00	10.29	12.05	13.15
Packers and packagers, hand .....	7.80	9.00	10.21	11.95	13.97

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$5.50	\$6.25	\$7.14	\$8.25	\$11.49
<b>Healthcare practitioner and technical occupations</b> .....	8.50	9.50	13.77	25.00	43.46
Registered nurses .....	21.75	23.00	25.00	25.50	27.00
<b>Food preparation and serving related occupations</b> .....	2.13	5.00	6.50	7.75	8.84
Food service, tipped .....	2.13	2.13	2.13	2.13	5.00
Fast food and counter workers .....	5.71	5.75	6.15	7.03	8.00
Combined food preparation and serving workers, including fast food .....	5.70	5.85	6.15	7.03	8.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	7.00	7.00	7.14	10.51
Building cleaning workers .....	7.00	7.00	7.00	7.14	10.51
<b>Personal care and service occupations</b> .....	6.50	6.50	7.25	8.54	11.49
<b>Sales and related occupations</b> .....	6.00	6.25	6.75	7.50	8.15
Retail sales workers .....	6.00	6.25	6.75	7.50	8.15
Cashiers, all workers .....	6.00	6.50	6.75	7.50	8.00
Cashiers .....	6.00	6.50	6.75	7.50	8.00
<b>Office and administrative support occupations</b> .....	7.31	7.50	8.00	11.81	11.82
<b>Transportation and material moving occupations</b> .....	5.50	6.25	8.25	10.35	13.19
Laborers and material movers, hand .....	5.65	6.25	7.85	9.55	10.57
Laborers and freight, stock, and material movers, hand .....	7.25	8.50	9.55	10.57	13.19

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$14.31	\$12.43	\$569	\$494	39.8	\$29,314	\$25,709	2,049
<b>Management occupations</b> .....	31.55	29.09	1,278	1,163	40.5	66,010	56,739	2,092
<b>Business and financial operations occupations</b> .....	26.31	24.04	1,053	962	40.0	54,767	49,999	2,082
<b>Architecture and engineering occupations</b> .....	22.57	24.65	903	986	40.0	46,945	51,272	2,080
<b>Education, training, and library occupations</b> .....	21.15	23.64	826	886	39.1	36,656	39,175	1,733
Primary, secondary, and special education school teachers .....	23.54	23.64	905	886	38.4	39,600	39,175	1,683
<b>Healthcare practitioner and technical occupations</b> .....	23.33	20.88	888	736	38.1	46,171	38,272	1,979
Registered nurses .....	26.20	24.28	1,003	905	38.3	52,179	47,050	1,992
Clinical laboratory technologists and technicians .....	18.68	17.50	711	700	38.1	36,984	36,400	1,979
Diagnostic related technologists and technicians .....	23.84	23.79	953	952	40.0	49,577	49,487	2,080
Licensed practical and licensed vocational nurses .....	16.21	16.01	586	576	36.2	30,488	29,971	1,881
<b>Healthcare support occupations</b> .....	10.43	10.00	403	400	38.6	20,944	20,806	2,007
Nursing, psychiatric, and home health aides .....	9.25	9.05	355	343	38.4	18,477	17,826	1,998
Nursing aides, orderlies, and attendants .....	9.41	9.70	354	331	37.6	18,405	17,222	1,956
Miscellaneous healthcare support occupations .....	10.88	10.36	420	407	38.6	21,846	21,156	2,009
<b>Protective service occupations</b> .....	13.04	13.46	521	536	40.0	27,101	27,857	2,078
<b>Food preparation and serving related occupations</b> .....	8.55	8.00	346	310	40.5	17,923	16,640	2,097
Cooks .....	7.62	7.00	303	280	39.8	15,599	14,560	2,047
Food preparation workers .....	10.05	9.00	402	360	40.0	20,909	18,720	2,080
Fast food and counter workers .....	8.07	8.00	323	320	40.0	16,790	16,640	2,080
Combined food preparation and serving workers, including fast food .....	8.53	8.00	341	320	40.0	17,737	16,640	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.44	9.78	460	391	40.2	23,907	20,342	2,091
Building cleaning workers .....	8.79	8.47	352	339	40.0	18,291	17,622	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	8.53	8.47	341	339	40.0	17,743	17,622	2,080
<b>Sales and related occupations</b> .....	11.55	10.10	456	400	39.5	23,709	20,800	2,053
Retail sales workers .....	10.28	8.50	398	340	38.7	20,684	17,680	2,011
Cashiers, all workers .....	8.35	7.00	314	260	37.6	16,323	13,520	1,955
Cashiers .....	8.35	7.00	314	260	37.6	16,323	13,520	1,955
Retail salespersons .....	13.09	11.00	531	440	40.6	27,598	22,880	2,109
<b>Office and administrative support occupations</b> .....	12.91	12.32	520	494	40.3	27,035	25,688	2,094
Financial clerks .....	12.21	12.17	488	487	40.0	25,388	25,318	2,080
Billing and posting clerks and machine operators .....	11.82	12.25	473	490	40.0	24,580	25,480	2,080
Bookkeeping, accounting, and auditing clerks .....	12.94	12.17	518	487	40.0	26,925	25,318	2,080
Customer service representatives .....	13.01	12.64	512	506	39.4	26,630	26,287	2,048

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Receptionists and information clerks ..	\$10.62	\$10.00	\$425	\$400	40.0	\$22,091	\$20,800	2,080
Production, planning, and expediting clerks .....	12.91	12.01	517	480	40.0	26,860	24,981	2,080
Shipping, receiving, and traffic clerks .....	12.93	13.91	513	506	39.7	26,695	26,333	2,065
Secretaries and administrative assistants .....	13.48	12.98	539	519	40.0	28,040	27,000	2,080
Secretaries, except legal, medical, and executive .....	12.90	12.98	516	519	40.0	26,835	27,000	2,080
Office clerks, general .....	12.76	13.00	508	520	39.8	26,431	27,036	2,071
<b>Construction and extraction occupations .....</b>	<b>12.41</b>	<b>11.00</b>	<b>496</b>	<b>440</b>	<b>40.0</b>	<b>25,786</b>	<b>22,880</b>	<b>2,078</b>
<b>Installation, maintenance, and repair occupations .....</b>	<b>16.36</b>	<b>16.13</b>	<b>651</b>	<b>645</b>	<b>39.8</b>	<b>33,866</b>	<b>33,546</b>	<b>2,070</b>
Automotive technicians and repairers .....	14.80	13.33	580	521	39.2	30,163	27,082	2,037
Industrial machinery installation, repair, and maintenance workers .....	17.64	17.26	706	690	40.0	36,698	35,905	2,080
Industrial machinery mechanics .....	17.53	16.00	701	640	40.0	36,469	33,280	2,080
Maintenance and repair workers, general .....	20.65	20.22	826	809	40.0	42,942	42,058	2,080
Maintenance workers, machinery ...	13.51	14.00	541	560	40.0	28,110	29,120	2,080
<b>Production occupations .....</b>	<b>12.82</b>	<b>12.12</b>	<b>504</b>	<b>479</b>	<b>39.3</b>	<b>26,214</b>	<b>24,898</b>	<b>2,044</b>
First-line supervisors/managers of production and operating workers .....	17.53	16.43	701	657	40.0	36,466	34,164	2,080
Electrical, electronics, and electromechanical assemblers .....	11.06	10.56	404	422	36.6	21,030	21,965	1,901
Miscellaneous assemblers and fabricators .....	12.03	11.22	467	438	38.8	24,286	22,755	2,019
Sewing machine operators .....	12.29	11.27	492	451	40.0	25,571	23,448	2,080
Textile machine setters, operators, and tenders .....	11.29	11.11	452	444	40.0	23,492	23,109	2,080
Miscellaneous textile, apparel, and furnishings workers .....	17.17	16.64	683	666	39.8	35,516	34,632	2,068
Upholsterers .....	19.70	19.00	784	760	39.8	40,773	39,520	2,070
Woodworking machine setters, operators, and tenders .....	13.22	13.28	527	531	39.9	27,423	27,620	2,074
Sawing machine setters, operators, and tenders, wood .....	12.14	13.28	483	531	39.8	25,118	27,620	2,069
Woodworking machine setters, operators, and tenders, except sawing .....	13.66	13.28	545	530	39.9	28,344	27,571	2,076
Crushing, grinding, polishing, mixing, and blending workers .....	12.22	11.33	479	461	39.2	24,927	23,962	2,040
Grinding and polishing workers, hand .....	10.93	10.50	437	420	40.0	22,737	21,840	2,080
Mixing and blending machine setters, operators, and tenders .....	13.55	13.05	521	476	38.5	27,104	24,752	2,001
Cutting workers .....	14.37	13.23	575	529	40.0	29,885	27,518	2,080
Cutters and trimmers, hand .....	15.25	14.00	610	560	40.0	31,725	29,120	2,080
Inspectors, testers, sorters, samplers, and weighers .....	10.97	10.00	435	400	39.7	22,640	20,800	2,063
Painting workers .....	12.45	12.28	498	491	40.0	25,886	25,542	2,080
Coating, painting, and spraying machine setters, operators, and tenders .....	12.80	12.76	512	510	40.0	26,620	26,541	2,080
Miscellaneous production workers .....	11.89	11.36	462	443	38.9	24,042	23,059	2,022
Helpers--production workers .....	10.95	10.10	409	404	37.3	21,255	21,008	1,942

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$12.87	\$11.63	\$530	\$482	41.2	\$27,469	\$24,700	2,135
Driver/sales workers and truck drivers .....	16.17	16.85	681	708	42.1	35,336	36,816	2,185
Truck drivers, heavy and tractor-trailer .....	16.08	16.50	690	708	42.9	35,775	36,816	2,225
Industrial truck and tractor operators ..	11.75	10.50	503	525	42.8	26,144	27,300	2,225
Laborers and material movers, hand ..	10.51	10.30	418	412	39.8	21,732	21,403	2,069
Laborers and freight, stock, and material movers, hand .....	10.38	10.29	412	404	39.7	21,425	21,008	2,065
Packers and packagers, hand .....	10.38	10.21	414	408	39.8	21,515	21,239	2,072

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$13.57	\$12.05	\$540	\$482	39.8	\$28,058	\$25,064	2,068
<b>Management occupations</b> .....	29.92	26.32	1,219	1,053	40.7	63,395	54,748	2,119
<b>Business and financial operations occupations</b> .....	24.84	23.89	981	955	39.5	50,988	49,685	2,053
<b>Architecture and engineering occupations</b> .....	22.57	24.65	903	986	40.0	46,945	51,272	2,080
<b>Education, training, and library occupations</b> .....	22.57	23.85	947	1,192	41.9	43,831	49,176	1,942
<b>Healthcare practitioner and technical occupations</b> .....	20.77	17.50	782	700	37.6	40,656	36,400	1,958
Registered nurses .....	27.60	25.28	1,060	988	38.4	55,123	51,400	1,997
Clinical laboratory technologists and technicians .....	18.32	17.50	694	700	37.9	36,091	36,400	1,970
Diagnostic related technologists and technicians .....	23.84	23.79	953	952	40.0	49,577	49,487	2,080
Licensed practical and licensed vocational nurses .....	16.21	16.01	586	576	36.2	30,488	29,971	1,881
<b>Healthcare support occupations</b> .....	9.62	9.53	364	360	37.8	18,928	18,720	1,968
Nursing, psychiatric, and home health aides .....	9.18	9.00	352	336	38.3	18,293	17,472	1,993
Nursing aides, orderlies, and attendants .....	9.41	9.70	354	331	37.6	18,405	17,222	1,956
Miscellaneous healthcare support occupations .....	10.33	10.00	383	360	37.0	19,900	18,720	1,926
<b>Food preparation and serving related occupations</b> .....	8.26	7.28	335	291	40.6	17,420	15,142	2,109
Cooks .....	7.30	7.00	290	280	39.8	15,098	14,560	2,067
Food preparation workers .....	10.05	9.00	402	360	40.0	20,909	18,720	2,080
Fast food and counter workers .....	7.64	8.00	305	320	40.0	15,885	16,640	2,080
Combined food preparation and serving workers, including fast food .....	7.95	8.00	318	320	40.0	16,529	16,640	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.56	7.25	387	290	40.5	20,128	15,080	2,105
Building cleaning workers .....	8.35	6.84	334	273	40.0	17,368	14,217	2,080
<b>Sales and related occupations</b> .....	11.55	10.10	456	400	39.5	23,709	20,800	2,053
Retail sales workers .....	10.28	8.50	398	340	38.7	20,684	17,680	2,011
Cashiers, all workers .....	8.35	7.00	314	260	37.6	16,323	13,520	1,955
Cashiers .....	8.35	7.00	314	260	37.6	16,323	13,520	1,955
Retail salespersons .....	13.09	11.00	531	440	40.6	27,598	22,880	2,109
<b>Office and administrative support occupations</b> .....	12.74	12.17	513	490	40.3	26,701	25,480	2,095
Financial clerks .....	12.13	12.17	485	487	40.0	25,223	25,318	2,080
Billing and posting clerks and machine operators .....	11.82	12.25	473	490	40.0	24,580	25,480	2,080
Bookkeeping, accounting, and auditing clerks .....	13.05	12.17	522	487	40.0	27,150	25,318	2,080
Customer service representatives .....	13.01	12.64	512	506	39.4	26,630	26,287	2,048
Receptionists and information clerks .....	10.62	10.00	425	400	40.0	22,091	20,800	2,080
Production, planning, and expediting clerks .....	12.91	12.01	517	480	40.0	26,860	24,981	2,080
Shipping, receiving, and traffic clerks .....	12.93	13.91	513	506	39.7	26,695	26,333	2,065
Secretaries and administrative assistants .....	13.08	12.98	523	519	40.0	27,206	27,000	2,080

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Construction and extraction occupations</b> .....	\$12.23	\$11.00	\$489	\$440	40.0	\$25,404	\$22,880	2,078
<b>Installation, maintenance, and repair occupations</b> .....	16.45	16.13	655	645	39.8	34,039	33,546	2,069
Automotive technicians and repairers .....	14.72	13.33	573	500	38.9	29,776	25,999	2,023
Industrial machinery installation, repair, and maintenance workers .....	17.64	17.26	706	690	40.0	36,698	35,905	2,080
Industrial machinery mechanics .....	17.53	16.00	701	640	40.0	36,469	33,280	2,080
Maintenance and repair workers, general .....	20.65	20.22	826	809	40.0	42,942	42,058	2,080
Maintenance workers, machinery ...	13.51	14.00	541	560	40.0	28,110	29,120	2,080
<b>Production occupations</b> .....	12.84	12.22	505	480	39.3	26,243	24,960	2,044
First-line supervisors/managers of production and operating workers .....	17.53	16.43	701	657	40.0	36,466	34,164	2,080
Electrical, electronics, and electromechanical assemblers .....	11.06	10.56	404	422	36.6	21,030	21,965	1,901
Miscellaneous assemblers and fabricators .....	12.03	11.22	467	438	38.8	24,286	22,755	2,019
Sewing machine operators .....	12.29	11.27	492	451	40.0	25,571	23,448	2,080
Textile machine setters, operators, and tenders .....	11.29	11.11	452	444	40.0	23,492	23,109	2,080
Miscellaneous textile, apparel, and furnishings workers .....	17.17	16.64	683	666	39.8	35,516	34,632	2,068
Upholsterers .....	19.70	19.00	784	760	39.8	40,773	39,520	2,070
Woodworking machine setters, operators, and tenders .....	13.22	13.28	527	531	39.9	27,423	27,620	2,074
Sawing machine setters, operators, and tenders, wood .....	12.14	13.28	483	531	39.8	25,118	27,620	2,069
Woodworking machine setters, operators, and tenders, except sawing .....	13.66	13.28	545	530	39.9	28,344	27,571	2,076
Crushing, grinding, polishing, mixing, and blending workers .....	12.22	11.33	479	461	39.2	24,927	23,962	2,040
Grinding and polishing workers, hand .....	10.93	10.50	437	420	40.0	22,737	21,840	2,080
Mixing and blending machine setters, operators, and tenders .....	13.55	13.05	521	476	38.5	27,104	24,752	2,001
Cutting workers .....	14.37	13.23	575	529	40.0	29,885	27,518	2,080
Cutters and trimmers, hand .....	15.25	14.00	610	560	40.0	31,725	29,120	2,080
Inspectors, testers, sorters, samplers, and weighers .....	10.97	10.00	435	400	39.7	22,640	20,800	2,063
Painting workers .....	12.45	12.28	498	491	40.0	25,886	25,542	2,080
Coating, painting, and spraying machine setters, operators, and tenders .....	12.80	12.76	512	510	40.0	26,620	26,541	2,080
Miscellaneous production workers .....	11.89	11.36	462	443	38.9	24,042	23,059	2,022
Helpers--production workers .....	10.95	10.10	409	404	37.3	21,255	21,008	1,942

See footnotes at end of table.



Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$12.93	\$11.90	\$533	\$482	41.2	\$27,672	\$25,064	2,141
Driver/sales workers and truck drivers .....	16.77	17.44	711	708	42.4	36,857	36,816	2,197
Truck drivers, heavy and tractor-trailer .....	16.95	17.44	737	708	43.5	38,153	36,816	2,251
Industrial truck and tractor operators ..	11.75	10.50	503	525	42.8	26,144	27,300	2,225
Laborers and material movers, hand ..	10.51	10.30	418	412	39.8	21,732	21,403	2,069
Laborers and freight, stock, and material movers, hand .....	10.38	10.29	412	404	39.7	21,425	21,008	2,065
Packers and packagers, hand .....	10.38	10.21	414	408	39.8	21,515	21,239	2,072

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$18.41	\$15.26	\$730	\$626	39.7	\$35,847	\$32,611	1,947
<b>Education, training, and library occupations</b> .....	20.90	23.64	807	886	38.6	35,567	39,175	1,702
Primary, secondary, and special education school teachers .....	23.54	23.64	905	886	38.4	39,600	39,175	1,683
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.85	9.81	514	392	40.0	26,738	20,405	2,080
<b>Office and administrative support occupations</b> .....	14.32	14.49	573	580	40.0	29,793	30,148	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Hickory-Morganton-Lenoir, NC, December 2005**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$12.96	\$11.62	\$14.00	\$15.22
Management, professional, and related .....	23.37	20.58	26.85	27.64
Management, business, and financial .....	28.03	26.66	29.62	—
Professional and related .....	20.09	15.80	24.40	26.37
Service .....	7.93	7.57	8.65	10.45
Sales and office .....	11.64	11.28	12.18	13.75
Sales and related .....	10.31	10.18	10.63	—
Office and administrative support .....	12.48	12.20	12.70	14.00
Natural resources, construction, and maintenance .....	14.48	13.92	17.00	12.87
Construction and extraction .....	12.23	11.99	—	—
Installation, maintenance, and repair .....	16.45	16.85	16.86	13.61
Production, transportation, and material moving .....	12.73	10.63	13.38	14.12
Production .....	12.84	10.65	13.28	14.24
Transportation and material moving .....	12.46	10.59	13.67	13.75
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	1.9	4.6	3.0	2.7
Management, professional, and related .....	5.7	11.4	2.8	3.0
Management, business, and financial .....	7.2	12.4	7.4	—
Professional and related .....	5.9	5.3	6.3	8.9
Service .....	6.0	7.8	4.1	4.9
Sales and office .....	2.9	5.6	4.8	5.6
Sales and related .....	6.8	10.0	14.0	—
Office and administrative support .....	3.1	4.7	2.9	6.0
Natural resources, construction, and maintenance .....	8.9	11.9	9.9	5.4
Construction and extraction .....	12.7	12.1	—	—
Installation, maintenance, and repair .....	4.4	5.8	10.3	6.3
Production, transportation, and material moving .....	2.9	4.1	3.5	2.4
Production .....	3.2	5.7	2.4	3.9
Transportation and material moving .....	6.2	7.0	9.9	2.8

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

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

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

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 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$12.45	\$11.00	\$500	\$440	40.1	\$25,970	\$22,880	2,086
<b>Management occupations</b> .....	26.68	22.18	1,076	799	40.3	55,947	41,523	2,097
<b>Healthcare practitioner and technical occupations</b> .....	16.74	16.01	610	576	36.4	31,699	29,971	1,894
<b>Healthcare support occupations</b> .....	9.11	8.50	342	320	37.6	17,809	16,640	1,954
<b>Food preparation and serving related occupations</b> .....	8.08	7.00	329	280	40.7	17,094	14,560	2,115
<b>Sales and related occupations</b> .....	11.19	10.00	439	390	39.2	22,833	20,280	2,041
Retail sales workers .....	10.44	9.00	403	340	38.6	20,933	17,680	2,005
Cashiers, all workers .....	8.35	7.00	312	252	37.4	16,245	13,104	1,945
Cashiers .....	8.35	7.00	312	252	37.4	16,245	13,104	1,945
Retail salespersons .....	13.67	11.00	555	440	40.6	28,876	22,880	2,113
<b>Office and administrative support occupations</b> ....	12.61	11.93	513	492	40.7	26,658	25,579	2,114
Secretaries and administrative assistants .....	12.53	12.98	501	519	40.0	26,072	27,000	2,080
<b>Construction and extraction occupations</b> .....	11.99	11.00	480	440	40.0	24,908	22,880	2,078
<b>Installation, maintenance, and repair occupations</b> .....	16.85	16.13	666	645	39.5	34,621	33,546	2,055
<b>Production occupations</b> .....	10.65	9.42	427	376	40.1	22,196	19,552	2,084
First-line supervisors/managers of production and operating workers .....	15.59	13.75	624	550	40.0	32,431	28,600	2,080
Sewing machine operators .....	9.88	10.75	395	430	40.0	20,543	22,360	2,080
Miscellaneous textile, apparel, and furnishings workers .....	14.21	12.00	568	480	40.0	29,548	24,960	2,080
Miscellaneous production workers .....	7.94	8.50	317	340	40.0	16,507	17,680	2,080
<b>Transportation and material moving occupations</b> .....	10.92	10.50	456	440	41.7	23,634	22,880	2,164
Driver/sales workers and truck drivers .....	12.70	13.00	536	560	42.2	27,684	29,120	2,180
Truck drivers, heavy and tractor-trailer .....	14.80	13.96	646	660	43.7	33,291	33,000	2,249
Laborers and material movers, hand .....	9.87	9.00	393	360	39.8	20,424	18,720	2,068

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Hickory-Morganton-Lenoir, NC, December 2005

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$14.58	\$12.90	\$577	\$501	39.5	\$29,924	\$26,046	2,052
<b>Management occupations</b> .....	40.72	41.73	1,719	1,678	42.2	89,368	87,264	2,195
<b>Business and financial operations occupations</b> ...	23.95	24.04	954	962	39.8	49,590	49,999	2,071
<b>Healthcare practitioner and technical occupations</b> .....	24.77	23.79	965	952	39.0	50,181	49,487	2,026
Registered nurses .....	28.51	26.01	1,138	1,033	39.9	59,173	53,706	2,075
Diagnostic related technologists and technicians ...	23.84	23.79	953	952	40.0	49,577	49,487	2,080
Licensed practical and licensed vocational nurses .....	18.63	20.87	656	720	35.2	34,135	37,440	1,832
<b>Healthcare support occupations</b> .....	11.02	11.47	425	430	38.6	22,106	22,365	2,006
Nursing, psychiatric, and home health aides .....	10.90	11.47	417	430	38.2	21,684	22,365	1,989
Nursing aides, orderlies, and attendants .....	11.05	11.47	423	430	38.3	21,975	22,365	1,990
<b>Food preparation and serving related occupations</b> .....	9.06	9.00	362	360	40.0	18,835	18,720	2,080
Food preparation workers .....	8.91	8.92	356	357	40.0	18,527	18,554	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.76	6.84	351	273	40.0	18,228	14,217	2,080
Building cleaning workers .....	8.47	6.84	339	273	40.0	17,613	14,217	2,080
<b>Sales and related occupations</b> .....	13.51	12.00	551	456	40.8	28,638	23,733	2,120
<b>Office and administrative support occupations</b> ....	12.93	12.25	515	487	39.8	26,760	25,318	2,069
Financial clerks .....	12.62	12.17	505	487	40.0	26,246	25,318	2,080
Billing and posting clerks and machine operators .....	12.81	12.25	512	490	40.0	26,647	25,480	2,080
Customer service representatives .....	13.08	12.71	506	508	38.7	26,321	26,390	2,012
Production, planning, and expediting clerks .....	12.57	11.88	503	475	40.0	26,144	24,710	2,080
Shipping, receiving, and traffic clerks .....	12.68	12.66	502	506	39.6	26,123	26,312	2,061
Secretaries and administrative assistants .....	15.45	15.48	618	619	40.0	32,145	32,200	2,080
<b>Installation, maintenance, and repair occupations</b> .....	16.02	14.60	642	584	40.1	33,408	30,368	2,085
Industrial machinery installation, repair, and maintenance workers .....	17.74	17.26	710	690	40.0	36,898	35,905	2,080
Industrial machinery mechanics .....	17.78	17.00	711	680	40.0	36,983	35,360	2,080
Maintenance and repair workers, general .....	20.65	20.22	826	809	40.0	42,942	42,058	2,080
Maintenance workers, machinery .....	13.51	14.00	541	560	40.0	28,110	29,120	2,080
<b>Production occupations</b> .....	13.57	12.80	530	499	39.1	27,550	25,931	2,031
First-line supervisors/managers of production and operating workers .....	19.12	18.34	765	734	40.0	39,779	38,153	2,080
Electrical, electronics, and electromechanical assemblers .....	10.93	10.56	398	422	36.4	20,699	21,965	1,894
Miscellaneous assemblers and fabricators .....	12.07	11.23	468	435	38.8	24,333	22,630	2,016
Sewing machine operators .....	12.84	12.16	514	486	40.0	26,702	25,293	2,080
Textile machine setters, operators, and tenders ....	12.63	12.02	505	481	40.0	26,274	25,002	2,080
Textile knitting and weaving machine setters, operators, and tenders .....	12.65	12.67	506	507	40.0	26,322	26,354	2,080
Miscellaneous textile, apparel, and furnishings workers .....	17.49	17.38	695	705	39.7	36,140	36,650	2,067
Upholsterers .....	19.82	19.00	789	760	39.8	41,011	39,520	2,069
Woodworking machine setters, operators, and tenders .....	13.13	13.28	523	531	39.8	27,187	27,624	2,070
Sawing machine setters, operators, and tenders, wood .....	13.39	13.82	531	553	39.7	27,620	28,741	2,063
Woodworking machine setters, operators, and tenders, except sawing .....	13.03	13.24	519	530	39.9	26,999	27,539	2,073

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Hickory-Morganton-Lenoir, NC, December 2005 — Continued**

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Crushing, grinding, polishing, mixing, and blending workers .....	\$12.22	\$11.33	\$479	\$461	39.2	\$24,927	\$23,962	2,040
Grinding and polishing workers, hand .....	10.93	10.50	437	420	40.0	22,737	21,840	2,080
Mixing and blending machine setters, operators, and tenders .....	13.55	13.05	521	476	38.5	27,104	24,752	2,001
Cutting workers .....	15.15	14.32	606	573	40.0	31,522	29,786	2,080
Cutters and trimmers, hand .....	16.14	15.78	646	631	40.0	33,571	32,822	2,080
Inspectors, testers, sorters, samplers, and weighers .....	13.20	12.75	502	494	38.1	26,130	25,688	1,980
Painting workers .....	12.45	12.28	498	491	40.0	25,886	25,542	2,080
Coating, painting, and spraying machine setters, operators, and tenders .....	12.80	12.76	512	510	40.0	26,620	26,541	2,080
Miscellaneous production workers .....	13.09	12.31	505	482	38.6	26,251	25,064	2,005
Helpers--production workers .....	11.28	10.46	416	416	36.9	21,626	21,651	1,916
<b>Transportation and material moving occupations .....</b>	<b>14.32</b>	<b>12.72</b>	<b>585</b>	<b>497</b>	<b>40.9</b>	<b>30,426</b>	<b>25,861</b>	<b>2,125</b>
Industrial truck and tractor operators .....	11.98	11.20	473	437	39.5	24,598	22,714	2,053
Laborers and material movers, hand .....	11.00	10.84	438	424	39.8	22,766	22,069	2,069
Laborers and freight, stock, and material movers, hand .....	11.26	11.00	448	429	39.7	23,273	22,298	2,066
Packers and packagers, hand .....	10.93	11.14	435	446	39.8	22,642	23,171	2,071

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Hickory-Morganton-Lenoir, NC, December 2005

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	-	-	-	\$13.68	\$12.89	\$18.23
Management, professional, and related .....	-	-	-	23.78	23.37	24.28
Management, business, and financial .....	-	-	-	29.75	28.03	37.43
Professional and related .....	-	-	-	21.46	20.09	22.58
Service .....	-	-	-	9.41	7.93	12.89
Sales and office .....	-	-	-	11.81	11.64	14.32
Sales and related .....	-	-	-	10.31	10.31	-
Office and administrative support .....	-	-	-	12.66	12.48	14.32
Natural resources, construction, and maintenance .....	-	-	-	14.51	14.44	-
Construction and extraction .....	-	-	-	-	12.09	-
Installation, maintenance, and repair .....	-	-	-	16.36	16.45	-
Production, transportation, and material moving .....	-	-	-	12.56	12.58	-
Production .....	-	-	-	12.80	12.81	-
Transportation and material moving .....	-	-	-	11.96	11.99	-
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	-	-	-	1.9	1.8	3.3
Management, professional, and related .....	-	-	-	5.0	5.7	8.9
Management, business, and financial .....	-	-	-	6.8	7.2	15.2
Professional and related .....	-	-	-	4.5	5.9	7.4
Service .....	-	-	-	6.0	6.0	7.3
Sales and office .....	-	-	-	2.8	2.9	3.0
Sales and related .....	-	-	-	6.8	6.8	-
Office and administrative support .....	-	-	-	3.0	3.1	3.0
Natural resources, construction, and maintenance .....	-	-	-	8.2	8.9	-
Construction and extraction .....	-	-	-	-	12.3	-
Installation, maintenance, and repair .....	-	-	-	4.0	4.4	-
Production, transportation, and material moving .....	-	-	-	2.5	2.6	-
Production .....	-	-	-	3.3	3.3	-
Transportation and material moving .....	-	-	-	3.5	3.6	-

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

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

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

information.

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

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 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Hickory-Morganton-Lenoir, NC, December 2005

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$13.51	\$12.62	\$15.99	\$15.99
Management, professional, and related .....	23.78	23.37	—	—
Management, business, and financial .....	29.75	28.03	—	—
Professional and related .....	21.46	20.09	—	—
Service .....	9.41	7.93	—	—
Sales and office .....	11.49	11.28	15.78	15.78
Sales and related .....	9.11	9.11	19.74	19.74
Office and administrative support .....	12.76	12.58	—	—
Natural resources, construction, and maintenance .....	14.40	14.31	—	—
Construction and extraction .....	—	12.23	—	—
Installation, maintenance, and repair .....	16.42	16.54	—	—
Production, transportation, and material moving .....	12.05	12.07	16.03	16.03
Production .....	12.03	12.04	16.58	16.58
Transportation and material moving .....	12.11	12.14	14.36	14.36
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	2.2	2.3	2.6	2.6
Management, professional, and related .....	5.0	5.7	—	—
Management, business, and financial .....	6.8	7.2	—	—
Professional and related .....	4.5	5.9	—	—
Service .....	6.0	6.0	—	—
Sales and office .....	4.3	4.5	7.8	7.8
Sales and related .....	9.6	9.6	11.6	11.6
Office and administrative support .....	3.1	3.3	—	—
Natural resources, construction, and maintenance .....	8.9	9.6	—	—
Construction and extraction .....	—	12.7	—	—
Installation, maintenance, and repair .....	4.6	5.1	—	—
Production, transportation, and material moving .....	3.1	3.2	3.4	3.4
Production .....	1.3	1.3	5.7	5.7
Transportation and material moving .....	9.6	10.0	10.2	10.2

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

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

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

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

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

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 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Hickory-Morganton-Lenoir, NC, December 2005

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	\$12.67	\$13.84	\$12.51	-	-	\$10.32	\$14.60	\$8.36	\$8.64
Management, professional, and related .....	-	29.37	23.61	-	-	-	22.25	-	-
Management, business, and financial .....	-	32.31	-	-	-	-	24.48	-	-
Professional and related .....	-	23.06	-	-	-	-	21.71	-	-
Service .....	-	-	7.94	-	-	7.59	8.61	7.22	-
Sales and office .....	-	14.04	10.85	-	-	12.71	11.97	-	-
Sales and related .....	-	-	10.34	-	-	-	-	-	-
Office and administrative support .....	-	13.76	12.18	-	-	12.42	11.97	-	-
Natural resources, construction, and maintenance .....	12.08	17.35	16.64	-	-	-	-	-	-
Installation, maintenance, and repair .....	-	17.71	16.64	-	-	-	-	-	-
Production, transportation, and material moving .....	-	13.00	14.04	-	-	8.43	-	-	-
Production .....	-	13.29	13.83	-	-	8.53	-	-	-
Transportation and material moving .....	-	11.42	14.07	-	-	8.08	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	15.8	2.8	4.0	-	-	1.4	7.2	18.7	13.9
Management, professional, and related .....	-	1.9	15.6	-	-	-	3.3	-	-
Management, business, and financial .....	-	4.1	-	-	-	-	6.8	-	-
Professional and related .....	-	11.8	-	-	-	-	6.2	-	-
Service .....	-	-	11.4	-	-	2.4	4.7	18.1	-
Sales and office .....	-	4.4	5.4	-	-	4.0	3.1	-	-
Sales and related .....	-	-	7.4	-	-	-	-	-	-
Office and administrative support .....	-	6.4	5.8	-	-	4.3	3.1	-	-
Natural resources, construction, and maintenance .....	12.8	3.4	4.2	-	-	-	-	-	-
Installation, maintenance, and repair .....	-	2.3	4.2	-	-	-	-	-	-
Production, transportation, and material moving .....	-	3.5	11.6	-	-	8.3	-	-	-
Production .....	-	4.1	6.1	-	-	8.0	-	-	-
Transportation and material moving .....	-	1.8	13.0	-	-	8.6	-	-	-

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# 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); and State and local governments employing 50 or more workers. Agriculture, 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 entity within the sampled area.

The Hickory–Morganton–Lenoir, NC, Metropolitan Statistical Area includes Alexander, Burke, Caldwell, and Catawba Counties.

### 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 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. 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 during a personal visit. 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 now 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. For cases in which a job's duties overlapped two or more SOC classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

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, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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 earning 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. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

### **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, poststratification, 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 \$16.46 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Hickory-Morganton-Lenoir, NC, December 2005**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	155,400	131,600	23,800
Management, professional, and related .....	24,100	12,500	11,600
Management, business, and financial .....	5,800	4,700	1,100
Professional and related .....	18,300	7,700	10,600
Service .....	31,200	23,200	8,000
Sales and office .....	30,300	28,600	1,700
Sales and related .....	12,000	12,000	–
Office and administrative support .....	18,300	16,600	1,700
Natural resources, construction, and maintenance ....	11,000	10,100	–
Construction and extraction .....	4,800	4,400	–
Installation, maintenance, and repair .....	6,100	5,500	–
Production, transportation, and material moving .....	58,800	57,300	–
Production .....	40,800	40,300	–
Transportation and material moving .....	18,100	16,900	–

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Hickory-Morganton-Lenoir, NC, December 2005**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	6,960	6,937	22
Total in sample .....	269	260	9
Responding .....	195	188	7
Refused or unable to provide data .....	36	34	2
Out of business or not in survey scope .....	38	38	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.