

Fort Collins–Loveland, CO National Compensation Survey October 2007



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 establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

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

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

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

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Introduction

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

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

NCS products

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

Changes to the publications

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

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

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

About the tables

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

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

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

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

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

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

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

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Fort Collins-Loveland, CO, October 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$18.52	2.0	33.9	\$17.31	2.3	33.1	\$23.88	5.8	38.2
Worker characteristics^{4,5}									
Management, professional, and related	29.14	5.1	37.2	29.49	5.1	37.0	28.52	10.9	37.5
Management, business, and financial	33.82	5.4	40.5	33.15	5.9	40.8	34.78	11.8	40.0
Professional and related	26.43	6.6	35.6	27.64	6.9	35.4	23.96	11.1	35.9
Service	10.40	4.8	28.4	9.30	7.5	27.4	18.84	17.8	41.0
Sales and office	14.50	3.9	33.3	14.01	3.8	32.4	17.37	3.6	39.7
Sales and related	13.54	5.0	29.6	13.54	5.0	29.6	—	—	—
Office and administrative support	15.13	4.4	36.4	14.41	4.7	35.4	17.37	3.6	39.7
Natural resources, construction, and maintenance	19.35	1.9	37.8	19.32	2.0	37.7	—	—	—
Construction and extraction	19.59	1.5	39.6	19.58	1.5	39.6	—	—	—
Installation, maintenance, and repair	18.72	5.5	34.0	18.70	5.7	33.8	—	—	—
Production, transportation, and material moving	14.66	5.5	33.9	13.73	3.9	33.6	20.18	12.4	35.7
Production	15.41	7.5	37.0	14.54	5.2	36.7	—	—	—
Transportation and material moving	14.04	6.6	31.7	12.99	3.8	31.2	—	—	—
Full time	20.24	1.9	39.8	19.15	2.4	40.1	23.95	6.0	38.7
Part time	11.28	3.5	21.0	11.24	3.5	21.0	15.93	13.3	15.5
Union	24.65	7.1	33.3	19.65	10.3	34.1	—	—	—
Nonunion	18.23	2.1	34.0	17.21	2.4	33.1	22.84	4.9	38.8
Time	18.49	2.1	34.0	17.18	2.4	33.1	23.88	5.8	38.2
Incentive	19.14	4.6	33.1	19.14	4.6	33.1	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	15.05	3.3	31.3	(⁶)	(⁶)	(⁶)
1-99 workers	15.36	3.8	33.4	15.17	3.8	33.4	22.49	9.5	33.5
100-499 workers	16.96	5.8	32.7	16.02	6.5	31.2	20.55	3.5	40.2
500 workers or more	27.94	3.0	37.4	29.43	5.3	37.2	26.38	2.2	37.5

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.52	2.0	\$20.24	1.9	\$11.28	3.5
Management occupations	39.01	5.8	38.91	6.2	—	—
Level 11	41.60	10.8	41.60	10.8	—	—
Not able to be leveled	40.05	12.7	40.05	12.7	—	—
Medical and health services managers	42.54	14.8	42.54	14.8	—	—
Business and financial operations occupations	23.63	6.4	23.63	6.4	—	—
Level 9	25.46	5.4	25.46	5.4	—	—
Computer and mathematical science occupations	35.24	9.6	35.24	9.6	—	—
Architecture and engineering occupations	33.32	13.4	33.34	13.5	—	—
Engineers	37.70	5.3	37.70	5.3	—	—
Electrical and electronics engineers	40.83	8.0	40.83	8.0	—	—
Engineering technicians, except drafters	20.77	8.3	20.44	6.6	—	—
Electrical and electronic engineering technicians	20.77	8.3	20.44	6.6	—	—
Community and social services occupations	19.21	13.0	17.87	10.1	22.10	23.0
Counselors	12.70	12.0	—	—	—	—
Social workers	22.20	16.2	—	—	—	—
Education, training, and library occupations	28.26	13.0	29.63	14.6	—	—
Level 9	40.90	1.6	—	—	—	—
Arts, design, entertainment, sports, and media occupations	20.35	16.8	20.69	17.2	—	—
Healthcare practitioner and technical occupations	26.00	7.8	26.06	12.4	—	—
Level 9	26.46	3.5	26.62	4.0	—	—
Registered nurses	29.03	5.7	28.89	14.9	—	—
Therapists	26.23	18.5	—	—	—	—
Healthcare support occupations	11.69	7.5	11.47	9.8	—	—
Level 3	11.70	9.9	—	—	—	—
Nursing, psychiatric, and home health aides	11.06	9.1	10.98	10.7	—	—
Nursing aides, orderlies, and attendants	11.06	9.1	10.98	10.7	—	—
Miscellaneous healthcare support occupations	12.94	4.7	—	—	—	—
Protective service occupations	24.41	7.6	25.66	6.3	—	—
Food preparation and serving related occupations	7.82	3.8	8.75	4.1	6.64	2.3
Level 1	6.44	1.7	6.77	1.5	6.19	2.9
Level 2	6.89	5.5	6.55	13.7	7.21	8.2
Level 3	7.01	5.0	7.29	19.1	6.83	7.4
Level 4	10.20	7.1	10.30	7.0	—	—
Cooks	10.01	4.3	10.83	5.7	8.88	1.6
Level 3	8.81	7.7	—	—	—	—
Cooks, restaurant	10.63	2.4	—	—	9.31	1.1
Food service, tipped	4.68	1.6	5.10	7.2	4.22	7.4
Level 1	4.49	10.4	—	—	3.91	13.4
Level 2	5.01	15.0	5.07	23.2	—	—
Level 3	4.89	11.8	—	—	4.52	7.6
Waiters and waitresses	4.42	1.7	5.01	10.9	3.77	7.8
Level 1	4.08	20.3	—	—	3.62	14.1
Level 3	4.73	17.0	—	—	4.04	1.4
Dining room and cafeteria attendants and bartender helpers	5.76	10.9	—	—	5.29	18.7
Level 1	5.53	9.4	—	—	4.71	4.6
Fast food and counter workers	7.73	4.6	—	—	7.76	6.0
Level 2	7.64	3.9	—	—	—	—
Combined food preparation and serving workers, including fast food	7.48	3.7	—	—	7.36	4.3
Dishwashers	8.97	1.3	—	—	—	—
Level 1	8.97	1.3	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	7.69	4.6	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations	\$12.65	8.6	—	—	\$9.38	4.2
Level 1	9.09	5.6	—	—	—	—
Level 2	7.98	16.6	—	—	—	—
Building cleaning workers	10.14	11.6	\$10.49	15.8	—	—
Level 1	9.11	6.9	—	—	—	—
Level 2	7.98	16.6	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.48	16.6	10.70	20.8	—	—
Maids and housekeeping cleaners	9.25	2.0	9.94	4.4	—	—
Personal care and service occupations	9.85	6.3	11.44	5.6	8.13	.9
Child care workers	9.22	.3	—	—	—	—
Sales and related occupations	13.54	5.0	16.32	7.7	9.09	2.3
Level 3	10.77	12.9	10.82	14.8	10.52	2.1
Level 4	13.77	8.9	14.08	13.7	—	—
First-line supervisors/managers, sales workers	17.48	6.5	17.37	7.4	—	—
First-line supervisors/managers of retail sales workers	16.71	8.3	—	—	—	—
Retail sales workers	12.17	4.8	15.18	4.0	8.97	1.4
Level 3	12.17	9.2	12.71	5.8	10.52	2.1
Level 4	14.12	7.6	14.59	11.9	—	—
Cashiers, all workers	11.45	15.2	13.76	3.4	9.81	17.0
Level 3	12.74	14.8	—	—	—	—
Cashiers	11.45	15.2	13.76	3.4	9.81	17.0
Level 3	12.74	14.8	—	—	—	—
Retail salespersons	11.67	9.9	15.88	10.0	—	—
Office and administrative support occupations	15.13	4.4	15.81	4.0	10.67	4.2
Level 2	9.94	3.0	10.97	5.5	9.36	5.1
Level 3	12.29	2.3	12.67	2.6	10.67	3.3
Level 4	14.95	5.4	15.35	5.0	10.79	7.8
Level 5	18.23	7.7	18.34	7.7	—	—
Level 6	18.26	4.0	18.42	3.8	—	—
Financial clerks	13.91	8.4	14.52	8.2	11.17	17.0
Level 3	11.23	3.0	—	—	—	—
Level 4	14.05	6.8	—	—	—	—
Bookkeeping, accounting, and auditing clerks	14.72	9.7	15.49	7.2	—	—
Tellers	11.05	3.3	—	—	—	—
Customer service representatives	13.54	8.2	13.96	6.1	—	—
Receptionists and information clerks	14.17	4.9	—	—	—	—
Level 3	14.75	3.4	—	—	—	—
Secretaries and administrative assistants	14.89	4.2	14.97	4.3	—	—
Level 4	15.35	4.9	—	—	—	—
Office clerks, general	16.50	7.5	16.66	7.7	—	—
Level 4	16.48	8.8	—	—	—	—
Construction and extraction occupations	19.59	1.5	19.59	1.5	—	—
Level 5	18.88	7.6	18.88	7.6	—	—
Level 7	25.40	4.3	25.40	4.3	—	—
Installation, maintenance, and repair occupations	18.72	5.5	21.29	8.1	—	—
Level 5	14.49	8.8	—	—	—	—
Level 6	22.96	14.3	22.96	14.3	—	—
Automotive technicians and repairers	19.87	16.3	19.87	16.3	—	—
Industrial machinery installation, repair, and maintenance workers	20.96	8.6	20.96	8.6	—	—
Production occupations	15.41	7.5	16.79	7.0	11.05	5.7
Level 2	9.80	2.0	—	—	—	—
Level 3	14.75	7.0	16.22	10.8	—	—
Level 4	14.35	2.4	14.35	2.4	—	—
Level 5	14.61	3.0	14.74	4.2	—	—
Level 7	18.65	1.6	—	—	—	—
Electrical, electronics, and electromechanical assemblers	12.49	9.4	13.76	4.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Electrical and electronic equipment assemblers	\$12.49	9.4	\$13.76	4.6	—	—
Miscellaneous production workers	17.08	7.2	—	—	\$10.11	6.9
Transportation and material moving occupations	14.04	6.6	15.22	8.7	10.40	6.2
Level 1	9.31	3.0	9.49	3.5	9.21	5.4
Level 3	14.09	7.4	14.16	8.3	—	—
Driver/sales workers and truck drivers	15.57	5.2	16.14	5.4	—	—
Laborers and material movers, hand	10.42	4.4	10.44	4.4	10.38	5.9
Level 1	9.37	3.8	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.93	4.8	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.31	2.3	\$19.15	2.4	\$11.24	3.5
Management occupations	36.27	8.3	35.97	9.1	—	—
Not able to be leveled	40.05	12.7	40.05	12.7	—	—
Medical and health services managers	42.54	14.8	42.54	14.8	—	—
Business and financial operations occupations	23.57	4.4	23.57	4.4	—	—
Level 9	23.07	10.8	23.07	10.8	—	—
Computer and mathematical science occupations	35.03	10.2	35.03	10.2	—	—
Architecture and engineering occupations	33.32	13.4	33.34	13.5	—	—
Engineers	37.70	5.3	37.70	5.3	—	—
Electrical and electronics engineers	40.83	8.0	40.83	8.0	—	—
Engineering technicians, except drafters	20.77	8.3	20.44	6.6	—	—
Electrical and electronic engineering technicians	20.77	8.3	20.44	6.6	—	—
Community and social services occupations	20.29	19.9	—	—	22.80	24.6
Arts, design, entertainment, sports, and media occupations	20.13	18.2	20.49	18.8	—	—
Healthcare practitioner and technical occupations	25.31	8.7	24.68	15.6	—	—
Level 9	25.21	3.5	25.09	4.0	—	—
Registered nurses	29.03	5.7	28.89	14.9	—	—
Healthcare support occupations	11.48	7.3	11.15	9.4	—	—
Level 3	11.69	10.0	—	—	—	—
Nursing, psychiatric, and home health aides	11.06	9.1	10.98	10.7	—	—
Nursing aides, orderlies, and attendants	11.06	9.1	10.98	10.7	—	—
Food preparation and serving related occupations	7.50	2.5	8.31	2.2	6.64	2.3
Level 1	6.44	1.7	6.77	1.5	6.19	2.9
Level 2	6.89	5.5	6.55	13.7	7.21	8.2
Level 3	6.81	4.3	6.79	20.3	6.83	7.4
Level 4	10.20	7.1	10.30	7.0	—	—
Cooks	10.01	4.3	10.83	5.7	8.88	1.6
Level 3	8.81	7.7	—	—	—	—
Cooks, restaurant	10.63	2.4	—	—	9.31	1.1
Food service, tipped	4.68	1.6	5.10	7.2	4.22	7.4
Level 1	4.49	10.4	—	—	3.91	13.4
Level 2	5.01	15.0	5.07	23.2	—	—
Level 3	4.89	11.8	—	—	4.52	7.6
Waiters and waitresses	4.42	1.7	5.01	10.9	3.77	7.8
Level 1	4.08	20.3	—	—	3.62	14.1
Level 3	4.73	17.0	—	—	4.04	1.4
Dining room and cafeteria attendants and bartender helpers	5.76	10.9	—	—	5.29	18.7
Level 1	5.53	9.4	—	—	4.71	4.6
Fast food and counter workers	7.61	4.2	—	—	7.76	6.0
Level 2	7.64	3.9	—	—	—	—
Combined food preparation and serving workers, including fast food	7.33	2.8	—	—	7.36	4.3
Dishwashers	8.97	1.3	—	—	—	—
Level 1	8.97	1.3	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	7.69	4.6	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.66	8.6	—	—	9.38	4.2
Level 1	9.09	5.6	—	—	—	—
Level 2	7.88	17.0	—	—	—	—
Building cleaning workers	10.13	11.7	10.48	16.0	—	—
Level 1	9.11	6.9	—	—	—	—
Level 2	7.88	17.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.46	16.9	10.69	21.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Maids and housekeeping cleaners	\$9.25	2.0	\$9.94	4.4	—	—
Personal care and service occupations						
Child care workers	9.60	4.6	11.07	4.5	\$8.13	0.9
	9.22	.3	—	—	—	—
Sales and related occupations						
Level 3	13.54	5.0	16.32	7.7	9.09	2.3
Level 4	10.77	12.9	10.82	14.8	10.52	2.1
Level 4	13.77	8.9	14.08	13.7	—	—
First-line supervisors/managers, sales workers	17.48	6.5	17.37	7.4	—	—
First-line supervisors/managers of retail sales workers	16.71	8.3	—	—	—	—
Retail sales workers	12.17	4.8	15.18	4.0	8.97	1.4
Level 3	12.17	9.2	12.71	5.8	10.52	2.1
Level 4	14.12	7.6	14.59	11.9	—	—
Cashiers, all workers	11.45	15.2	13.76	3.4	9.81	17.0
Level 3	12.74	14.8	—	—	—	—
Cashiers	11.45	15.2	13.76	3.4	9.81	17.0
Level 3	12.74	14.8	—	—	—	—
Retail salespersons	11.67	9.9	15.88	10.0	—	—
Office and administrative support occupations						
Level 2	14.41	4.7	15.21	4.8	10.62	4.3
Level 3	9.96	3.0	10.97	5.5	9.39	5.1
Level 3	12.29	2.3	12.67	2.6	10.67	3.3
Level 4	14.08	5.0	14.58	4.8	10.71	7.9
Level 5	18.76	14.7	19.02	14.7	—	—
Level 6	17.96	4.8	18.14	4.8	—	—
Financial clerks	12.47	6.0	12.95	4.1	11.17	17.0
Level 3	11.23	3.0	—	—	—	—
Level 4	14.05	6.8	—	—	—	—
Bookkeeping, accounting, and auditing clerks	12.76	9.5	—	—	—	—
Tellers	11.05	3.3	—	—	—	—
Customer service representatives	13.54	8.2	13.96	6.1	—	—
Receptionists and information clerks	14.17	4.9	—	—	—	—
Level 3	14.75	3.4	—	—	—	—
Secretaries and administrative assistants	14.59	5.0	14.68	5.1	—	—
Office clerks, general	15.04	13.1	15.26	14.6	—	—
Construction and extraction occupations						
Level 5	19.58	1.5	19.58	1.5	—	—
	18.88	7.6	18.88	7.6	—	—
Installation, maintenance, and repair occupations						
Level 5	18.70	5.7	21.39	8.5	—	—
Level 6	14.49	8.8	—	—	—	—
Level 6	23.86	15.0	23.86	15.0	—	—
Automotive technicians and repairers	19.87	16.3	19.87	16.3	—	—
Industrial machinery installation, repair, and maintenance workers	21.56	10.3	21.56	10.3	—	—
Production occupations						
Level 2	14.54	5.2	15.82	5.1	11.05	5.7
Level 3	9.80	2.0	—	—	—	—
Level 3	14.83	7.8	16.54	12.2	—	—
Level 4	14.35	2.4	14.35	2.4	—	—
Level 5	14.61	3.0	14.74	4.2	—	—
Level 7	18.65	1.6	—	—	—	—
Electrical, electronics, and electromechanical assemblers	12.49	9.4	13.76	4.6	—	—
Electrical and electronic equipment assemblers	12.49	9.4	13.76	4.6	—	—
Miscellaneous production workers	17.08	7.2	—	—	10.11	6.9
Transportation and material moving occupations						
Level 1	12.99	3.8	14.09	6.2	10.39	6.2
Level 3	9.31	3.0	9.49	3.5	9.21	5.4
Level 3	14.17	9.6	14.26	10.7	—	—
Driver/sales workers and truck drivers	15.57	5.2	16.14	5.4	—	—
Laborers and material movers, hand	10.42	4.4	10.44	4.4	10.38	5.9
Level 1	9.37	3.8	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued Laborers and freight, stock, and material movers, hand	\$10.93	4.8	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Fort Collins-Loveland, CO, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$23.88	5.8	\$23.95	6.0	\$15.93	13.3
Management occupations	44.46	4.3	44.46	4.3	–	–
Education, training, and library occupations	30.34	15.7	30.66	16.0	–	–
Level 9	40.90	1.6	–	–	–	–
Protective service occupations	26.61	5.9	26.61	5.9	–	–
Office and administrative support occupations	17.37	3.6	17.39	3.6	–	–
Level 6	20.03	4.1	–	–	–	–

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Fort Collins-Loveland, CO, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.52	2.0	\$20.24	1.9	\$11.28	3.5
Management occupations	39.01	5.8	38.91	6.2	—	—
Group II	19.92	4.2	—	—	—	—
Group III	40.59	4.7	—	—	—	—
Medical and health services managers	42.54	14.8	42.54	14.8	—	—
Business and financial operations occupations	23.63	6.4	23.63	6.4	—	—
Group III	25.47	5.6	—	—	—	—
Computer and mathematical science occupations	35.24	9.6	35.24	9.6	—	—
Architecture and engineering occupations	33.32	13.4	33.34	13.5	—	—
Group II	20.20	11.8	—	—	—	—
Group III	34.39	7.3	—	—	—	—
Engineers	37.70	5.3	37.70	5.3	—	—
Group III	34.39	7.3	—	—	—	—
Electrical and electronics engineers	40.83	8.0	40.83	8.0	—	—
Group III	35.17	9.2	—	—	—	—
Engineering technicians, except drafters	20.77	8.3	20.44	6.6	—	—
Group II	19.66	12.5	—	—	—	—
Electrical and electronic engineering technicians	20.77	8.3	20.44	6.6	—	—
Group II	19.66	12.5	19.24	10.7	—	—
Community and social services occupations	19.21	13.0	17.87	10.1	22.10	23.0
Group II	17.99	18.8	—	—	—	—
Counselors	12.70	12.0	—	—	—	—
Group II	12.70	12.0	—	—	—	—
Social workers	22.20	16.2	—	—	—	—
Education, training, and library occupations	28.26	13.0	29.63	14.6	—	—
Group III	39.82	3.7	—	—	—	—
Arts, design, entertainment, sports, and media occupations	20.35	16.8	20.69	17.2	—	—
Healthcare practitioner and technical occupations	26.00	7.8	26.06	12.4	—	—
Group III	29.82	7.5	—	—	—	—
Registered nurses	29.03	5.7	28.89	14.9	—	—
Group III	30.58	11.6	31.32	11.5	—	—
Therapists	26.23	18.5	—	—	—	—
Healthcare support occupations	11.69	7.5	11.47	9.8	—	—
Group I	11.47	7.8	—	—	—	—
Nursing, psychiatric, and home health aides	11.06	9.1	10.98	10.7	—	—
Group I	11.06	9.1	—	—	—	—
Nursing aides, orderlies, and attendants	11.06	9.1	10.98	10.7	—	—
Group I	11.06	9.1	10.98	10.7	—	—
Miscellaneous healthcare support occupations	12.94	4.7	—	—	—	—
Protective service occupations	24.41	7.6	25.66	6.3	—	—
Group II	25.68	5.5	—	—	—	—
Food preparation and serving related occupations	7.82	3.8	8.75	4.1	6.64	2.3
Group I	7.00	2.7	—	—	—	—
Group II	12.52	10.3	—	—	—	—
Cooks	10.01	4.3	10.83	5.7	8.88	1.6
Group I	9.69	1.6	—	—	—	—
Cooks, restaurant	10.63	2.4	—	—	9.31	1.1
Group I	10.34	.1	—	—	9.31	1.1
Food service, tipped	4.68	1.6	5.10	7.2	4.22	7.4
Group I	4.68	1.6	—	—	—	—
Waiters and waitresses	4.42	1.7	5.01	10.9	3.77	7.8
Group I	4.42	1.7	5.01	10.9	3.77	7.8
Dining room and cafeteria attendants and bartender helpers	5.76	10.9	—	—	5.29	18.7
Group I	5.76	10.9	—	—	5.29	18.7

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Fast food and counter workers	\$7.73	4.6	—	—	\$7.76	6.0
Group I	7.73	4.6	—	—	—	—
Combined food preparation and serving workers, including fast food	7.48	3.7	—	—	7.36	4.3
Group I	7.48	3.7	—	—	7.36	4.3
Dishwashers	8.97	1.3	—	—	—	—
Group I	8.97	1.3	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	7.69	4.6	—	—	—	—
Group I	7.69	4.6	—	—	—	—
Building and grounds cleaning and maintenance occupations						
.....	12.65	8.6	—	—	9.38	4.2
Group I	10.14	10.9	—	—	—	—
Building cleaning workers	10.14	11.6	\$10.49	15.8	—	—
Group I	10.14	11.6	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.48	16.6	10.70	20.8	—	—
Group I	10.48	16.6	10.70	20.8	—	—
Maids and housekeeping cleaners	9.25	2.0	9.94	4.4	—	—
Group I	9.25	2.0	9.94	4.4	—	—
Personal care and service occupations						
.....	9.85	6.3	11.44	5.6	8.13	.9
Group I	9.36	3.6	—	—	—	—
Child care workers	9.22	.3	—	—	—	—
Group I	9.22	.3	—	—	—	—
Sales and related occupations						
.....	13.54	5.0	16.32	7.7	9.09	2.3
Group I	10.79	5.1	—	—	—	—
Group II	21.60	14.0	—	—	—	—
First-line supervisors/managers, sales workers	17.48	6.5	17.37	7.4	—	—
Group II	16.84	5.6	—	—	—	—
First-line supervisors/managers of retail sales workers	16.71	8.3	—	—	—	—
Retail sales workers	12.17	4.8	15.18	4.0	8.97	1.4
Group I	11.14	4.3	—	—	—	—
Cashiers, all workers	11.45	15.2	13.76	3.4	9.81	17.0
Group I	11.46	17.7	—	—	—	—
Cashiers	11.45	15.2	13.76	3.4	9.81	17.0
Group I	11.46	17.7	—	—	9.81	17.0
Retail salespersons	11.67	9.9	15.88	10.0	—	—
Group I	9.98	5.2	12.87	7.0	—	—
Office and administrative support occupations						
.....	15.13	4.4	15.81	4.0	10.67	4.2
Group I	13.28	4.4	—	—	—	—
Group II	18.68	5.1	—	—	—	—
Financial clerks	13.91	8.4	14.52	8.2	11.17	17.0
Group I	11.88	7.8	—	—	—	—
Group II	16.13	5.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks	14.72	9.7	15.49	7.2	—	—
Tellers	11.05	3.3	—	—	—	—
Group I	11.05	3.3	—	—	—	—
Customer service representatives	13.54	8.2	13.96	6.1	—	—
Group I	13.07	7.8	13.58	5.7	—	—
Receptionists and information clerks	14.17	4.9	—	—	—	—
Group I	14.17	4.9	—	—	—	—
Secretaries and administrative assistants	14.89	4.2	14.97	4.3	—	—
Group I	14.52	3.9	—	—	—	—
Office clerks, general	16.50	7.5	16.66	7.7	—	—
Group I	15.42	10.5	15.57	10.6	—	—
Construction and extraction occupations						
.....	19.59	1.5	19.59	1.5	—	—
Group I	14.46	2.5	—	—	—	—
Group II	22.52	6.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$18.72	5.5	\$21.29	8.1	—	—
Group II	19.44	13.7	—	—	—	—
Automotive technicians and repairers	19.87	16.3	19.87	16.3	—	—
Group II	19.60	18.5	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	20.96	8.6	20.96	8.6	—	—
Group II	18.87	9.1	—	—	—	—
Production occupations	15.41	7.5	16.79	7.0	\$11.05	5.7
Group I	13.63	6.9	—	—	—	—
Group II	17.78	9.9	—	—	—	—
Electrical, electronics, and electromechanical assemblers	12.49	9.4	13.76	4.6	—	—
Electrical and electronic equipment assemblers	12.49	9.4	13.76	4.6	—	—
Miscellaneous production workers	17.08	7.2	—	—	10.11	6.9
Transportation and material moving occupations	14.04	6.6	15.22	8.7	10.40	6.2
Group I	12.15	5.0	—	—	—	—
Driver/sales workers and truck drivers	15.57	5.2	16.14	5.4	—	—
Group I	15.57	5.2	—	—	—	—
Laborers and material movers, hand	10.42	4.4	10.44	4.4	10.38	5.9
Group I	10.42	4.4	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.93	4.8	—	—	—	—
Group I	10.93	4.8	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$10.96	\$15.61	\$23.13	\$32.70
Management occupations	21.00	27.11	44.69	48.05	57.44
Medical and health services managers	26.90	30.39	46.58	46.58	63.00
Business and financial operations occupations	17.00	19.25	26.49	26.49	29.48
Computer and mathematical science occupations	15.14	28.54	37.56	41.91	47.65
Architecture and engineering occupations	17.50	24.99	31.78	43.01	50.14
Engineers	25.09	29.91	35.89	48.31	50.14
Electrical and electronics engineers	28.50	34.74	38.89	50.14	50.14
Engineering technicians, except drafters	16.50	17.00	18.00	27.52	29.04
Electrical and electronic engineering technicians	16.50	17.00	18.00	27.52	29.04
Community and social services occupations	10.68	13.74	17.18	25.60	27.50
Counselors	10.58	10.58	11.00	16.92	16.92
Social workers	15.31	16.78	19.91	27.50	33.79
Education, training, and library occupations	10.17	12.41	31.90	41.90	42.49
Arts, design, entertainment, sports, and media occupations	13.46	14.42	21.81	27.24	27.95
Healthcare practitioner and technical occupations	15.96	20.08	24.99	31.01	36.77
Registered nurses	23.13	24.42	28.95	34.11	36.77
Therapists	15.57	15.57	28.20	30.29	35.00
Healthcare support occupations	8.75	10.45	11.47	13.20	14.87
Nursing, psychiatric, and home health aides	8.45	9.75	10.82	12.30	13.63
Nursing aides, orderlies, and attendants	8.45	9.75	10.82	12.30	13.63
Miscellaneous healthcare support occupations	10.60	10.92	12.61	14.87	15.72
Protective service occupations	15.87	23.05	25.55	29.43	32.05
Food preparation and serving related occupations	3.83	5.11	7.24	10.00	11.05
Cooks	7.02	8.50	10.00	12.00	12.21
Cooks, restaurant	8.50	9.23	11.00	12.00	12.21
Food service, tipped	3.83	3.83	4.00	5.11	7.00
Waiters and waitresses	2.83	3.83	3.83	4.00	7.00
Dining room and cafeteria attendants and bartender helpers	4.00	4.00	5.50	6.85	7.75
Fast food and counter workers	6.68	6.87	7.24	8.93	9.45
Combined food preparation and serving workers, including fast food	6.68	6.85	7.10	7.50	9.25
Dishwashers	7.00	8.50	8.60	10.00	10.00
Hosts and hostesses, restaurant, lounge, and coffee shop	3.83	7.17	7.17	8.00	13.52
Building and grounds cleaning and maintenance occupations	8.25	10.96	12.00	15.39	17.31
Building cleaning workers	6.25	7.50	8.74	12.28	14.87
Janitors and cleaners, except maids and housekeeping cleaners	5.50	7.50	8.74	13.00	14.87
Maids and housekeeping cleaners	6.85	7.50	8.50	11.36	12.28
Personal care and service occupations	7.50	7.95	8.86	11.00	14.20
Child care workers	7.50	7.75	8.83	10.40	12.04
Sales and related occupations	7.25	8.26	10.56	15.75	22.12
First-line supervisors/managers, sales workers	12.40	14.34	14.75	18.59	25.99
First-line supervisors/managers of retail sales workers	11.35	14.75	15.57	16.87	18.59
Retail sales workers	7.47	8.00	10.40	14.68	18.50
Cashiers, all workers	7.25	8.00	10.35	15.56	16.36
Cashiers	7.25	8.00	10.35	15.56	16.36
Retail salespersons	7.40	7.87	9.70	12.29	17.97
Office and administrative support occupations	10.00	11.78	14.50	17.18	21.71
Financial clerks	9.62	11.70	14.31	16.15	18.16
Bookkeeping, accounting, and auditing clerks	10.00	12.50	16.15	16.36	18.16
Tellers	9.36	10.51	11.35	11.70	11.75

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Customer service representatives	\$10.00	\$11.36	\$13.59	\$16.59	\$16.83
Receptionists and information clerks	10.00	12.00	14.37	16.47	17.79
Secretaries and administrative assistants	11.78	12.90	14.50	15.63	18.84
Office clerks, general	12.49	12.60	16.32	16.82	21.93
Construction and extraction occupations	13.00	14.50	19.05	23.50	30.00
Installation, maintenance, and repair occupations	8.87	14.95	16.66	22.50	30.04
Automotive technicians and repairers	14.95	14.95	14.95	20.93	30.34
Industrial machinery installation, repair, and maintenance workers	16.28	16.66	20.21	24.78	24.78
Production occupations	9.00	11.00	14.00	18.50	23.78
Electrical, electronics, and electromechanical assemblers	7.00	10.50	13.00	15.28	16.33
Electrical and electronic equipment assemblers	7.00	10.50	13.00	15.28	16.33
Miscellaneous production workers	9.00	10.00	23.78	23.78	23.78
Transportation and material moving occupations	9.30	10.00	13.38	16.95	20.45
Driver/sales workers and truck drivers	10.72	15.00	15.36	15.70	20.45
Laborers and material movers, hand	8.10	9.30	10.01	10.95	13.00
Laborers and freight, stock, and material movers, hand	9.30	10.00	10.01	10.95	13.82

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.50	\$10.00	\$14.50	\$21.00	\$31.25
Management occupations	19.23	23.08	30.39	47.56	62.01
Medical and health services managers	26.90	30.39	46.58	46.58	63.00
Business and financial operations occupations	14.00	19.25	22.73	27.40	33.65
Computer and mathematical science occupations	15.14	28.54	37.56	41.91	47.86
Architecture and engineering occupations	17.50	24.99	31.78	43.01	50.14
Engineers	25.09	29.91	35.89	48.31	50.14
Electrical and electronics engineers	28.50	34.74	38.89	50.14	50.14
Engineering technicians, except drafters	16.50	17.00	18.00	27.52	29.04
Electrical and electronic engineering technicians	16.50	17.00	18.00	27.52	29.04
Community and social services occupations	10.58	13.80	17.18	27.30	33.79
Arts, design, entertainment, sports, and media occupations	13.46	14.42	19.79	27.60	27.95
Healthcare practitioner and technical occupations	15.57	20.08	24.99	31.13	35.00
Registered nurses	23.13	24.42	28.95	34.11	36.77
Healthcare support occupations	8.75	10.30	11.09	12.77	14.10
Nursing, psychiatric, and home health aides	8.45	9.75	10.82	12.30	13.63
Nursing aides, orderlies, and attendants	8.45	9.75	10.82	12.30	13.63
Food preparation and serving related occupations	3.83	4.00	7.15	9.21	11.85
Cooks	7.02	8.50	10.00	12.00	12.21
Cooks, restaurant	8.50	9.23	11.00	12.00	12.21
Food service, tipped	3.83	3.83	4.00	5.11	7.00
Waiters and waitresses	2.83	3.83	3.83	4.00	7.00
Dining room and cafeteria attendants and bartender helpers	4.00	4.00	5.50	6.85	7.75
Fast food and counter workers	6.68	6.87	7.24	8.93	9.42
Combined food preparation and serving workers, including fast food	6.68	6.85	7.10	7.24	9.00
Dishwashers	7.00	8.50	8.60	10.00	10.00
Hosts and hostesses, restaurant, lounge, and coffee shop	3.83	7.17	7.17	8.00	13.52
Building and grounds cleaning and maintenance occupations	8.25	10.96	12.00	15.39	17.31
Building cleaning workers	6.25	7.50	8.74	12.28	14.87
Janitors and cleaners, except maids and housekeeping cleaners	5.50	7.50	8.74	13.00	14.87
Maids and housekeeping cleaners	6.85	7.50	8.50	11.36	12.28
Personal care and service occupations	7.50	7.95	8.75	10.71	13.50
Child care workers	7.50	7.75	8.83	10.40	12.04
Sales and related occupations	7.25	8.26	10.56	15.75	22.12
First-line supervisors/managers, sales workers	12.40	14.34	14.75	18.59	25.99
First-line supervisors/managers of retail sales workers	11.35	14.75	15.57	16.87	18.59
Retail sales workers	7.47	8.00	10.40	14.68	18.50
Cashiers, all workers	7.25	8.00	10.35	15.56	16.36
Cashiers	7.25	8.00	10.35	15.56	16.36
Retail salespersons	7.40	7.87	9.70	12.29	17.97
Office and administrative support occupations	9.90	11.00	13.44	16.50	19.23
Financial clerks	9.00	10.80	11.75	14.75	16.36
Bookkeeping, accounting, and auditing clerks	6.85	10.80	12.50	15.25	16.36
Tellers	9.36	10.51	11.35	11.70	11.75
Customer service representatives	10.00	11.36	13.59	16.59	16.83
Receptionists and information clerks	10.00	12.00	14.37	16.47	17.79
Secretaries and administrative assistants	11.78	13.44	14.50	15.00	18.75
Office clerks, general	11.00	12.49	12.60	16.82	18.60
Construction and extraction occupations	13.00	14.50	19.00	23.50	30.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$8.87	\$14.95	\$16.66	\$24.16	\$29.78
Automotive technicians and repairers	14.95	14.95	14.95	20.93	30.34
Industrial machinery installation, repair, and maintenance workers	16.28	16.66	24.78	24.78	24.78
Production occupations	9.00	10.25	13.10	17.50	23.78
Electrical, electronics, and electromechanical assemblers	7.00	10.50	13.00	15.28	16.33
Electrical and electronic equipment assemblers	7.00	10.50	13.00	15.28	16.33
Miscellaneous production workers	9.00	10.00	23.78	23.78	23.78
Transportation and material moving occupations	8.50	10.00	11.22	16.00	18.30
Driver/sales workers and truck drivers	10.72	15.00	15.36	15.70	20.45
Laborers and material movers, hand	8.10	9.30	10.01	10.95	13.00
Laborers and freight, stock, and material movers, hand	9.30	10.00	10.01	10.95	13.82

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Fort Collins-Loveland, CO, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$13.25	\$16.47	\$18.84	\$26.49	\$45.05
Management occupations	31.25	45.05	45.05	48.97	55.29
Education, training, and library occupations	10.25	12.41	34.02	41.90	44.88
Protective service occupations	22.19	23.81	26.02	29.43	32.05
Office and administrative support occupations	14.26	16.15	16.48	18.93	21.93

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Fort Collins-Loveland, CO, October 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.00	\$12.81	\$17.00	\$24.78	\$36.30
Management occupations	21.00	27.11	44.69	47.56	57.44
Medical and health services managers	26.90	30.39	46.58	46.58	63.00
Business and financial operations occupations	17.00	19.25	26.49	26.49	29.48
Computer and mathematical science occupations	15.14	28.54	37.56	41.91	47.65
Architecture and engineering occupations	17.50	24.93	31.78	43.01	50.14
Engineers	25.09	29.91	35.89	48.31	50.14
Electrical and electronics engineers	28.50	34.74	38.89	50.14	50.14
Engineering technicians, except drafters	16.50	17.00	18.00	25.41	27.66
Electrical and electronic engineering technicians	16.50	17.00	18.00	25.41	27.66
Community and social services occupations	10.67	13.38	16.30	20.91	27.30
Education, training, and library occupations	10.17	13.23	31.90	41.90	43.84
Arts, design, entertainment, sports, and media occupations	13.46	14.42	22.10	27.41	27.95
Healthcare practitioner and technical occupations	14.35	19.57	24.99	30.29	36.99
Registered nurses	17.75	23.13	27.39	36.77	36.99
Healthcare support occupations	8.50	9.75	11.05	13.50	14.87
Nursing, psychiatric, and home health aides	8.45	9.45	10.82	12.30	13.63
Nursing aides, orderlies, and attendants	8.45	9.45	10.82	12.30	13.63
Protective service occupations	18.54	23.65	26.02	29.43	32.05
Food preparation and serving related occupations	3.83	7.00	9.00	11.05	12.21
Cooks	7.02	10.00	11.00	12.21	12.21
Food service, tipped	3.83	3.83	4.00	6.85	9.21
Waiters and waitresses	3.83	3.83	3.83	7.00	9.21
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	5.50	8.00	8.74	13.00	14.87
Janitors and cleaners, except maids and housekeeping cleaners	5.50	7.50	8.74	14.87	19.25
Maids and housekeeping cleaners	8.00	8.50	9.50	11.78	12.28
Personal care and service occupations	8.28	9.25	11.00	13.50	15.91
Sales and related occupations	9.00	10.00	12.75	17.59	29.73
First-line supervisors/managers, sales workers	11.72	14.34	14.75	15.75	25.99
Retail sales workers	9.72	10.80	12.66	16.68	22.12
Cashiers, all workers	7.50	10.52	16.36	16.36	16.43
Cashiers	7.50	10.52	16.36	16.36	16.43
Retail salespersons	9.61	11.47	12.50	17.19	29.73
Office and administrative support occupations	11.00	12.50	15.37	17.79	21.93
Financial clerks	11.25	11.75	14.75	16.15	18.16
Bookkeeping, accounting, and auditing clerks	12.50	14.75	16.15	18.16	18.16
Customer service representatives	10.43	12.02	13.59	16.59	16.83
Secretaries and administrative assistants	11.78	12.81	14.50	16.25	19.23
Office clerks, general	11.00	12.60	16.32	16.82	21.93
Construction and extraction occupations	13.00	14.50	19.05	23.50	30.00
Installation, maintenance, and repair occupations	14.95	15.20	19.92	24.78	30.72
Automotive technicians and repairers	14.95	14.95	14.95	20.93	30.34
Industrial machinery installation, repair, and maintenance workers	16.28	16.66	20.21	24.78	24.78
Production occupations	10.00	12.10	15.26	23.78	25.50

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Production occupations –Continued					
Electrical, electronics, and electromechanical assemblers	\$10.76	\$11.98	\$14.08	\$15.28	\$16.33
Electrical and electronic equipment assemblers	10.76	11.98	14.08	15.28	16.33
Transportation and material moving occupations					
Driver/sales workers and truck drivers	9.30	10.95	15.36	18.12	21.66
Driver/sales workers and truck drivers	13.64	15.00	15.36	15.70	24.83
Laborers and material movers, hand	8.10	9.30	10.01	10.95	13.13

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Fort Collins-Loveland, CO, October 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.85	\$7.50	\$9.10	\$11.88	\$19.15
Community and social services occupations	11.00	16.92	17.18	32.74	34.11
Food preparation and serving related occupations	3.83	4.00	7.00	8.50	9.32
Cooks	7.02	7.75	8.50	10.00	10.25
Cooks, restaurant	8.25	8.50	9.00	10.00	11.00
Food service, tipped	2.83	3.83	4.00	4.00	5.11
Waiters and waitresses	2.83	3.83	3.83	4.00	4.00
Dining room and cafeteria attendants and bartender helpers	3.89	4.00	4.00	7.17	8.30
Fast food and counter workers	6.68	6.85	7.00	9.00	9.50
Combined food preparation and serving workers, including fast food	6.50	6.77	6.92	7.50	9.25
Building and grounds cleaning and maintenance occupations	6.85	8.00	9.02	12.00	12.00
Personal care and service occupations	6.85	7.50	8.00	8.50	9.00
Sales and related occupations	7.00	7.50	8.00	10.00	12.29
Retail sales workers	7.00	7.50	8.00	10.00	11.88
Cashiers, all workers	7.25	8.00	8.50	10.70	15.41
Cashiers	7.25	8.00	8.50	10.70	15.41
Office and administrative support occupations	8.00	9.10	10.13	11.28	14.59
Financial clerks	6.85	6.85	10.80	16.36	16.36
Production occupations	7.00	9.00	11.47	12.16	16.91
Miscellaneous production workers	8.50	9.00	10.00	10.00	10.00
Transportation and material moving occupations	7.46	9.48	10.00	10.72	13.00
Laborers and material movers, hand	7.46	10.00	10.00	12.00	13.00

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.24	\$17.00	\$805	\$676	39.8	\$40,262	\$34,320	1,989
Management occupations	38.91	44.69	1,608	1,802	41.3	81,568	80,463	2,096
Medical and health services managers	42.54	46.58	1,701	1,863	40.0	88,474	96,886	2,080
Business and financial operations occupations	23.63	26.49	950	1,060	40.2	49,412	55,099	2,091
Computer and mathematical science occupations	35.24	37.56	1,442	1,502	40.9	74,968	78,121	2,128
Architecture and engineering occupations	33.34	31.78	1,354	1,271	40.6	70,404	66,094	2,111
Engineers	37.70	35.89	1,538	1,496	40.8	79,999	77,766	2,122
Electrical and electronics engineers	40.83	38.89	1,633	1,556	40.0	84,920	80,897	2,080
Engineering technicians, except drafters	20.44	18.00	818	720	40.0	42,511	37,440	2,080
Electrical and electronic engineering technicians	20.44	18.00	818	720	40.0	42,511	37,440	2,080
Community and social services occupations	17.87	16.30	715	652	40.0	37,175	33,902	2,080
Education, training, and library occupations	29.63	31.90	952	1,182	32.1	36,029	43,357	1,216
Arts, design, entertainment, sports, and media occupations	20.69	22.10	872	884	42.1	45,336	45,968	2,192
Healthcare practitioner and technical occupations	26.06	24.99	1,041	1,000	40.0	54,145	51,979	2,078
Registered nurses	28.89	27.39	1,155	1,096	40.0	60,084	56,971	2,080
Healthcare support occupations	11.47	11.05	454	435	39.6	23,611	22,610	2,059
Nursing, psychiatric, and home health aides	10.98	10.82	434	420	39.5	22,556	21,840	2,053
Nursing aides, orderlies, and attendants	10.98	10.82	434	420	39.5	22,556	21,840	2,053
Protective service occupations	25.66	26.02	1,075	1,097	41.9	55,896	57,054	2,179
Food preparation and serving related occupations	8.75	9.00	334	330	38.2	16,398	15,057	1,875
Cooks	10.83	11.00	415	427	38.4	21,603	22,220	1,995
Food service, tipped	5.10	4.00	188	153	36.9	9,432	7,966	1,849
Waiters and waitresses	5.01	3.83	185	140	37.0	9,145	7,280	1,826
Building and grounds cleaning and maintenance occupations	10.49	8.74	403	350	38.4	14,976	14,851	1,428
Building cleaning workers	10.70	8.74	423	350	39.5	16,796	16,380	1,570
Janitors and cleaners, except maids and housekeeping cleaners	9.94	9.50	355	340	35.7	11,474	11,818	1,155
Personal care and service occupations	11.44	11.00	432	430	37.8	14,798	17,973	1,293
Sales and related occupations	16.32	12.75	669	570	41.0	34,791	29,629	2,132
First-line supervisors/managers, sales workers	17.37	14.75	698	590	40.2	36,314	30,680	2,091
Retail sales workers	15.18	12.66	626	570	41.2	32,558	29,629	2,144
Cashiers, all workers	13.76	16.36	540	654	39.3	28,102	34,029	2,043
Cashiers	13.76	16.36	540	654	39.3	28,102	34,029	2,043
Retail salespersons	15.88	12.50	652	499	41.1	33,905	25,958	2,135

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations	\$15.81	\$15.37	\$630	\$610	39.8	\$32,120	\$31,138	2,031
Financial clerks	14.52	14.75	581	590	40.0	30,179	30,680	2,078
Bookkeeping, accounting, and auditing clerks	15.49	16.15	620	646	40.0	32,226	33,600	2,080
Customer service representatives	13.96	13.59	559	544	40.0	29,042	28,267	2,080
Secretaries and administrative assistants	14.97	14.50	599	580	40.0	28,134	27,955	1,879
Office clerks, general	16.66	16.32	652	653	39.1	33,881	33,946	2,034
Construction and extraction occupations	19.59	19.05	777	762	39.6	39,006	38,640	1,992
Installation, maintenance, and repair occupations	21.29	19.92	867	808	40.7	45,089	42,037	2,118
Automotive technicians and repairers	19.87	14.95	828	598	41.6	43,042	31,086	2,166
Industrial machinery installation, repair, and maintenance workers	20.96	20.21	838	808	40.0	43,598	42,037	2,080
Production occupations	16.79	15.26	672	610	40.0	34,922	31,741	2,080
Electrical, electronics, and electromechanical assemblers	13.76	14.08	551	563	40.0	28,630	29,280	2,080
Electrical and electronic equipment assemblers	13.76	14.08	551	563	40.0	28,630	29,280	2,080
Transportation and material moving occupations	15.22	15.36	583	600	38.3	28,217	31,200	1,854
Driver/sales workers and truck drivers	16.14	15.36	646	614	40.0	33,573	31,947	2,080
Laborers and material movers, hand ..	10.44	10.01	411	400	39.4	21,390	20,821	2,049

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

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.15	\$15.75	\$768	\$628	40.1	\$38,917	\$32,240	2,032
Management occupations	35.97	30.39	1,513	1,348	42.1	78,674	70,075	2,187
Medical and health services managers	42.54	46.58	1,701	1,863	40.0	88,474	96,886	2,080
Business and financial operations occupations	23.57	22.73	955	909	40.5	49,662	47,280	2,107
Computer and mathematical science occupations	35.03	37.56	1,435	1,502	41.0	74,637	78,121	2,131
Architecture and engineering occupations	33.34	31.78	1,354	1,271	40.6	70,404	66,094	2,111
Engineers	37.70	35.89	1,538	1,496	40.8	79,999	77,766	2,122
Electrical and electronics engineers	40.83	38.89	1,633	1,556	40.0	84,920	80,897	2,080
Engineering technicians, except drafters	20.44	18.00	818	720	40.0	42,511	37,440	2,080
Electrical and electronic engineering technicians	20.44	18.00	818	720	40.0	42,511	37,440	2,080
Arts, design, entertainment, sports, and media occupations	20.49	20.44	867	836	42.3	45,098	43,493	2,201
Healthcare practitioner and technical occupations	24.68	24.99	986	1,000	40.0	51,278	51,979	2,077
Registered nurses	28.89	27.39	1,155	1,096	40.0	60,084	56,971	2,080
Healthcare support occupations	11.15	10.82	441	424	39.6	22,929	22,048	2,057
Nursing, psychiatric, and home health aides	10.98	10.82	434	420	39.5	22,556	21,840	2,053
Nursing aides, orderlies, and attendants	10.98	10.82	434	420	39.5	22,556	21,840	2,053
Food preparation and serving related occupations	8.31	7.24	315	290	37.9	15,295	14,903	1,840
Cooks	10.83	11.00	415	427	38.4	21,603	22,220	1,995
Food service, tipped	5.10	4.00	188	153	36.9	9,432	7,966	1,849
Waiters and waitresses	5.01	3.83	185	140	37.0	9,145	7,280	1,826
Building and grounds cleaning and maintenance occupations	10.48	8.74	402	349	38.4	14,901	14,560	1,422
Building cleaning workers	10.69	8.74	423	350	39.5	16,706	16,380	1,563
Janitors and cleaners, except maids and housekeeping cleaners	9.94	9.50	355	340	35.7	11,474	11,818	1,155
Personal care and service occupations	11.07	10.71	416	420	37.6	13,927	7,040	1,258
Sales and related occupations	16.32	12.75	669	570	41.0	34,791	29,629	2,132
First-line supervisors/managers, sales workers	17.37	14.75	698	590	40.2	36,314	30,680	2,091
Retail sales workers	15.18	12.66	626	570	41.2	32,558	29,629	2,144
Cashiers, all workers	13.76	16.36	540	654	39.3	28,102	34,029	2,043
Cashiers	13.76	16.36	540	654	39.3	28,102	34,029	2,043
Retail salespersons	15.88	12.50	652	499	41.1	33,905	25,958	2,135
Office and administrative support occupations	15.21	14.23	605	569	39.8	31,294	29,598	2,058
Financial clerks	12.95	12.50	518	500	40.0	26,904	26,000	2,077
Customer service representatives	13.96	13.59	559	544	40.0	29,042	28,267	2,080
Secretaries and administrative assistants	14.68	14.50	587	580	40.0	30,528	30,160	2,080
Office clerks, general	15.26	12.60	581	504	38.1	30,230	26,208	1,982

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$19.58	\$19.00	\$776	\$760	39.6	\$38,981	\$38,480	1,990
Installation, maintenance, and repair occupations	21.39	20.21	872	827	40.8	45,351	42,998	2,120
Automotive technicians and repairers	19.87	14.95	828	598	41.6	43,042	31,086	2,166
Industrial machinery installation, repair, and maintenance workers	21.56	24.78	862	991	40.0	44,845	51,542	2,080
Production occupations	15.82	15.00	633	600	40.0	32,904	31,200	2,080
Electrical, electronics, and electromechanical assemblers	13.76	14.08	551	563	40.0	28,630	29,280	2,080
Electrical and electronic equipment assemblers	13.76	14.08	551	563	40.0	28,630	29,280	2,080
Transportation and material moving occupations	14.09	15.00	560	600	39.7	29,127	31,200	2,067
Driver/sales workers and truck drivers	16.14	15.36	646	614	40.0	33,573	31,947	2,080
Laborers and material movers, hand	10.44	10.01	411	400	39.4	21,390	20,821	2,049

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

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Fort Collins-Loveland, CO, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.95	\$18.93	\$926	\$753	38.7	\$44,457	\$38,938	1,856
Management occupations	44.46	45.05	1,778	1,802	40.0	86,419	93,704	1,944
Education, training, and library occupations	30.66	34.02	970	1,257	31.7	37,309	46,764	1,217
Protective service occupations	26.61	26.02	1,120	1,162	42.1	58,240	60,424	2,189
Office and administrative support occupations	17.39	16.48	696	659	40.0	34,182	33,946	1,965

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

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Fort Collins-Loveland, CO, October 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.31	\$15.17	\$16.02	\$29.43
Management, professional, and related	29.49	24.43	27.50	36.42
Management, business, and financial	33.15	28.72	31.32	44.18
Professional and related	27.64	20.60	25.85	34.03
Service	9.30	9.36	8.94	—
Sales and office	14.01	13.89	12.72	31.36
Sales and related	13.54	12.51	12.56	—
Office and administrative support	14.41	15.21	12.83	—
Natural resources, construction, and maintenance	19.32	18.12	21.22	—
Construction and extraction	19.58	18.94	—	—
Installation, maintenance, and repair	18.70	16.03	—	—
Production, transportation, and material moving	13.73	13.37	11.36	17.92
Production	14.54	14.93	11.74	18.44
Transportation and material moving	12.99	12.74	10.78	—
	Relative error ³ (percent)			
All workers	2.3	3.8	6.5	5.3
Management, professional, and related	5.1	6.8	4.9	7.6
Management, business, and financial	5.9	6.2	7.0	11.7
Professional and related	6.9	11.6	6.9	9.4
Service	7.5	12.2	8.9	—
Sales and office	3.8	6.8	3.4	22.4
Sales and related	5.0	5.1	3.5	—
Office and administrative support	4.7	7.2	5.1	—
Natural resources, construction, and maintenance	2.0	3.1	9.7	—
Construction and extraction	1.5	3.9	—	—
Installation, maintenance, and repair	5.7	6.5	—	—
Production, transportation, and material moving	3.9	4.3	4.6	1.1
Production	5.2	6.3	4.1	.6
Transportation and material moving	3.8	5.6	8.1	—

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Fort Collins-Loveland, CO, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.91	\$15.00	\$678	\$598	40.1	\$34,068	\$30,680	2,015
Management occupations	30.81	28.08	1,335	1,288	43.3	69,399	67,001	2,253
Food preparation and serving related occupations	8.09	7.10	305	281	37.7	14,425	13,141	1,783
Cooks	10.45	11.00	418	440	40.0	21,746	22,880	2,080
Food service, tipped	5.38	4.00	197	153	36.7	9,711	7,966	1,803
Waiters and waitresses	5.66	4.00	209	153	36.9	10,118	7,966	1,786
Sales and related occupations	15.52	12.66	649	570	41.8	33,734	29,629	2,174
Retail sales workers	16.74	12.66	711	570	42.4	36,948	29,629	2,207
Office and administrative support occupations	15.68	14.75	621	589	39.6	32,038	30,620	2,043
Financial clerks	12.72	12.50	509	500	40.0	26,457	26,000	2,080
Construction and extraction occupations	18.94	17.00	749	660	39.5	37,190	32,646	1,963
Installation, maintenance, and repair occupations	19.32	16.28	798	651	41.3	41,486	33,860	2,147
Automotive technicians and repairers	19.87	14.95	828	598	41.6	43,042	31,086	2,166
Production occupations	15.03	15.00	601	600	40.0	31,270	31,200	2,080
Transportation and material moving occupations	13.34	12.70	528	508	39.6	27,477	26,416	2,060
Driver/sales workers and truck drivers	16.18	15.36	647	614	40.0	33,647	31,947	2,080
Laborers and material movers, hand	10.62	10.01	417	400	39.3	21,676	20,821	2,041

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

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Fort Collins-Loveland, CO, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.93	\$17.32	\$878	\$691	40.0	\$45,032	\$35,774	2,053
Management occupations	41.27	33.69	1,685	1,471	40.8	87,637	76,509	2,124
Business and financial operations occupations ...	24.58	24.63	1,003	985	40.8	52,176	51,230	2,123
Computer and mathematical science occupations	35.03	37.56	1,435	1,502	41.0	74,637	78,121	2,131
Architecture and engineering occupations	33.68	31.01	1,373	1,312	40.8	71,401	68,226	2,120
Engineers	39.87	40.46	1,640	1,795	41.1	85,286	93,322	2,139
Engineering technicians, except drafters	20.44	18.00	818	720	40.0	42,511	37,440	2,080
Electrical and electronic engineering technicians	20.44	18.00	818	720	40.0	42,511	37,440	2,080
Arts, design, entertainment, sports, and media occupations	22.90	27.60	916	1,104	40.0	47,625	57,412	2,080
Healthcare practitioner and technical occupations	27.77	25.80	1,109	1,032	39.9	57,645	53,660	2,076
Registered nurses	31.01	33.93	1,240	1,357	40.0	64,500	70,574	2,080
Healthcare support occupations	12.53	12.16	487	472	38.9	25,332	24,565	2,022
Food preparation and serving related occupations	8.58	7.24	327	290	38.1	16,416	15,057	1,912
Building and grounds cleaning and maintenance occupations	10.95	9.00	414	350	37.8	17,243	17,290	1,575
Building cleaning workers	10.95	9.00	414	350	37.8	17,243	17,290	1,575
Janitors and cleaners, except maids and housekeeping cleaners	11.59	8.74	455	350	39.2	23,647	18,181	2,041
Maids and housekeeping cleaners	9.94	9.50	355	340	35.7	11,474	11,818	1,155
Sales and related occupations	17.63	13.51	701	540	39.7	36,437	28,080	2,067
Retail sales workers	12.74	12.67	503	506	39.5	26,166	26,291	2,053
Office and administrative support occupations	14.44	13.45	578	538	40.0	30,066	27,976	2,081
Financial clerks	14.11	14.31	563	572	39.9	29,083	29,765	2,061
Customer service representatives	13.41	13.55	536	542	40.0	27,889	28,184	2,080
Construction and extraction occupations	21.32	19.05	853	762	40.0	44,095	39,624	2,068
Installation, maintenance, and repair occupations	24.56	24.78	982	991	40.0	51,078	51,542	2,080
Production occupations	16.13	15.00	645	600	40.0	33,546	31,200	2,080
Electrical, electronics, and electromechanical assemblers	13.76	14.08	551	563	40.0	28,630	29,280	2,080
Electrical and electronic equipment assemblers	13.76	14.08	551	563	40.0	28,630	29,280	2,080

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

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Fort Collins-Loveland, CO, October 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$24.65	\$19.65	–	\$18.23	\$17.21	\$22.84
Management, professional, and related	–	–	–	28.70	29.52	27.11
Management, business, and financial	–	–	–	33.82	33.15	34.78
Professional and related	–	–	–	25.54	27.67	20.46
Service	–	–	–	10.24	9.31	17.86
Sales and office	–	–	–	14.48	13.97	17.37
Sales and related	–	–	–	13.49	13.49	–
Office and administrative support	–	–	–	15.11	14.38	17.37
Natural resources, construction, and maintenance	–	–	–	18.79	18.74	–
Construction and extraction	–	–	–	19.02	19.01	–
Installation, maintenance, and repair	–	–	–	18.11	18.06	–
Production, transportation, and material moving	17.50	17.50	–	14.23	13.05	20.18
Production	–	–	–	14.23	13.05	–
Transportation and material moving	–	–	–	14.23	13.04	–
	Relative error ⁴ (percent)					
All workers	7.1	10.3	–	2.1	2.4	4.9
Management, professional, and related	–	–	–	5.2	5.1	10.6
Management, business, and financial	–	–	–	5.4	5.9	11.8
Professional and related	–	–	–	7.0	7.0	7.6
Service	–	–	–	5.1	7.5	16.9
Sales and office	–	–	–	4.0	3.9	3.6
Sales and related	–	–	–	5.1	5.1	–
Office and administrative support	–	–	–	4.5	5.0	3.6
Natural resources, construction, and maintenance	–	–	–	3.7	3.9	–
Construction and extraction	–	–	–	4.3	4.4	–
Installation, maintenance, and repair	–	–	–	6.2	6.5	–
Production, transportation, and material moving	13.1	13.1	–	6.2	3.6	12.4
Production	–	–	–	8.7	3.6	–
Transportation and material moving	–	–	–	7.5	4.0	–

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Fort Collins-Loveland, CO, October 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.49	\$17.18	\$19.14	\$19.14
Management, professional, and related	29.21	29.60	—	—
Management, business, and financial	34.12	33.64	—	—
Professional and related	26.43	27.64	—	—
Service	10.40	9.30	—	—
Sales and office	13.88	13.17	18.54	18.54
Sales and related	12.28	12.28	17.69	17.69
Office and administrative support	14.74	13.81	20.42	20.42
Natural resources, construction, and maintenance	19.28	19.25	20.23	20.23
Construction and extraction	—	19.58	—	—
Installation, maintenance, and repair	18.20	18.15	20.23	20.23
Production, transportation, and material moving	14.55	13.58	—	—
Production	15.41	14.54	—	—
Transportation and material moving	13.80	12.67	—	—
	Relative error ⁴ (percent)			
All workers	2.1	2.4	4.6	4.6
Management, professional, and related	5.1	5.2	—	—
Management, business, and financial	6.0	7.1	—	—
Professional and related	6.6	6.9	—	—
Service	4.8	7.5	—	—
Sales and office	4.2	3.4	8.1	8.1
Sales and related	6.9	6.9	2.7	2.7
Office and administrative support	4.5	4.0	18.3	18.3
Natural resources, construction, and maintenance	2.2	2.3	20.7	20.7
Construction and extraction	—	1.5	—	—
Installation, maintenance, and repair	8.5	9.0	20.7	20.7
Production, transportation, and material moving	5.4	3.5	—	—
Production	7.5	5.2	—	—
Transportation and material moving	6.9	3.4	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Fort Collins-Loveland, CO, October 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$19.31	—	—	—	\$16.40	\$15.69	\$19.43	\$8.16	\$18.30
Management, professional, and related	—	—	—	—	26.96	—	26.87	—	—
Management, business, and financial	—	—	—	—	26.96	—	36.80	—	—
Professional and related	—	—	—	—	—	—	23.39	—	—
Service	—	—	—	—	—	—	10.08	7.40	11.91
Sales and office	—	—	—	—	13.18	12.14	13.91	11.81	—
Sales and related	—	—	—	—	—	—	—	—	—
Office and administrative support	—	—	—	—	14.23	13.55	13.76	11.91	—
Natural resources, construction, and maintenance	19.31	—	—	—	—	—	—	—	22.98
Installation, maintenance, and repair ..	—	—	—	—	—	—	—	—	22.98
Production, transportation, and material moving	—	—	—	—	—	10.29	—	—	—
Production	—	—	—	—	—	—	—	—	—
Transportation and material moving ...	—	—	—	—	—	—	—	—	—
	Relative error ⁴ (percent)								
All workers	1.7	—	—	—	8.3	12.9	7.0	6.1	2.0
Management, professional, and related	—	—	—	—	3.5	—	7.7	—	—
Management, business, and financial	—	—	—	—	3.5	—	13.4	—	—
Professional and related	—	—	—	—	—	—	8.3	—	—
Service	—	—	—	—	—	—	4.8	2.3	7.4
Sales and office	—	—	—	—	5.4	11.9	8.6	1.3	—
Sales and related	—	—	—	—	—	—	—	—	—
Office and administrative support	—	—	—	—	7.4	8.8	8.8	1.4	—
Natural resources, construction, and maintenance4	—	—	—	—	—	—	—	3.5
Installation, maintenance, and repair ..	—	—	—	—	—	—	—	—	3.5
Production, transportation, and material moving	—	—	—	—	—	3.1	—	—	—
Production	—	—	—	—	—	—	—	—	—
Transportation and material moving ...	—	—	—	—	—	—	—	—	—

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Fort Collins–Loveland, CO, Metropolitan Statistical Area (MSA) consists of Larimer County, CO.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

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

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

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

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

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

Occupational leveling

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

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

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

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

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

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

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

Combined work levels

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

tics is used to derive the rate of change in the average hourly earnings.

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

Estimation

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

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

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

Percentiles

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

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Fort Collins-Loveland, CO, October 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	123,900	102,600	21,400
Management, professional, and related	31,400	19,600	11,800
Management, business, and financial	10,400	5,900	4,400
Professional and related	21,000	13,600	7,400
Service	25,500	23,600	1,900
Sales and office	36,800	32,100	4,700
Sales and related	16,300	16,300	–
Office and administrative support	20,500	15,800	4,700
Natural resources, construction, and maintenance	14,600	14,200	–
Construction and extraction	9,700	9,600	–
Installation, maintenance, and repair	4,700	4,600	–
Production, transportation, and material moving	15,600	13,200	2,500
Production	6,400	5,800	–
Transportation and material moving	9,300	7,400	–

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Fort Collins-Loveland, CO, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	5,542	5,476	66
Total in sample	279	262	17
Responding	154	139	15
Refused or unable to provide data	68	66	2
Out of business or not in survey scope	57	57	0

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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