

# Springfield, MA

## National Compensation Survey

### October 2007

---



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

U.S. Bureau of Labor Statistics  
Keith Hall, Commissioner

June 2008

# Preface

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

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

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

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

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

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

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

# Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	7
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	9
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers .....	10
6. Civilian workers: Hourly wage percentiles.....	13
7. Private industry workers: Hourly wage percentiles .....	15
8. State and local government workers: Hourly wage percentiles .....	17
9. Full-time civilian workers: Hourly wage percentiles .....	18
10. Part-time civilian workers: Hourly wage percentiles.....	20
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	21
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	23
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	25
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	26
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	27
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	28
17. Union and nonunion workers: Mean hourly earnings for major occupational groups .....	29
18. Time and incentive workers: Mean hourly earnings for major occupational groups .....	30
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group .....	31
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey .....	A – 5
Appendix table 2. Survey establishment response .....	A – 6
B. Standard Occupational Classification System.....	B – 1

# Introduction

The tables in this bulletin summarize the NCS results for the Springfield, MA, 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 earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Springfield, MA, October 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$21.45	3.7	32.3	\$20.06	4.3	32.1	\$27.97	5.4	33.6
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	36.99	5.4	33.6	37.87	7.5	35.7	35.25	5.1	30.2
Management, business, and financial .....	36.67	9.6	38.3	37.27	10.8	38.8	33.71	19.7	36.2
Professional and related .....	37.13	6.4	31.9	38.26	9.9	34.0	35.53	4.1	29.4
Service .....	14.60	14.7	27.0	12.00	18.4	24.7	22.98	17.9	38.1
Sales and office .....	16.36	8.7	32.3	16.21	9.3	32.1	18.43	3.1	36.3
Sales and related .....	16.25	19.5	30.5	16.25	19.5	30.5	—	—	—
Office and administrative support .....	16.46	3.1	34.1	16.17	3.5	33.8	18.43	3.1	36.3
Natural resources, construction, and maintenance .....	21.97	2.7	40.0	22.30	2.8	40.0	20.31	7.3	40.0
Construction and extraction .....	24.84	2.5	40.0	24.92	2.7	40.0	—	—	—
Installation, maintenance, and repair .....	18.98	3.9	39.9	18.95	4.7	39.9	—	—	—
Production, transportation, and material moving .....	16.29	6.1	37.3	16.27	6.4	37.6	—	—	—
Production .....	15.89	7.9	38.8	15.92	7.9	38.7	—	—	—
Transportation and material moving .....	16.96	9.8	35.1	16.92	10.5	35.6	—	—	—
Full time .....	24.05	4.7	39.1	22.79	5.8	39.4	28.94	5.0	37.9
Part time .....	11.63	4.0	19.5	11.24	4.5	20.0	16.99	12.5	14.7
Union .....	24.91	4.0	35.2	18.90	4.4	33.3	29.93	5.0	36.9
Nonunion .....	20.24	4.8	31.4	20.25	5.0	31.9	20.06	11.3	24.7
Time .....	21.36	3.7	32.2	19.93	4.4	31.9	27.97	5.4	33.6
Incentive .....	26.83	11.8	42.8	26.83	11.8	42.8	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	17.65	8.3	30.6	17.47	8.8	31.1	21.21	14.0	23.6
100-499 workers .....	21.93	6.8	32.8	20.30	8.7	31.8	26.40	8.8	36.2
500 workers or more .....	29.07	5.0	36.0	27.73	5.7	36.1	31.77	10.4	35.8

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, October 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.45	3.7	\$24.05	4.7	\$11.63	4.0
<b>Management occupations</b> .....	36.03	11.8	36.02	11.8	—	—
Level 9 .....	29.98	6.9	29.98	6.9	—	—
Level 11 .....	41.33	5.3	41.30	5.4	—	—
Not able to be leveled .....	41.70	15.7	41.70	15.7	—	—
Education administrators .....	40.66	12.3	40.64	12.4	—	—
Not able to be leveled .....	47.91	17.1	—	—	—	—
Education administrators, postsecondary .....	41.83	15.1	41.81	15.2	—	—
<b>Business and financial operations occupations</b> .....	38.12	13.1	38.12	13.1	—	—
Not able to be leveled .....	44.88	16.7	44.88	16.7	—	—
<b>Computer and mathematical science occupations</b> .....	33.92	9.3	33.94	9.3	—	—
<b>Architecture and engineering occupations</b> .....	31.40	5.3	31.40	5.3	—	—
Engineers .....	33.25	4.1	33.25	4.1	—	—
<b>Education, training, and library occupations</b> .....	41.66	3.1	43.28	3.3	23.06	9.3
Level 9 .....	43.09	.7	43.17	.8	—	—
Level 11 .....	41.03	11.6	—	—	—	—
Level 12 .....	82.59	13.7	82.59	13.7	—	—
Not able to be leveled .....	38.83	13.2	40.01	15.2	—	—
Postsecondary teachers .....	63.10	1.2	64.70	.2	27.60	1.4
Level 11 .....	41.03	11.6	—	—	—	—
Level 12 .....	82.59	13.7	82.59	13.7	—	—
Social sciences teachers, postsecondary .....	53.10	16.6	53.58	17.0	—	—
Arts, communications, and humanities teachers, postsecondary .....	83.43	12.1	83.80	12.1	—	—
Miscellaneous postsecondary teachers .....	39.20	5.5	—	—	—	—
Primary, secondary, and special education school teachers .....	40.90	3.5	42.86	.3	—	—
Level 9 .....	43.35	.3	43.17	.8	—	—
Elementary and middle school teachers .....	40.36	7.0	43.21	.3	—	—
Level 9 .....	43.44	.7	43.44	.7	—	—
Elementary school teachers, except special education .....	39.77	8.0	43.38	.4	—	—
Level 9 .....	43.75	.3	43.75	.3	—	—
Secondary school teachers .....	42.05	.7	42.05	.7	—	—
Secondary school teachers, except special and vocational education .....	42.05	.7	42.05	.7	—	—
Special education teachers .....	44.25	1.2	—	—	—	—
Level 9 .....	44.25	1.2	—	—	—	—
Teacher assistants .....	14.20	2.0	14.35	3.2	—	—
<b>Healthcare practitioner and technical occupations</b> .....	37.28	20.5	39.86	26.9	28.52	3.4
Level 8 .....	30.80	1.8	—	—	—	—
Level 9 .....	36.46	3.9	38.77	4.5	34.49	1.0
Registered nurses .....	30.88	4.4	29.95	6.2	32.75	3.4
Level 8 .....	30.76	2.0	—	—	—	—
Level 9 .....	33.96	.1	—	—	34.49	1.0
Therapists .....	33.63	7.1	33.60	7.2	—	—
Licensed practical and licensed vocational nurses .....	22.26	7.9	—	—	—	—
<b>Healthcare support occupations</b> .....	14.44	5.3	14.51	6.1	—	—
Level 4 .....	16.09	3.1	—	—	—	—
Nursing, psychiatric, and home health aides .....	13.60	6.3	13.67	7.2	—	—
Psychiatric aides .....	15.10	1.6	—	—	—	—
<b>Protective service occupations</b> .....	23.76	19.2	25.61	16.3	—	—
Security guards and gaming surveillance officers .....	12.33	15.5	14.70	3.7	—	—
Security guards .....	12.33	15.5	14.70	3.7	—	—
<b>Food preparation and serving related occupations</b> .....	6.95	19.5	—	—	6.34	9.7
Level 1 .....	8.11	13.6	—	—	8.68	8.6
Level 2 .....	4.81	22.7	—	—	5.44	16.5
Cooks .....	14.35	3.6	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b>						
—Continued						
Food preparation workers .....	\$10.37	1.5	—	—	—	—
Food service, tipped .....	3.33	16.2	—	—	\$3.72	13.2
Level 2 .....	—	—	—	—	3.72	14.5
Waiters and waitresses .....	—	—	—	—	3.17	11.7
<b>Building and grounds cleaning and maintenance occupations</b>						
.....	18.53	22.0	\$19.54	20.8	—	—
Level 1 .....	8.20	1.5	—	—	—	—
Level 3 .....	14.35	4.2	14.35	4.2	—	—
Building cleaning workers .....	11.32	7.9	11.96	10.6	—	—
Level 1 .....	8.20	1.5	—	—	—	—
Level 3 .....	14.35	4.2	14.35	4.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.68	7.6	12.51	10.5	—	—
Level 3 .....	14.35	4.2	14.35	4.2	—	—
<b>Personal care and service occupations</b>						
.....	9.99	5.1	—	—	10.01	5.7
Level 1 .....	8.09	8.9	—	—	—	—
<b>Sales and related occupations</b>						
.....	16.25	19.5	20.26	24.3	9.21	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
Retail sales workers .....	10.46	3.3	—	—	9.21	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
Cashiers, all workers .....	9.63	.9	—	—	9.23	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
Cashiers .....	9.63	.9	—	—	9.23	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
<b>Office and administrative support occupations</b>						
.....	16.46	3.1	17.38	2.8	13.84	4.8
Level 2 .....	13.44	11.3	—	—	12.40	9.9
Level 3 .....	14.52	2.3	14.95	1.8	13.78	5.4
Level 4 .....	16.26	3.7	16.31	3.9	—	—
Level 5 .....	18.80	3.8	19.30	3.4	—	—
Not able to be leveled .....	16.60	3.0	17.19	3.5	—	—
Financial clerks .....	14.85	6.2	15.73	6.2	11.76	4.6
Bookkeeping, accounting, and auditing clerks .....	14.65	5.4	—	—	—	—
Customer service representatives .....	16.71	4.5	17.75	3.3	—	—
Receptionists and information clerks .....	15.92	8.7	—	—	—	—
Secretaries and administrative assistants .....	17.49	4.4	17.67	5.1	—	—
Secretaries, except legal, medical, and executive .....	18.21	6.8	18.21	6.8	—	—
Office clerks, general .....	17.03	5.2	17.51	4.8	—	—
<b>Construction and extraction occupations</b>						
.....	24.84	2.5	24.84	2.5	—	—
Level 7 .....	26.09	4.7	26.09	4.7	—	—
<b>Installation, maintenance, and repair occupations</b>						
.....	18.98	3.9	18.98	3.9	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.20	8.7	18.20	8.7	—	—
<b>Production occupations</b>						
.....	15.89	7.9	16.11	8.1	—	—
Level 1 .....	9.96	3.6	9.98	4.0	—	—
Level 2 .....	13.83	1.5	13.83	1.5	—	—
Level 3 .....	13.47	14.8	13.47	14.8	—	—
Level 4 .....	15.52	2.4	15.76	1.7	—	—
Level 6 .....	19.88	11.6	19.88	11.6	—	—
Printers .....	18.35	2.0	18.35	2.0	—	—
Printing machine operators .....	18.35	2.0	18.35	2.0	—	—
Miscellaneous production workers .....	15.12	3.6	15.29	4.2	—	—
Paper goods machine setters, operators, and tenders .....	17.14	.0	—	—	—	—
<b>Transportation and material moving occupations</b>						
.....	16.96	9.8	18.03	11.1	13.00	12.7
Level 1 .....	10.28	7.2	11.01	9.7	—	—
Level 2 .....	13.84	7.1	15.63	6.8	—	—
Industrial truck and tractor operators .....	19.21	12.4	19.21	12.4	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b> —Continued						
Laborers and material movers, hand .....	\$11.67	6.5	\$12.86	5.3	—	—
Level 1 .....	9.47	4.2	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	13.23	8.6	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, October 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$20.06	4.3	\$22.79	5.8	\$11.24	4.5
<b>Management occupations</b> .....	35.07	13.4	35.06	13.5	—	—
Level 9 .....	29.72	8.2	29.72	8.2	—	—
Level 11 .....	41.57	6.6	—	—	—	—
Not able to be leveled .....	39.86	18.6	39.86	18.6	—	—
Education administrators .....	33.48	12.1	33.40	12.3	—	—
Education administrators, postsecondary .....	33.48	12.1	33.40	12.3	—	—
<b>Business and financial operations occupations</b> .....	42.40	10.9	42.40	10.9	—	—
<b>Computer and mathematical science occupations</b> .....	35.91	8.8	35.94	8.8	—	—
<b>Architecture and engineering occupations</b> .....	32.42	5.0	32.42	5.0	—	—
Engineers .....	33.03	3.9	33.03	3.9	—	—
<b>Education, training, and library occupations</b> .....	51.72	11.2	58.30	9.7	20.68	9.5
Postsecondary teachers .....	72.76	4.6	75.15	2.3	27.57	2.9
Social sciences teachers, postsecondary .....	62.58	12.4	63.79	12.5	—	—
Arts, communications, and humanities teachers, postsecondary .....	103.65	2.8	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	39.78	22.3	43.04	30.1	29.89	4.0
Level 8 .....	30.80	1.8	—	—	—	—
Level 9 .....	35.55	3.9	—	—	34.49	1.0
Registered nurses .....	30.51	4.5	29.26	6.4	32.75	3.4
Level 8 .....	30.76	2.0	—	—	—	—
Level 9 .....	33.96	.1	—	—	34.49	1.0
Licensed practical and licensed vocational nurses .....	22.26	7.9	—	—	—	—
<b>Healthcare support occupations</b> .....	14.34	6.5	14.42	7.6	—	—
Nursing, psychiatric, and home health aides .....	13.05	7.3	13.11	8.7	—	—
<b>Protective service occupations</b> .....	12.28	16.3	14.82	3.8	—	—
Security guards and gaming surveillance officers .....	12.28	16.3	14.82	3.8	—	—
Security guards .....	12.28	16.3	14.82	3.8	—	—
<b>Food preparation and serving related occupations</b> .....	6.95	19.5	—	—	6.34	9.7
Level 1 .....	8.11	13.6	—	—	8.68	8.6
Level 2 .....	4.81	22.7	—	—	5.44	16.5
Cooks .....	14.35	3.6	—	—	—	—
Food preparation workers .....	10.37	1.5	—	—	—	—
Food service, tipped .....	3.33	16.2	—	—	3.72	13.2
Level 2 .....	—	—	—	—	3.72	14.5
Waiters and waitresses .....	—	—	—	—	3.17	11.7
<b>Building and grounds cleaning and maintenance occupations</b> .....	18.91	24.4	—	—	—	—
Level 1 .....	8.20	1.5	—	—	—	—
Building cleaning workers .....	9.52	5.3	9.87	8.4	—	—
Level 1 .....	8.20	1.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	9.67	5.7	10.21	9.7	—	—
<b>Personal care and service occupations</b> .....	9.73	8.2	—	—	9.70	8.7
<b>Sales and related occupations</b> .....	16.25	19.5	20.26	24.3	9.21	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
Retail sales workers .....	10.46	3.3	—	—	9.21	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
Cashiers, all workers .....	9.63	.9	—	—	9.23	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
Cashiers .....	9.63	.9	—	—	9.23	2.2
Level 2 .....	10.17	3.5	—	—	9.81	3.6
<b>Office and administrative support occupations</b> .....	16.17	3.5	17.14	3.4	13.81	4.9
Level 2 .....	13.44	11.3	—	—	12.40	9.9

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> —Continued						
Level 3 .....	\$14.51	2.5	\$15.01	1.1	\$13.78	5.4
Level 4 .....	15.97	3.9	16.00	4.0	—	—
Level 5 .....	17.73	3.8	18.23	3.3	—	—
Not able to be leveled .....	16.67	3.5	17.35	4.3	—	—
Financial clerks .....	13.97	4.9	14.79	5.1	11.76	4.6
Bookkeeping, accounting, and auditing clerks .....	14.20	5.9	—	—	—	—
Customer service representatives .....	16.71	4.5	17.75	3.3	—	—
Receptionists and information clerks .....	15.92	8.7	—	—	—	—
Secretaries and administrative assistants .....	17.10	4.9	17.26	6.0	—	—
Secretaries, except legal, medical, and executive .....	17.73	8.7	17.73	8.7	—	—
Office clerks, general .....	16.52	6.6	—	—	—	—
<b>Construction and extraction occupations</b> .....	24.92	2.7	24.92	2.7	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.95	4.7	18.95	4.7	—	—
<b>Production occupations</b> .....	15.92	7.9	16.14	8.2	—	—
Level 1 .....	9.96	3.6	9.98	4.0	—	—
Level 2 .....	13.84	1.6	13.84	1.6	—	—
Level 3 .....	13.47	14.8	13.47	14.8	—	—
Level 4 .....	15.52	2.4	15.76	1.7	—	—
Level 6 .....	19.88	11.6	19.88	11.6	—	—
Printers .....	18.35	2.0	18.35	2.0	—	—
Printing machine operators .....	18.35	2.0	18.35	2.0	—	—
Miscellaneous production workers .....	15.12	3.6	15.29	4.2	—	—
Paper goods machine setters, operators, and tenders .....	17.14	.0	—	—	—	—
<b>Transportation and material moving occupations</b> .....	16.92	10.5	18.03	11.1	10.64	6.7
Level 1 .....	10.28	7.2	11.01	9.7	—	—
Level 2 .....	13.84	7.1	15.63	6.8	—	—
Industrial truck and tractor operators .....	19.21	12.4	19.21	12.4	—	—
Laborers and material movers, hand .....	11.67	6.5	12.86	5.3	—	—
Level 1 .....	9.47	4.2	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	13.23	8.6	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Springfield, MA, October 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$27.97	5.4	\$28.94	5.0	\$16.99	12.5
<b>Management occupations</b> .....	41.21	16.3	41.21	16.4	—	—
Education administrators .....	46.51	11.1	—	—	—	—
<b>Education, training, and library occupations</b> .....	39.09	2.8	39.93	2.7	24.96	7.2
Level 9 .....	43.09	.7	43.17	.8	—	—
Not able to be leveled .....	29.25	21.6	—	—	—	—
Primary, secondary, and special education school teachers .....	41.68	2.7	42.86	.3	—	—
Level 9 .....	43.35	.3	43.17	.8	—	—
Elementary and middle school teachers .....	40.36	7.0	43.21	.3	—	—
Level 9 .....	43.44	.7	43.44	.7	—	—
Elementary school teachers, except special education .....	39.77	8.0	43.38	.4	—	—
Level 9 .....	43.75	.3	43.75	.3	—	—
Secondary school teachers .....	42.05	.7	42.05	.7	—	—
Secondary school teachers, except special and vocational education .....	42.05	.7	42.05	.7	—	—
Special education teachers .....	44.25	1.2	—	—	—	—
Level 9 .....	44.25	1.2	—	—	—	—
Teacher assistants .....	14.20	2.0	14.35	3.2	—	—
<b>Healthcare practitioner and technical occupations</b> .....	26.10	20.1	27.49	24.1	—	—
<b>Protective service occupations</b> .....	28.27	13.4	28.27	13.4	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	16.16	3.1	16.16	3.1	—	—
Building cleaning workers .....	16.16	3.1	16.16	3.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	16.16	3.1	16.16	3.1	—	—
<b>Office and administrative support occupations</b> .....	18.43	3.1	18.60	3.2	—	—
Office clerks, general .....	17.96	8.2	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MA, October 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.45	3.7	\$24.05	4.7	\$11.63	4.0
<b>Management occupations</b> .....	36.03	11.8	36.02	11.8	—	—
Group III .....	35.00	9.2	—	—	—	—
Education administrators .....	40.66	12.3	40.64	12.4	—	—
Group III .....	38.01	6.3	—	—	—	—
Education administrators, postsecondary .....	41.83	15.1	41.81	15.2	—	—
Group III .....	37.39	7.7	37.33	7.9	—	—
<b>Business and financial operations occupations</b> .....	38.12	13.1	38.12	13.1	—	—
<b>Computer and mathematical science occupations</b> .....	33.92	9.3	33.94	9.3	—	—
<b>Architecture and engineering occupations</b> .....	31.40	5.3	31.40	5.3	—	—
Engineers .....	33.25	4.1	33.25	4.1	—	—
<b>Education, training, and library occupations</b> .....	41.66	3.1	43.28	3.3	23.06	9.3
Group I .....	14.57	2.1	—	—	—	—
Group II .....	28.70	23.5	—	—	—	—
Group III .....	51.20	2.8	—	—	—	—
Postsecondary teachers .....	63.10	1.2	64.70	.2	27.60	1.4
Group III .....	64.79	2.9	—	—	—	—
Social sciences teachers, postsecondary .....	53.10	16.6	53.58	17.0	—	—
Group III .....	54.25	19.9	—	—	—	—
Arts, communications, and humanities teachers, postsecondary .....	83.43	12.1	83.80	12.1	—	—
Group III .....	84.31	14.8	—	—	—	—
Miscellaneous postsecondary teachers .....	39.20	5.5	—	—	—	—
Primary, secondary, and special education school teachers .....	40.90	3.5	42.86	.3	—	—
Group III .....	43.35	.3	—	—	—	—
Elementary and middle school teachers .....	40.36	7.0	43.21	.3	—	—
Group III .....	43.44	.7	—	—	—	—
Elementary school teachers, except special education .....	39.77	8.0	43.38	.4	—	—
Group III .....	43.75	.3	43.75	.3	—	—
Secondary school teachers .....	42.05	.7	42.05	.7	—	—
Secondary school teachers, except special and vocational education .....	42.05	.7	42.05	.7	—	—
Special education teachers .....	44.25	1.2	—	—	—	—
Group III .....	44.25	1.2	—	—	—	—
Teacher assistants .....	14.20	2.0	14.35	3.2	—	—
Group I .....	14.57	2.1	14.57	2.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	37.28	20.5	39.86	26.9	28.52	3.4
Group II .....	25.33	6.1	—	—	—	—
Group III .....	39.35	4.9	—	—	—	—
Registered nurses .....	30.88	4.4	29.95	6.2	32.75	3.4
Group II .....	28.36	5.6	28.05	6.6	—	—
Group III .....	34.25	.8	—	—	34.49	1.0
Therapists .....	33.63	7.1	33.60	7.2	—	—
Licensed practical and licensed vocational nurses .....	22.26	7.9	—	—	—	—
Group II .....	22.49	8.9	—	—	—	—
<b>Healthcare support occupations</b> .....	14.44	5.3	14.51	6.1	—	—
Group I .....	14.32	5.8	—	—	—	—
Nursing, psychiatric, and home health aides .....	13.60	6.3	13.67	7.2	—	—
Group I .....	13.30	7.4	—	—	—	—
Psychiatric aides .....	15.10	1.6	—	—	—	—
<b>Protective service occupations</b> .....	23.76	19.2	25.61	16.3	—	—
Group I .....	11.73	17.8	—	—	—	—
Group II .....	26.44	11.2	—	—	—	—
Security guards and gaming surveillance officers .....	12.33	15.5	14.70	3.7	—	—
Group I .....	11.73	17.8	—	—	—	—
Security guards .....	12.33	15.5	14.70	3.7	—	—
Group I .....	11.73	17.8	14.32	7.6	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MA, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b> .....	\$6.95	19.5	—	—	\$6.34	9.7
Group I .....	6.33	15.7	—	—	—	—
Cooks .....	14.35	3.6	—	—	—	—
Food preparation workers .....	10.37	1.5	—	—	—	—
Group I .....	10.37	1.5	—	—	—	—
Food service, tipped .....	3.33	16.2	—	—	3.72	13.2
Group I .....	3.33	16.2	—	—	—	—
Waiters and waitresses .....	—	—	—	—	3.17	11.7
Group I .....	—	—	—	—	3.17	11.7
<b>Building and grounds cleaning and maintenance occupations</b> .....	18.53	22.0	\$19.54	20.8	—	—
Group I .....	11.18	8.7	—	—	—	—
Building cleaning workers .....	11.32	7.9	11.96	10.6	—	—
Group I .....	11.18	8.7	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.68	7.6	12.51	10.5	—	—
Group I .....	11.55	8.4	12.47	12.0	—	—
<b>Personal care and service occupations</b> .....	9.99	5.1	—	—	10.01	5.7
Group I .....	9.75	6.4	—	—	—	—
<b>Sales and related occupations</b> .....	16.25	19.5	20.26	24.3	9.21	2.2
Group I .....	11.04	.0	—	—	—	—
Group II .....	24.23	15.9	—	—	—	—
Retail sales workers .....	10.46	3.3	—	—	9.21	2.2
Group I .....	10.46	3.3	—	—	—	—
Cashiers, all workers .....	9.63	.9	—	—	9.23	2.2
Group I .....	9.63	.9	—	—	—	—
Cashiers .....	9.63	.9	—	—	9.23	2.2
Group I .....	9.63	.9	—	—	9.23	2.2
<b>Office and administrative support occupations</b> .....	16.46	3.1	17.38	2.8	13.84	4.8
Group I .....	14.91	3.7	—	—	—	—
Group II .....	20.06	3.5	—	—	—	—
Financial clerks .....	14.85	6.2	15.73	6.2	11.76	4.6
Group I .....	14.91	6.5	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	14.65	5.4	—	—	—	—
Group I .....	13.84	7.9	—	—	—	—
Customer service representatives .....	16.71	4.5	17.75	3.3	—	—
Receptionists and information clerks .....	15.92	8.7	—	—	—	—
Group I .....	15.92	8.7	—	—	—	—
Secretaries and administrative assistants .....	17.49	4.4	17.67	5.1	—	—
Group I .....	15.45	4.9	—	—	—	—
Group II .....	18.47	4.7	—	—	—	—
Secretaries, except legal, medical, and executive .....	18.21	6.8	18.21	6.8	—	—
Office clerks, general .....	17.03	5.2	17.51	4.8	—	—
Group I .....	16.11	6.0	16.58	5.6	—	—
<b>Construction and extraction occupations</b> .....	24.84	2.5	24.84	2.5	—	—
Group II .....	25.59	1.5	—	—	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.98	3.9	18.98	3.9	—	—
Group II .....	18.19	4.1	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.20	8.7	18.20	8.7	—	—
<b>Production occupations</b> .....	15.89	7.9	16.11	8.1	—	—
Group I .....	13.47	5.8	—	—	—	—
Group II .....	20.00	3.3	—	—	—	—
Printers .....	18.35	2.0	18.35	2.0	—	—
Group I .....	16.90	4.8	—	—	—	—
Printing machine operators .....	18.35	2.0	18.35	2.0	—	—
Group I .....	16.90	4.8	16.90	4.8	—	—
Miscellaneous production workers .....	15.12	3.6	15.29	4.2	—	—
Group I .....	13.27	4.1	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Springfield, MA, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations</b> —Continued						
Paper goods machine setters, operators, and tenders	\$17.14	0.0	—	—	—	—
<b>Transportation and material moving occupations</b> .....	16.96	9.8	\$18.03	11.1	\$13.00	12.7
Group I .....	14.57	11.4	—	—	—	—
Industrial truck and tractor operators .....	19.21	12.4	19.21	12.4	—	—
Group I .....	15.19	.0	15.19	.0	—	—
Laborers and material movers, hand .....	11.67	6.5	12.86	5.3	—	—
Group I .....	11.67	6.5	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	13.23	8.6	—	—	—	—
Group I .....	13.23	8.6	—	—	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, October 2007**

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.52	\$12.00	\$17.06	\$26.13	\$39.93
<b>Management occupations</b> .....	20.02	26.42	28.92	41.04	58.99
Education administrators .....	29.43	31.94	39.81	46.06	58.48
Education administrators, postsecondary .....	24.33	29.43	40.00	50.80	60.71
<b>Business and financial operations occupations</b> .....	18.74	23.65	25.73	41.25	88.82
<b>Computer and mathematical science occupations</b> .....	23.23	28.83	37.75	38.31	38.94
<b>Architecture and engineering occupations</b> .....	21.58	29.08	30.46	34.31	41.58
Engineers .....	27.55	30.41	31.97	37.23	42.09
<b>Education, training, and library occupations</b> .....	14.25	26.87	42.31	47.26	71.12
Postsecondary teachers .....	29.77	39.73	56.86	79.66	102.15
Social sciences teachers, postsecondary .....	29.77	31.43	42.95	58.56	79.66
Arts, communications, and humanities teachers, postsecondary .....	42.46	50.32	83.51	102.15	137.40
Miscellaneous postsecondary teachers .....	27.09	31.03	36.89	47.52	54.68
Primary, secondary, and special education school teachers .....	31.25	39.96	43.18	45.00	49.90
Elementary and middle school teachers .....	30.85	39.01	42.31	45.89	48.46
Elementary school teachers, except special education .....	28.34	40.33	42.31	45.81	48.10
Secondary school teachers .....	36.93	39.96	43.18	43.18	45.63
Secondary school teachers, except special and vocational education .....	36.93	39.96	43.18	43.18	45.63
Special education teachers .....	32.69	39.97	44.55	50.38	54.01
Teacher assistants .....	12.20	13.21	14.25	14.77	17.06
<b>Healthcare practitioner and technical occupations</b> .....	16.94	23.95	30.37	38.22	46.15
Registered nurses .....	24.49	27.00	31.03	33.89	38.83
Therapists .....	26.06	29.87	30.83	42.51	45.00
Licensed practical and licensed vocational nurses .....	18.66	20.86	21.83	25.75	25.75
<b>Healthcare support occupations</b> .....	10.48	12.73	14.52	16.27	18.51
Nursing, psychiatric, and home health aides .....	10.16	12.00	13.68	15.19	16.60
Psychiatric aides .....	12.81	14.52	15.19	15.60	16.60
<b>Protective service occupations</b> .....	10.00	17.06	23.38	32.81	35.45
Security guards and gaming surveillance officers .....	7.50	8.00	12.92	14.82	17.75
Security guards .....	7.50	8.00	12.92	14.82	17.75
<b>Food preparation and serving related occupations</b> .....	2.63	2.63	7.00	9.00	14.00
Cooks .....	13.07	13.50	14.42	14.96	15.70
Food preparation workers .....	8.55	8.55	10.00	11.25	14.00
Food service, tipped .....	2.63	2.63	2.63	2.75	5.50
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.12	9.91	18.81	26.13	26.13
Building cleaning workers .....	8.00	8.20	10.00	14.90	17.36
Janitors and cleaners, except maids and housekeeping cleaners .....	8.00	8.20	10.96	15.13	17.98
<b>Personal care and service occupations</b> .....	6.93	9.03	10.70	10.70	10.70
<b>Sales and related occupations</b> .....	8.00	9.00	11.50	16.25	36.54
Retail sales workers .....	8.00	8.50	10.00	11.50	15.00
Cashiers, all workers .....	8.00	8.25	9.25	10.75	12.00
Cashiers .....	8.00	8.25	9.25	10.75	12.00
<b>Office and administrative support occupations</b> .....	12.00	14.22	16.08	18.00	21.05
Financial clerks .....	11.45	12.00	15.27	16.50	18.97
Bookkeeping, accounting, and auditing clerks .....	10.90	13.80	15.37	16.50	18.97
Customer service representatives .....	12.57	15.52	16.43	17.50	20.64
Receptionists and information clerks .....	12.72	13.90	16.00	17.50	18.12
Secretaries and administrative assistants .....	14.73	15.00	15.98	19.27	21.88
Secretaries, except legal, medical, and executive .....	14.99	15.00	18.45	21.05	23.56
Office clerks, general .....	12.00	15.35	17.50	19.96	21.18
<b>Construction and extraction occupations</b> .....	21.39	23.34	23.39	26.78	29.33

See footnotes at end of table.



Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, October 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Installation, maintenance, and repair occupations</b> .....	\$16.00	\$16.88	\$18.63	\$18.63	\$22.95
Industrial machinery installation, repair, and maintenance workers .....	12.25	13.25	17.79	22.19	22.19
<b>Production occupations</b> .....	10.00	11.79	14.84	17.92	21.58
Printers .....	14.11	15.89	17.17	18.89	26.25
Printing machine operators .....	14.11	15.89	17.17	18.89	26.25
Miscellaneous production workers .....	9.50	11.56	15.49	19.44	20.43
Paper goods machine setters, operators, and tenders	11.00	14.75	18.23	20.43	20.72
<b>Transportation and material moving occupations</b> .....	10.03	11.71	16.94	22.18	26.06
Industrial truck and tractor operators .....	12.77	15.99	22.18	22.18	22.18
Laborers and material movers, hand .....	8.25	9.15	11.00	13.93	15.83
Laborers and freight, stock, and material movers, hand .....	8.91	11.00	13.93	15.15	16.94

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.25	\$10.80	\$16.20	\$25.50	\$34.08
<b>Management occupations</b> .....	20.02	24.33	28.92	40.48	47.95
Education administrators .....	24.33	29.43	30.11	40.00	46.06
Education administrators, postsecondary .....	24.33	29.43	30.11	40.00	46.06
<b>Business and financial operations occupations</b> .....	23.89	24.44	35.58	47.12	88.82
<b>Computer and mathematical science occupations</b> .....	28.83	28.83	37.75	38.31	38.94
<b>Architecture and engineering occupations</b> .....	28.44	29.79	30.97	35.48	40.98
Engineers .....	28.44	30.46	30.97	36.52	40.98
<b>Education, training, and library occupations</b> .....	11.73	21.90	31.43	79.66	113.10
Postsecondary teachers .....	29.77	30.00	78.97	90.43	137.50
Social sciences teachers, postsecondary .....	29.77	29.77	57.85	78.97	113.10
Arts, communications, and humanities teachers, postsecondary .....	50.32	80.35	90.53	137.40	160.02
<b>Healthcare practitioner and technical occupations</b> .....	21.32	25.75	30.83	38.14	46.15
Registered nurses .....	23.97	26.85	30.00	33.71	37.78
Licensed practical and licensed vocational nurses .....	18.66	20.86	21.83	25.75	25.75
<b>Healthcare support occupations</b> .....	10.21	12.17	14.00	16.71	18.51
Nursing, psychiatric, and home health aides .....	9.92	10.81	12.93	15.00	16.21
<b>Protective service occupations</b> .....	7.50	8.00	12.92	15.83	17.75
Security guards and gaming surveillance officers .....	7.50	8.00	12.92	15.83	17.75
Security guards .....	7.50	8.00	12.92	15.83	17.75
<b>Food preparation and serving related occupations</b> .....	2.63	2.63	7.00	9.00	14.00
Cooks .....	13.07	13.50	14.42	14.96	15.70
Food preparation workers .....	8.55	8.55	10.00	11.25	14.00
Food service, tipped .....	2.63	2.63	2.63	2.75	5.50
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.00	8.54	26.13	26.13	26.13
Building cleaning workers .....	8.00	8.12	8.52	10.96	12.20
Janitors and cleaners, except maids and housekeeping cleaners .....	7.50	8.00	8.41	10.96	12.50
<b>Personal care and service occupations</b> .....	6.93	8.16	10.70	10.70	10.70
<b>Sales and related occupations</b> .....	8.00	9.00	11.50	16.25	36.54
Retail sales workers .....	8.00	8.50	10.00	11.50	15.00
Cashiers, all workers .....	8.00	8.25	9.25	10.75	12.00
Cashiers .....	8.00	8.25	9.25	10.75	12.00
<b>Office and administrative support occupations</b> .....	11.95	13.80	16.00	17.50	20.19
Financial clerks .....	11.40	11.99	13.80	15.37	16.50
Bookkeeping, accounting, and auditing clerks .....	10.90	13.80	15.37	16.50	16.50
Customer service representatives .....	12.57	15.52	16.43	17.50	20.64
Receptionists and information clerks .....	12.72	13.90	16.00	17.50	18.12
Secretaries and administrative assistants .....	14.22	15.00	15.87	19.27	22.06
Secretaries, except legal, medical, and executive .....	15.00	15.00	15.26	19.27	24.28
Office clerks, general .....	12.00	16.27	17.50	17.50	19.98
<b>Construction and extraction occupations</b> .....	23.34	23.34	23.39	26.78	26.78
<b>Installation, maintenance, and repair occupations</b> .....	16.00	16.88	18.63	18.63	22.19
<b>Production occupations</b> .....	10.00	11.75	14.90	17.97	21.58
Printers .....	14.11	15.89	17.17	18.89	26.25
Printing machine operators .....	14.11	15.89	17.17	18.89	26.25
Miscellaneous production workers .....	9.50	11.56	15.49	19.44	20.43
Paper goods machine setters, operators, and tenders .....	11.00	14.75	18.23	20.43	20.72
<b>Transportation and material moving occupations</b> .....	9.98	11.36	15.83	22.18	26.06
Industrial truck and tractor operators .....	12.77	15.99	22.18	22.18	22.18
Laborers and material movers, hand .....	8.25	9.15	11.00	13.93	15.83

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, October 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b> —Continued					
Laborers and freight, stock, and material movers, hand .....	\$8.91	\$11.00	\$13.93	\$15.15	\$16.94

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Springfield, MA, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$14.25	\$17.06	\$22.82	\$39.73	\$44.77
<b>Management occupations</b> .....	26.42	26.42	39.81	50.80	60.71
Education administrators .....	31.94	38.81	40.56	55.29	63.02
<b>Education, training, and library occupations</b> .....	14.25	30.96	42.51	45.00	54.06
Primary, secondary, and special education school teachers .....	33.03	39.96	43.18	45.61	49.90
Elementary and middle school teachers .....	30.85	39.01	42.31	45.89	48.46
Elementary school teachers, except special education .....	28.34	40.33	42.31	45.81	48.10
Secondary school teachers .....	36.93	39.96	43.18	43.18	45.63
Secondary school teachers, except special and vocational education .....	36.93	39.96	43.18	43.18	45.63
Special education teachers .....	32.69	39.97	44.55	50.38	54.01
Teacher assistants .....	12.20	13.21	14.25	14.77	17.06
<b>Healthcare practitioner and technical occupations</b> .....	16.94	16.94	16.94	41.16	43.29
<b>Protective service occupations</b> .....	19.45	22.12	29.74	32.81	38.15
<b>Building and grounds cleaning and maintenance     occupations</b> .....	13.51	15.13	15.67	18.07	18.07
Building cleaning workers .....	13.51	15.13	15.67	18.07	18.07
Janitors and cleaners, except maids and housekeeping cleaners .....	13.51	15.13	15.67	18.07	18.07
<b>Office and administrative support occupations</b> .....	14.99	15.91	18.97	21.05	22.82
Office clerks, general .....	14.43	15.35	16.80	22.82	22.82

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MA, October 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.80	\$14.84	\$19.26	\$28.40	\$42.31
<b>Management occupations</b> .....	20.02	26.42	28.92	41.04	58.99
Education administrators .....	29.43	31.94	39.81	46.06	58.48
Education administrators, postsecondary .....	24.33	29.43	40.00	50.80	60.71
<b>Business and financial operations occupations</b> .....	18.74	23.65	25.73	41.25	88.82
<b>Computer and mathematical science occupations</b> .....	23.23	28.83	37.75	38.31	38.94
<b>Architecture and engineering occupations</b> .....	21.58	29.08	30.46	34.31	41.58
Engineers .....	27.55	30.41	31.97	37.23	42.09
<b>Education, training, and library occupations</b> .....	14.25	29.90	42.78	47.74	71.50
Postsecondary teachers .....	29.77	42.46	57.90	79.66	102.15
Social sciences teachers, postsecondary .....	29.77	30.94	42.95	78.97	79.66
Arts, communications, and humanities teachers, postsecondary .....	42.46	50.32	83.51	102.15	137.40
Primary, secondary, and special education school teachers .....	35.18	40.33	43.18	45.61	49.18
Elementary and middle school teachers .....	35.74	42.31	42.78	46.12	48.46
Elementary school teachers, except special education .....	38.82	42.31	42.78	46.12	48.10
Secondary school teachers .....	36.93	39.96	43.18	43.18	45.63
Secondary school teachers, except special and vocational education .....	36.93	39.96	43.18	43.18	45.63
Teacher assistants .....	12.40	13.39	14.25	14.77	17.06
<b>Healthcare practitioner and technical occupations</b> .....	16.94	23.61	30.83	41.42	46.15
Registered nurses .....	23.95	26.10	28.80	33.71	37.32
Therapists .....	26.06	29.87	30.83	44.07	45.00
<b>Healthcare support occupations</b> .....	10.48	12.91	14.61	16.60	18.51
Nursing, psychiatric, and home health aides .....	10.04	12.01	13.91	15.19	16.60
<b>Protective service occupations</b> .....	13.88	19.44	24.28	32.81	38.15
Security guards and gaming surveillance officers .....	11.66	13.18	13.91	16.40	17.75
Security guards .....	11.66	13.18	13.91	16.40	17.75
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.37	11.81	26.13	26.13	26.13
Building cleaning workers .....	8.12	8.41	10.96	15.49	17.98
Janitors and cleaners, except maids and housekeeping cleaners .....	8.00	8.41	11.95	15.56	18.07
<b>Sales and related occupations</b> .....	10.00	11.44	15.13	20.14	47.67
<b>Office and administrative support occupations</b> .....	13.00	15.00	16.50	19.07	22.51
Financial clerks .....	11.99	13.80	15.37	16.50	19.56
Customer service representatives .....	15.77	16.43	16.43	18.82	22.51
Secretaries and administrative assistants .....	14.22	15.00	16.94	19.70	22.06
Secretaries, except legal, medical, and executive .....	14.99	15.00	18.45	21.05	23.56
Office clerks, general .....	13.12	16.27	17.50	19.98	22.82
<b>Construction and extraction occupations</b> .....	21.39	23.34	23.39	26.78	29.33
<b>Installation, maintenance, and repair occupations</b> .....	16.00	16.88	18.63	18.63	22.95
Industrial machinery installation, repair, and maintenance workers .....	12.25	13.25	17.79	22.19	22.19
<b>Production occupations</b> .....	10.23	12.00	15.00	18.14	21.58
Printers .....	14.11	15.89	17.17	18.89	26.25
Printing machine operators .....	14.11	15.89	17.17	18.89	26.25
Miscellaneous production workers .....	9.80	12.00	15.49	19.44	20.43

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MA, October 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations .....</b>	<b>\$10.49</b>	<b>\$12.50</b>	<b>\$18.33</b>	<b>\$25.61</b>	<b>\$26.30</b>
Industrial truck and tractor operators .....	12.77	15.99	22.18	22.18	22.18
Laborers and material movers, hand .....	8.91	10.03	13.83	15.15	16.88

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Springfield, MA, October 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.93	\$8.00	\$10.47	\$12.81	\$17.78
<b>Education, training, and library occupations</b> .....	9.29	10.85	21.90	31.03	40.93
Postsecondary teachers .....	21.90	21.90	29.55	31.03	31.43
<b>Healthcare practitioner and technical occupations</b> .....	16.94	25.75	29.25	32.39	38.14
Registered nurses .....	28.25	29.25	32.39	34.91	39.00
<b>Food preparation and serving related occupations</b> .....	2.63	2.75	7.00	8.55	9.90
Food service, tipped .....	2.63	2.63	2.75	5.50	5.50
Waiters and waitresses .....	2.63	2.63	2.75	2.75	2.76
<b>Personal care and service occupations</b> .....	6.93	8.16	10.70	10.70	10.70
<b>Sales and related occupations</b> .....	7.95	8.00	8.50	9.85	11.53
Retail sales workers .....	7.95	8.00	8.50	9.85	11.53
Cashiers, all workers .....	8.00	8.00	8.50	9.75	11.75
Cashiers .....	8.00	8.00	8.50	9.75	11.75
<b>Office and administrative support occupations</b> .....	10.60	11.45	14.15	15.87	16.08
Financial clerks .....	9.75	10.90	11.45	13.73	13.73
<b>Transportation and material moving occupations</b> .....	8.00	10.20	12.05	17.37	18.24

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$24.05	\$19.26	\$940	\$746	39.1	\$47,236	\$38,925	1,964
<b>Management occupations</b> .....	36.02	28.92	1,390	1,157	38.6	72,271	60,160	2,006
Education administrators .....	40.64	39.81	1,571	1,407	38.7	81,704	73,160	2,011
Education administrators, postsecondary .....	41.81	40.00	1,599	1,400	38.2	83,155	72,800	1,989
<b>Business and financial operations occupations</b> .....	38.12	25.73	1,496	977	39.2	77,781	50,825	2,040
<b>Computer and mathematical science occupations</b> .....	33.94	37.75	1,358	1,510	40.0	70,602	78,510	2,080
<b>Architecture and engineering occupations</b> .....	31.40	30.46	1,296	1,218	41.3	67,368	63,346	2,145
Engineers .....	33.25	31.97	1,384	1,308	41.6	71,953	68,033	2,164
<b>Education, training, and library occupations</b> .....	43.28	42.78	1,490	1,403	34.4	57,459	51,465	1,328
Postsecondary teachers .....	64.70	57.90	2,326	2,120	36.0	91,401	82,553	1,413
Social sciences teachers, postsecondary .....	53.58	42.95	1,930	1,718	36.0	75,348	66,996	1,406
Arts, communications, and humanities teachers, postsecondary .....	83.80	83.51	2,898	3,132	34.6	114,339	119,000	1,364
Primary, secondary, and special education school teachers .....	42.86	43.18	1,435	1,403	33.5	52,542	51,465	1,226
Elementary and middle school teachers .....	43.21	42.78	1,457	1,481	33.7	53,536	54,497	1,239
Elementary school teachers, except special education .....	43.38	42.78	1,469	1,481	33.9	53,916	54,497	1,243
Secondary school teachers .....	42.05	43.18	1,388	1,403	33.0	50,565	50,517	1,202
Secondary school teachers, except special and vocational education .....	42.05	43.18	1,388	1,403	33.0	50,565	50,517	1,202
Teacher assistants .....	14.35	14.25	461	463	32.1	16,967	16,671	1,183
<b>Healthcare practitioner and technical occupations</b> .....	39.86	30.83	1,519	1,190	38.1	77,334	59,257	1,940
Registered nurses .....	29.95	28.80	1,128	1,102	37.7	57,697	57,741	1,926
Therapists .....	33.60	30.83	1,263	1,233	37.6	55,839	58,272	1,662
<b>Healthcare support occupations</b> .....	14.51	14.61	548	536	37.7	28,472	27,851	1,962
Nursing, psychiatric, and home health aides .....	13.67	13.91	509	513	37.3	26,472	26,651	1,937
<b>Protective service occupations</b> .....	25.61	24.28	1,035	936	40.4	53,494	48,670	2,089
Security guards and gaming surveillance officers .....	14.70	13.91	586	556	39.8	29,643	28,870	2,017
Security guards .....	14.70	13.91	586	556	39.8	29,643	28,870	2,017
<b>Building and grounds cleaning and maintenance occupations</b> .....	19.54	26.13	778	1,045	39.8	40,466	54,355	2,071
Building cleaning workers .....	11.96	10.96	474	438	39.6	24,637	22,797	2,060
Janitors and cleaners, except maids and housekeeping cleaners .....	12.51	11.95	500	478	40.0	26,025	24,864	2,080
<b>Sales and related occupations</b> .....	20.26	15.13	806	600	39.8	41,919	31,200	2,069
<b>Office and administrative support occupations</b> .....	17.38	16.50	679	660	39.1	35,180	34,320	2,024
Financial clerks .....	15.73	15.37	609	615	38.7	31,694	31,970	2,015
Customer service representatives .....	17.75	16.43	700	657	39.4	36,410	34,166	2,051
Secretaries and administrative assistants .....	17.67	16.94	687	692	38.9	35,386	35,974	2,002

See footnotes at end of table.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Office and administrative support occupations</b> –Continued								
Secretaries, except legal, medical, and executive .....	\$18.21	\$18.45	\$698	\$723	38.3	\$35,814	\$36,733	1,966
Office clerks, general .....	17.51	17.50	682	700	39.0	35,102	36,400	2,004
<b>Construction and extraction occupations</b> .....	24.84	23.39	994	936	40.0	51,673	48,651	2,080
<b>Installation, maintenance, and repair occupations</b> .....	18.98	18.63	758	745	39.9	39,411	38,750	2,077
Industrial machinery installation, repair, and maintenance workers	18.20	17.79	715	712	39.3	37,169	37,001	2,042
<b>Production occupations</b> .....	16.11	15.00	639	596	39.7	33,247	30,992	2,064
Printers .....	18.35	17.17	734	687	40.0	38,172	35,714	2,080
Printing machine operators .....	18.35	17.17	734	687	40.0	38,172	35,714	2,080
Miscellaneous production workers .....	15.29	15.49	573	544	37.5	29,778	28,305	1,948
<b>Transportation and material moving occupations</b> .....	18.03	18.33	738	727	40.9	38,389	37,794	2,129
Industrial truck and tractor operators ..	19.21	22.18	751	887	39.1	39,078	46,134	2,035
Laborers and material movers, hand ..	12.86	13.83	515	553	40.0	26,754	28,766	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$22.79	\$18.33	\$898	\$721	39.4	\$46,419	\$37,477	2,036
<b>Management occupations</b> .....	35.06	28.92	1,346	1,157	38.4	69,996	60,160	1,996
Education administrators .....	33.40	30.11	1,256	1,261	37.6	65,313	65,571	1,956
Education administrators, postsecondary .....	33.40	30.11	1,256	1,261	37.6	65,313	65,571	1,956
<b>Business and financial operations occupations</b> .....	42.40	35.58	1,693	1,442	39.9	88,036	75,005	2,076
<b>Computer and mathematical science occupations</b> .....	35.94	37.75	1,438	1,510	40.0	74,765	78,510	2,080
<b>Architecture and engineering occupations</b> .....	32.42	30.97	1,365	1,239	42.1	70,978	64,420	2,189
Engineers .....	33.03	30.97	1,407	1,308	42.6	73,179	68,033	2,216
<b>Education, training, and library occupations</b> .....	58.30	47.52	1,983	1,918	34.0	82,128	77,610	1,409
Postsecondary teachers .....	75.15	78.97	2,466	2,833	32.8	97,665	112,527	1,300
Social sciences teachers, postsecondary .....	63.79	57.85	2,170	2,049	34.0	84,746	79,910	1,328
<b>Healthcare practitioner and technical occupations</b> .....	43.04	31.50	1,630	1,190	37.9	84,738	61,880	1,969
Registered nurses .....	29.26	28.12	1,094	1,008	37.4	56,892	52,397	1,944
<b>Healthcare support occupations</b> .....	14.42	14.09	535	525	37.1	27,841	27,300	1,930
Nursing, psychiatric, and home health aides .....	13.11	13.10	473	465	36.1	24,593	24,161	1,876
<b>Protective service occupations</b> .....	14.82	14.02	590	561	39.8	30,687	29,166	2,071
Security guards and gaming surveillance officers .....	14.82	14.02	590	561	39.8	30,687	29,166	2,071
Security guards .....	14.82	14.02	590	561	39.8	30,687	29,166	2,071
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.87	8.52	389	336	39.4	20,247	17,493	2,050
Building cleaning workers .....	9.87	8.52	389	336	39.4	20,247	17,493	2,050
Janitors and cleaners, except maids and housekeeping cleaners .....	10.21	9.91	408	396	40.0	21,236	20,607	2,080
<b>Sales and related occupations</b> .....	20.26	15.13	806	600	39.8	41,919	31,200	2,069
<b>Office and administrative support occupations</b> .....	17.14	16.43	674	657	39.3	35,025	34,166	2,043
Financial clerks .....	14.79	15.37	579	611	39.2	30,117	31,762	2,036
Customer service representatives .....	17.75	16.43	700	657	39.4	36,410	34,166	2,051
Secretaries and administrative assistants .....	17.26	15.98	676	639	39.2	34,947	33,238	2,025
Secretaries, except legal, medical, and executive .....	17.73	15.26	686	600	38.7	35,257	31,200	1,988
<b>Construction and extraction occupations</b> .....	24.92	23.39	997	936	40.0	51,833	48,651	2,080
<b>Installation, maintenance, and repair occupations</b> .....	18.95	18.63	757	745	39.9	39,342	38,750	2,076
<b>Production occupations</b> .....	16.14	15.00	641	600	39.7	33,307	31,179	2,064
Printers .....	18.35	17.17	734	687	40.0	38,172	35,714	2,080
Printing machine operators .....	18.35	17.17	734	687	40.0	38,172	35,714	2,080
Miscellaneous production workers .....	15.29	15.49	573	544	37.5	29,778	28,305	1,948

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations .....</b>	\$18.03	\$18.33	\$738	\$727	40.9	\$38,389	\$37,794	2,129
Industrial truck and tractor operators ..	19.21	22.18	751	887	39.1	39,078	46,134	2,035
Laborers and material movers, hand ..	12.86	13.83	515	553	40.0	26,754	28,766	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Springfield, MA, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$28.94	\$23.76	\$1,098	\$936	37.9	\$49,948	\$48,299	1,726
<b>Management occupations</b> .....	41.21	39.81	1,635	1,521	39.7	85,033	79,098	2,064
<b>Education, training, and library occupations</b> .....	39.93	42.78	1,378	1,403	34.5	52,340	51,061	1,311
Primary, secondary, and special education school teachers .....	42.86	43.18	1,435	1,403	33.5	52,542	51,465	1,226
Elementary and middle school teachers .....	43.21	42.78	1,457	1,481	33.7	53,536	54,497	1,239
Elementary school teachers, except special education .....	43.38	42.78	1,469	1,481	33.9	53,916	54,497	1,243
Secondary school teachers .....	42.05	43.18	1,388	1,403	33.0	50,565	50,517	1,202
Secondary school teachers, except special and vocational education .....	42.05	43.18	1,388	1,403	33.0	50,565	50,517	1,202
Teacher assistants .....	14.35	14.25	461	463	32.1	16,967	16,671	1,183
<b>Healthcare practitioner and technical occupations</b> .....	27.49	16.94	1,074	912	39.1	50,483	35,235	1,836
<b>Protective service occupations</b> .....	28.27	29.74	1,147	1,190	40.6	59,186	61,855	2,093
<b>Building and grounds cleaning and maintenance occupations</b> .....	16.16	15.67	646	627	40.0	33,612	32,594	2,080
Building cleaning workers .....	16.16	15.67	646	627	40.0	33,612	32,594	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	16.16	15.67	646	627	40.0	33,612	32,594	2,080
<b>Office and administrative support occupations</b> .....	18.60	19.05	702	734	37.7	35,920	38,150	1,931

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Springfield, MA, October 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$20.06	\$17.47	\$20.30	\$27.73
Management, professional, and related .....	37.87	44.21	30.49	40.85
Management, business, and financial .....	37.27	30.98	34.57	44.89
Professional and related .....	38.26	54.29	27.40	38.91
Service .....	12.00	12.06	10.12	15.10
Sales and office .....	16.21	14.91	19.30	17.95
Sales and related .....	16.25	13.85	21.13	—
Office and administrative support .....	16.17	15.99	16.60	16.40
Natural resources, construction, and maintenance .....	22.30	21.95	26.50	—
Construction and extraction .....	24.92	—	—	—
Installation, maintenance, and repair .....	18.95	—	—	—
Production, transportation, and material moving .....	16.27	16.47	16.06	16.07
Production .....	15.92	15.35	16.72	16.04
Transportation and material moving .....	16.92	18.06	14.83	16.16
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.3	8.8	8.7	5.7
Management, professional, and related .....	7.5	19.7	10.5	5.5
Management, business, and financial .....	10.8	13.7	16.2	15.7
Professional and related .....	9.9	21.9	7.2	4.5
Service .....	18.4	26.9	4.5	2.0
Sales and office .....	9.3	11.1	28.8	3.4
Sales and related .....	19.5	17.7	41.3	—
Office and administrative support .....	3.5	4.7	6.0	5.1
Natural resources, construction, and maintenance .....	2.8	2.2	8.3	—
Construction and extraction .....	2.7	—	—	—
Installation, maintenance, and repair .....	4.7	—	—	—
Production, transportation, and material moving .....	6.4	9.9	8.9	2.2
Production .....	7.9	15.1	6.3	1.4
Transportation and material moving .....	10.5	15.3	19.7	5.8

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$20.42	\$16.88	\$814	\$675	39.9	\$42,352	\$35,100	2,074
<b>Management occupations</b> .....	31.65	28.92	1,244	1,157	39.3	64,688	60,160	2,044
<b>Sales and related occupations</b> .....	15.84	15.00	632	600	39.9	32,851	31,200	2,073
<b>Office and administrative support occupations</b> ....	16.65	16.43	656	657	39.4	34,136	34,166	2,051
<b>Production occupations</b> .....	15.76	12.92	630	517	40.0	32,779	26,874	2,080
<b>Transportation and material moving occupations</b>	18.43	18.33	765	733	41.5	39,765	38,126	2,158

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$25.45	\$20.19	\$990	\$778	38.9	\$50,786	\$40,435	1,996
<b>Management occupations</b> .....	36.63	29.43	1,391	1,152	38.0	72,354	59,883	1,975
Education administrators .....	33.40	30.11	1,256	1,261	37.6	65,313	65,571	1,956
Education administrators, postsecondary .....	33.40	30.11	1,256	1,261	37.6	65,313	65,571	1,956
<b>Business and financial operations occupations</b> .....	44.22	36.06	1,778	1,538	40.2	92,457	79,997	2,091
<b>Computer and mathematical science occupations</b> .....	35.53	37.75	1,421	1,510	40.0	73,898	78,510	2,080
<b>Architecture and engineering occupations</b> .....	32.42	30.97	1,365	1,239	42.1	70,978	64,420	2,189
Engineers .....	33.03	30.97	1,407	1,308	42.6	73,179	68,033	2,216
<b>Education, training, and library occupations</b> .....	58.30	47.52	1,983	1,918	34.0	82,128	77,610	1,409
Postsecondary teachers .....	75.15	78.97	2,466	2,833	32.8	97,665	112,527	1,300
Social sciences teachers, postsecondary .....	63.79	57.85	2,170	2,049	34.0	84,746	79,910	1,328
<b>Healthcare practitioner and technical occupations</b> .....	29.30	28.08	1,102	983	37.6	57,280	51,106	1,955
Registered nurses .....	29.35	28.12	1,096	1,008	37.3	56,991	52,399	1,942
<b>Healthcare support occupations</b> .....	13.11	13.10	473	465	36.1	24,593	24,161	1,876
Nursing, psychiatric, and home health aides .....	13.11	13.10	473	465	36.1	24,593	24,161	1,876
<b>Protective service occupations</b> .....	14.82	14.02	590	561	39.8	30,687	29,166	2,071
Security guards and gaming surveillance officers .....	14.82	14.02	590	561	39.8	30,687	29,166	2,071
Security guards .....	14.82	14.02	590	561	39.8	30,687	29,166	2,071
<b>Food preparation and serving related occupations</b> .....	12.18	13.64	479	546	39.3	23,655	27,768	1,943
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.90	8.52	430	336	39.4	22,356	17,493	2,050
Building cleaning workers .....	9.87	8.52	389	336	39.4	20,212	17,493	2,048
Janitors and cleaners, except maids and housekeeping cleaners .....	10.25	9.84	410	394	40.0	21,320	20,467	2,080
<b>Office and administrative support occupations</b> .....	18.05	17.78	707	678	39.2	36,648	35,235	2,030
Customer service representatives .....	20.59	19.00	792	753	38.5	41,200	39,152	2,001
Secretaries and administrative assistants .....	18.04	17.66	705	706	39.1	36,240	36,647	2,009
<b>Installation, maintenance, and repair occupations</b> .....	23.68	22.19	940	888	39.7	48,887	46,161	2,064
<b>Production occupations</b> .....	16.44	15.60	648	618	39.4	33,718	32,115	2,051
Printers .....	16.90	16.73	676	669	40.0	35,151	34,798	2,080
Printing machine operators .....	16.90	16.73	676	669	40.0	35,151	34,798	2,080
Miscellaneous production workers .....	17.48	18.23	624	602	35.7	32,429	31,289	1,855
<b>Transportation and material moving occupations</b> .....	17.27	15.99	690	633	39.9	35,858	32,926	2,077
Industrial truck and tractor operators .....	15.19	15.40	577	552	38.0	29,978	28,704	1,974

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Springfield, MA, October 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$24.91	\$18.90	\$29.93	\$20.24	\$20.25	\$20.06
Management, professional, and related .....	38.40	32.12	38.92	36.46	38.06	23.82
Management, business, and financial .....	—	—	—	36.44	37.27	—
Professional and related .....	38.35	32.12	38.94	36.46	38.59	22.94
Service .....	23.63	11.58	24.89	12.00	12.01	—
Sales and office .....	14.43	—	18.19	16.71	16.68	—
Sales and related .....	—	—	—	17.12	17.12	—
Office and administrative support .....	17.00	14.64	18.19	16.34	16.28	—
Natural resources, construction, and maintenance ....	22.86	23.63	20.31	19.76	19.76	—
Construction and extraction .....	24.97	—	—	—	—	—
Installation, maintenance, and repair .....	19.31	—	—	18.63	18.63	—
Production, transportation, and material moving .....	18.22	18.35	—	15.56	15.48	—
Production .....	15.21	15.33	—	16.02	16.02	—
Transportation and material moving .....	20.00	20.00	—	14.32	13.82	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	4.0	4.4	5.0	4.8	5.0	11.3
Management, professional, and related .....	3.9	.5	4.2	7.3	7.6	9.6
Management, business, and financial .....	—	—	—	10.2	10.8	—
Professional and related .....	1.9	.5	2.1	10.2	10.2	13.0
Service .....	17.1	6.8	16.1	18.1	19.0	—
Sales and office .....	8.5	—	4.1	11.1	11.2	—
Sales and related .....	—	—	—	24.2	24.2	—
Office and administrative support .....	6.5	15.2	4.1	3.7	3.7	—
Natural resources, construction, and maintenance ....	4.0	5.3	7.3	9.7	9.7	—
Construction and extraction .....	2.9	—	—	—	—	—
Installation, maintenance, and repair .....	4.2	—	—	6.4	6.4	—
Production, transportation, and material moving .....	9.2	9.3	—	7.4	7.8	—
Production .....	7.4	7.6	—	8.2	8.2	—
Transportation and material moving .....	10.8	10.8	—	9.8	11.2	—

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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



Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Springfield, MA, October 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$21.36	\$19.93	\$26.83	\$26.83
Management, professional, and related .....	36.99	37.87	—	—
Management, business, and financial .....	36.67	37.27	—	—
Professional and related .....	37.13	38.26	—	—
Service .....	14.60	12.00	—	—
Sales and office .....	15.88	15.68	27.20	27.20
Sales and related .....	15.13	15.13	27.20	27.20
Office and administrative support .....	16.46	16.17	—	—
Natural resources, construction, and maintenance .....	21.97	22.30	—	—
Construction and extraction .....	—	24.92	—	—
Installation, maintenance, and repair .....	18.98	18.95	—	—
Production, transportation, and material moving .....	16.09	16.07	—	—
Production .....	15.89	15.92	—	—
Transportation and material moving .....	16.45	16.36	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.7	4.4	11.8	11.8
Management, professional, and related .....	5.4	7.5	—	—
Management, business, and financial .....	9.6	10.8	—	—
Professional and related .....	6.4	9.9	—	—
Service .....	14.7	18.4	—	—
Sales and office .....	9.3	10.0	14.8	14.8
Sales and related .....	22.9	22.9	14.8	14.8
Office and administrative support .....	3.1	3.5	—	—
Natural resources, construction, and maintenance .....	2.7	2.8	—	—
Construction and extraction .....	—	2.7	—	—
Installation, maintenance, and repair .....	3.9	4.7	—	—
Production, transportation, and material moving .....	6.0	6.3	—	—
Production .....	7.9	7.9	—	—
Transportation and material moving .....	9.0	9.8	—	—

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Springfield, MA, October 2007

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	-	-	-	-	-	-	\$25.85	-	-
Management, professional, and related	-	-	-	-	-	-	37.97	-	-
Management, business, and financial	-	-	-	-	-	-	33.42	-	-
Professional and related .....	-	-	-	-	-	-	39.72	-	-
Service .....	-	-	-	-	-	-	12.51	-	-
Sales and office .....	-	-	-	-	-	-	16.13	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	-	-	15.63	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	-	-	-	-	-	-	2.8	-	-
Management, professional, and related	-	-	-	-	-	-	11.2	-	-
Management, business, and financial	-	-	-	-	-	-	15.9	-	-
Professional and related .....	-	-	-	-	-	-	12.5	-	-
Service .....	-	-	-	-	-	-	5.5	-	-
Sales and office .....	-	-	-	-	-	-	5.2	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	-	-	5.7	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Springfield, MA, Metropolitan Statistical Area (MSA) includes Franklin, Hampden, and Hampshire Counties, MA.

### 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 workers<sup>1</sup> represented by the survey, Springfield, MA, October 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	247,600	200,900	46,700
Management, professional, and related .....	62,800	36,600	26,200
Management, business, and financial .....	15,400	12,700	2,700
Professional and related .....	47,400	23,900	23,500
Service .....	69,400	57,100	12,300
Sales and office .....	66,500	62,300	4,200
Sales and related .....	32,100	32,100	–
Office and administrative support .....	34,400	30,200	4,200
Natural resources, construction, and maintenance ....	12,500	10,400	2,100
Construction and extraction .....	6,500	5,900	–
Installation, maintenance, and repair .....	5,800	4,600	–
Production, transportation, and material moving .....	36,400	34,500	–
Production .....	21,800	21,500	–
Transportation and material moving .....	14,700	12,900	–

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Springfield, MA, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	11,507	10,795	712
Total in sample .....	158	136	22
Responding .....	105	86	19
Refused or unable to provide data .....	41	38	3
Out of business or not in survey scope .....	12	12	0

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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