

Raleigh–Durham–Cary, NC National Compensation Survey April 2009



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This summary provides results of an April 2009 survey of occupational pay in the Raleigh–Durham–Cary, NC, Combined Statistical Area (CSA). The CSA includes Chatham, Durham, Franklin, Harnett, Johnston, Orange, Person, and Wake Counties. Data shown in this summary were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The NCS provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. This summary is limited to data on occupational wages and salaries.

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. 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.

Tables 5 through 7 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, and State and local government.

Table 8 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 9 provides the same type of information for private industry workers. Table 10 provides similar data for State and local government workers.

The survey could not have been conducted without the cooperation of the many government agencies that provided pay data included in this summary. The Bureau thanks these respondents for their cooperation. Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

Where to find more information

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

For additional information regarding this survey, including a list of occupational classifications, please contact any BLS regional office at the address and telephone number listed on the back cover of this summary. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, telephone (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

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Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Raleigh-Durham-Cary, NC CSA, April 2009

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$21.90	3.6	36.0	\$21.04	4.5	35.4	\$25.81	3.9	39.2
Worker characteristics^{4,5}									
Management, professional, and related	32.32	3.0	38.0	32.22	3.8	37.9	32.60	4.6	38.2
Management, business, and financial	37.98	7.5	39.8	37.85	8.9	39.9	38.55	11.1	39.3
Professional and related	30.46	3.5	37.4	30.04	5.0	37.2	31.40	2.9	38.0
Service	11.37	5.6	30.8	10.62	7.3	29.3	15.36	3.4	41.8
Sales and office	17.99	4.6	34.7	18.14	5.0	34.0	17.00	7.6	40.0
Sales and related	20.56	9.5	31.8	20.48	10.6	31.2	—	—	—
Office and administrative support	16.70	2.8	36.4	16.87	3.1	35.8	15.74	5.7	40.0
Natural resources, construction, and maintenance	18.07	6.1	39.9	17.60	6.9	39.9	20.95	3.0	39.9
Construction and extraction	15.59	8.7	40.0	14.28	7.1	40.0	22.02	7.8	39.9
Installation, maintenance, and repair	20.86	10.1	39.9	21.08	11.4	39.9	19.03	5.8	40.0
Production, transportation, and material moving	15.39	6.5	39.8	15.26	6.6	39.8	18.27	26.5	39.6
Production	17.30	6.2	39.6	17.30	6.2	39.6	—	—	—
Transportation and material moving	13.64	10.0	40.1	13.20	10.9	40.1	18.27	26.5	39.6
Full time	23.14	4.0	39.7	22.47	4.9	39.7	25.86	4.0	39.8
Part time	10.24	6.8	19.2	10.10	6.9	19.3	19.69	21.7	13.4
Union	—	—	—	—	—	—	—	—	—
Nonunion	21.88	3.7	36.0	21.00	4.6	35.3	25.81	3.9	39.2
Time	21.61	3.4	35.6	20.57	4.2	34.8	25.81	3.9	39.2
Incentive	24.57	13.6	40.0	24.57	13.6	40.0	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	26.10	9.1	39.8	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	19.75	4.7	34.4	(⁶)	(⁶)	(⁶)
1-99 workers	19.17	5.4	35.5	18.78	5.4	35.4	—	—	—
100-499 workers	19.17	9.4	33.8	19.02	10.0	33.5	21.54	8.4	40.2
500 workers or more	28.24	3.1	38.9	31.05	6.0	38.6	25.55	2.9	39.1

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

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

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

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

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

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

⁶ Estimates for goods-producing and service-providing industries are published for private industry only. Industries are determined by the 2007 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Raleigh-Durham-Cary, NC CSA, April 2009**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.90	3.6	\$23.14	4.0	\$10.24	6.8
Management occupations	42.63	9.3	42.63	9.3	—	—
Not able to be leveled	42.44	17.6	42.44	17.6	—	—
Business and financial operations occupations	30.51	6.7	30.51	6.7	—	—
Level 9	29.88	8.2	29.88	8.2	—	—
Not able to be leveled	29.95	9.9	29.95	9.9	—	—
Human resources, training, and labor relations specialists	28.59	4.8	28.59	4.8	—	—
Computer and mathematical science occupations	36.91	9.3	36.91	9.3	—	—
Level 11	48.95	1.2	48.95	1.2	—	—
Computer software engineers						
Level 11	47.92	1.0	47.92	1.0	—	—
Computer support specialists	24.19	2.8	24.19	2.8	—	—
Architecture and engineering occupations	33.93	10.0	33.93	10.0	—	—
Engineers	37.42	3.3	37.42	3.3	—	—
Life, physical, and social science occupations	26.90	9.4	26.90	9.4	—	—
Level 7	21.58	9.0	21.58	9.0	—	—
Community and social services occupations	23.48	6.5	23.67	6.4	—	—
Education, training, and library occupations	35.91	4.4	35.99	4.5	29.37	13.8
Level 8	26.93	4.3	—	—	—	—
Level 9	28.19	1.4	28.19	1.4	—	—
Level 11	47.40	2.1	—	—	—	—
Not able to be leveled	35.04	4.5	—	—	—	—
Postsecondary teachers	48.76	7.3	49.09	7.6	32.08	11.0
Level 11	47.40	2.1	—	—	—	—
Miscellaneous postsecondary teachers	39.92	1.6	—	—	—	—
Primary, secondary, and special education school teachers	27.85	1.6	27.85	1.6	—	—
Level 9	28.08	1.1	28.08	1.1	—	—
Elementary and middle school teachers	27.10	1.4	27.10	1.4	—	—
Level 9	27.13	1.6	27.13	1.6	—	—
Elementary school teachers, except special education	27.39	3.6	27.39	3.6	—	—
Level 9	27.56	3.9	27.56	3.9	—	—
Middle school teachers, except special and vocational education	26.91	5.8	26.91	5.8	—	—
Level 9	26.91	5.8	26.91	5.8	—	—
Special education teachers	28.24	1.9	28.24	1.9	—	—
Other teachers and instructors	26.70	16.6	—	—	—	—
Teacher assistants	12.79	1.2	12.79	1.2	—	—
Arts, design, entertainment, sports, and media occupations	28.83	4.1	29.27	4.1	—	—
Healthcare practitioner and technical occupations	23.40	5.0	22.70	4.8	30.14	13.3
Level 8	24.69	2.6	24.48	2.8	—	—
Level 9	27.52	2.6	27.67	3.1	26.95	6.1
Registered nurses	28.17	4.4	28.69	4.7	26.18	2.9
Level 9	27.73	2.9	28.31	3.3	—	—
Healthcare support occupations	13.08	8.4	13.59	10.0	—	—
Level 4	15.69	9.7	—	—	—	—
Nursing, psychiatric, and home health aides	11.32	3.8	11.68	5.1	—	—
Nursing aides, orderlies, and attendants	11.62	5.7	11.94	5.9	—	—
Protective service occupations	19.41	9.3	19.72	9.1	—	—
Level 7	23.28	12.0	23.28	12.0	—	—
Food preparation and serving related occupations	7.60	4.5	9.05	5.3	6.15	6.4
Level 2	6.23	3.2	—	—	5.91	13.4

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Raleigh-Durham-Cary, NC CSA, April 2009 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Cooks	\$11.84	11.8	\$12.36	11.1	—	—
Food service, tipped	3.26	19.2	—	—	—	—
Level 2	2.53	4.9	—	—	—	—
Fast food and counter workers	7.56	2.2	—	—	\$7.41	1.6
Level 2	7.78	9.1	—	—	7.47	3.6
Combined food preparation and serving workers, including fast food	7.37	1.0	—	—	7.42	1.6
Building and grounds cleaning and maintenance occupations						
Level 2	12.54	4.4	12.54	4.4	—	—
Level 2	10.02	5.9	10.02	5.9	—	—
Building cleaning workers	11.24	3.5	11.24	3.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.28	4.1	11.28	4.1	—	—
Sales and related occupations						
Level 4	20.56	9.5	24.72	11.7	9.19	7.4
Level 4	17.31	3.5	—	—	—	—
First-line supervisors/managers, sales workers	26.33	4.1	26.33	4.1	—	—
Retail sales workers	12.55	6.5	16.07	14.5	9.19	7.4
Level 4	17.31	3.5	—	—	—	—
Cashiers, all workers	10.11	10.1	—	—	9.23	12.0
Cashiers	10.11	10.1	—	—	9.23	12.0
Retail salespersons	14.02	7.3	16.56	20.4	—	—
Office and administrative support occupations						
Level 2	16.70	2.8	17.10	2.8	12.53	10.8
Level 2	10.93	4.3	11.54	5.1	10.38	6.8
Level 3	12.34	1.4	12.31	1.6	—	—
Level 4	15.49	3.0	15.28	3.1	—	—
Level 5	18.22	4.0	18.22	4.0	—	—
Level 6	19.56	3.0	19.61	3.2	—	—
Not able to be leveled	17.41	15.7	17.41	15.7	—	—
Financial clerks	17.08	7.1	16.97	7.1	—	—
Level 4	15.35	4.2	15.35	4.2	—	—
Bookkeeping, accounting, and auditing clerks	17.24	9.1	17.11	9.3	—	—
Stock clerks and order fillers	12.21	6.7	—	—	—	—
Level 2	10.87	3.9	—	—	—	—
Secretaries and administrative assistants	19.22	6.6	19.10	6.9	—	—
Level 6	20.42	4.7	20.42	4.7	—	—
Executive secretaries and administrative assistants	21.44	6.0	21.39	6.5	—	—
Level 6	20.42	4.7	20.42	4.7	—	—
Office clerks, general	15.06	8.2	15.15	7.9	—	—
Level 5	16.46	5.0	16.46	5.0	—	—
Construction and extraction occupations						
Level 5	15.59	8.7	15.59	8.7	—	—
Installation, maintenance, and repair occupations						
Level 5	20.86	10.1	20.86	10.1	—	—
Level 5	20.48	4.9	20.48	4.9	—	—
Level 6	23.76	8.0	23.76	8.0	—	—
Industrial machinery installation, repair, and maintenance workers	21.93	1.9	21.93	1.9	—	—
Production occupations						
Level 5	17.30	6.2	17.30	6.2	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Raleigh-Durham-Cary, NC CSA, April 2009** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Not able to be leveled	\$12.94	12.9	\$12.94	12.9	—	—
Transportation and material moving occupations	13.64	10.0	13.93	9.9	—	—
Level 2	13.28	1.0	—	—	—	—
Laborers and material movers, hand	12.44	13.2	12.73	13.8	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.04	4.5	\$22.47	4.9	\$10.10	6.9
Management occupations	41.51	10.0	41.51	10.0	–	–
Not able to be leveled	42.73	18.6	42.73	18.6	–	–
Business and financial operations occupations	30.31	8.2	30.31	8.2	–	–
Computer and mathematical science occupations	37.85	11.2	37.85	11.2	–	–
Level 11	48.95	1.2	48.95	1.2	–	–
Computer software engineers						
Level 11	47.92	1.0	47.92	1.0	–	–
Architecture and engineering occupations	34.01	11.2	34.01	11.2	–	–
Engineers	37.97	4.1	37.97	4.1	–	–
Life, physical, and social science occupations	27.35	11.0	27.35	11.0	–	–
Education, training, and library occupations	26.78	21.0	–	–	–	–
Postsecondary teachers	26.78	21.0	–	–	–	–
Arts, design, entertainment, sports, and media occupations	30.12	4.6	30.12	4.6	–	–
Healthcare practitioner and technical occupations	23.01	6.8	22.04	6.8	30.15	14.2
Level 9	27.38	4.8	27.97	6.6	–	–
Registered nurses	28.02	5.9	28.80	6.6	–	–
Level 9	27.05	4.4	27.97	6.6	–	–
Healthcare support occupations	12.93	9.4	13.48	11.4	–	–
Nursing, psychiatric, and home health aides	11.21	3.9	11.59	5.5	–	–
Nursing aides, orderlies, and attendants	11.51	6.2	–	–	–	–
Food preparation and serving related occupations	7.46	5.0	8.86	5.2	6.11	6.5
Level 2	6.20	3.2	–	–	5.86	13.9
Cooks	11.84	13.0	–	–	–	–
Food service, tipped	3.26	19.2	–	–	–	–
Level 2	2.53	4.9	–	–	–	–
Fast food and counter workers	7.53	2.2	–	–	–	–
Building and grounds cleaning and maintenance occupations	12.62	5.3	12.62	5.3	–	–
Sales and related occupations	20.48	10.6	25.16	13.4	9.19	7.4
Level 4	17.31	3.5	–	–	–	–
Retail sales workers	12.45	6.9	16.37	17.9	9.19	7.4
Level 4	17.31	3.5	–	–	–	–
Cashiers, all workers	9.23	12.0	–	–	9.23	12.0
Cashiers	9.23	12.0	–	–	9.23	12.0
Retail salespersons	14.02	7.3	16.56	20.4	–	–
Office and administrative support occupations	16.87	3.1	17.37	3.2	12.53	10.8
Level 2	10.82	4.5	–	–	10.38	6.8
Level 4	15.60	3.2	15.37	3.3	–	–
Level 5	19.18	3.1	19.18	3.1	–	–
Level 6	19.71	3.5	19.79	3.8	–	–
Not able to be leveled	17.39	17.1	17.39	17.1	–	–
Financial clerks	17.19	7.4	17.08	7.5	–	–
Level 4	15.38	4.4	15.38	4.4	–	–
Bookkeeping, accounting, and auditing clerks	17.40	9.6	17.27	9.9	–	–
Stock clerks and order fillers	12.20	7.3	–	–	–	–
Level 2	10.70	4.5	–	–	–	–
Secretaries and administrative assistants	19.31	7.9	19.17	8.4	–	–
Executive secretaries and administrative assistants	22.09	7.4	22.09	8.1	–	–
Office clerks, general	15.20	14.6	15.38	14.4	–	–
Construction and extraction occupations	14.28	7.1	14.28	7.1	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Raleigh-Durham-Cary, NC CSA, April 2009 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$21.08	11.4	\$21.08	11.4	—	—
Level 6	23.76	8.0	23.76	8.0	—	—
Production occupations	17.30	6.2	17.30	6.2	—	—
Not able to be leveled	12.94	12.9	12.94	12.9	—	—
Transportation and material moving occupations	13.20	10.9	13.49	10.8	—	—
Laborers and material movers, hand	12.44	13.2	12.73	13.8	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.81	3.9	\$25.86	4.0	\$19.69	21.7
Business and financial operations occupations	30.99	12.0	30.99	12.0	–	–
Computer and mathematical science occupations	27.32	10.2	27.32	10.2	–	–
Education, training, and library occupations	36.77	4.0	36.85	4.0	–	–
Level 8	26.93	4.3	–	–	–	–
Level 9	28.19	1.4	28.19	1.4	–	–
Postsecondary teachers	53.67	.2	53.84	.1	–	–
Primary, secondary, and special education school teachers	27.85	1.6	27.85	1.6	–	–
Level 9	28.08	1.1	28.08	1.1	–	–
Elementary and middle school teachers	27.10	1.4	27.10	1.4	–	–
Level 9	27.13	1.6	27.13	1.6	–	–
Elementary school teachers, except special education	27.39	3.6	27.39	3.6	–	–
Level 9	27.56	3.9	27.56	3.9	–	–
Middle school teachers, except special and vocational education	26.91	5.8	26.91	5.8	–	–
Level 9	26.91	5.8	26.91	5.8	–	–
Special education teachers	28.24	1.9	28.24	1.9	–	–
Other teachers and instructors	26.70	16.6	–	–	–	–
Teacher assistants	12.79	1.2	12.79	1.2	–	–
Healthcare practitioner and technical occupations	24.50	1.3	24.37	1.6	–	–
Level 9	27.63	2.8	27.52	2.6	–	–
Registered nurses	28.58	1.4	–	–	–	–
Protective service occupations	17.59	4.1	17.59	4.1	–	–
Level 7	23.28	12.0	23.28	12.0	–	–
Building and grounds cleaning and maintenance occupations	12.20	3.2	12.20	3.2	–	–
Building cleaning workers	12.03	3.1	12.03	3.1	–	–
Janitors and cleaners, except maids and housekeeping cleaners	12.03	3.1	12.03	3.1	–	–
Office and administrative support occupations	15.74	5.7	15.74	5.7	–	–
Level 5	16.26	7.0	16.26	7.0	–	–
Secretaries and administrative assistants	18.79	9.2	18.79	9.2	–	–
Executive secretaries and administrative assistants	19.16	11.0	19.16	11.0	–	–
Office clerks, general	14.87	3.2	14.87	3.2	–	–
Construction and extraction occupations	22.02	7.8	22.02	7.8	–	–
Installation, maintenance, and repair occupations	19.03	5.8	19.03	5.8	–	–
Transportation and material moving occupations	18.27	26.5	18.27	26.5	–	–

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Civilian workers: Hourly wage percentiles¹, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$9.06	\$12.62	\$18.57	\$27.00	\$38.56
Management occupations	22.68	27.73	31.84	59.66	68.95
Business and financial operations occupations	19.71	22.77	27.44	35.98	44.32
Human resources, training, and labor relations specialists	19.45	21.78	27.09	31.03	43.97
Computer and mathematical science occupations	20.72	25.74	31.32	46.95	56.95
Computer support specialists	19.48	20.67	23.08	26.44	27.98
Architecture and engineering occupations	15.75	26.67	30.96	44.10	48.40
Engineers	26.67	29.99	32.60	46.15	48.40
Life, physical, and social science occupations	16.60	18.95	24.37	33.19	36.41
Community and social services occupations	18.35	19.51	22.15	26.50	31.04
Education, training, and library occupations	14.26	22.82	29.64	47.84	60.54
Postsecondary teachers	22.82	35.88	47.84	57.51	68.80
Miscellaneous postsecondary teachers	29.17	35.03	37.03	46.66	53.47
Primary, secondary, and special education school teachers	21.28	23.39	27.91	29.64	35.64
Elementary and middle school teachers	21.23	25.05	28.00	28.53	31.98
Elementary school teachers, except special education	21.23	26.13	27.20	28.12	32.63
Middle school teachers, except special and vocational education	21.23	24.30	28.49	28.53	30.72
Special education teachers	21.23	22.82	28.47	31.39	36.64
Other teachers and instructors	11.21	22.82	26.65	29.46	36.64
Teacher assistants	11.31	11.77	12.47	13.45	14.27
Arts, design, entertainment, sports, and media occupations	17.79	21.59	27.10	37.14	42.03
Healthcare practitioner and technical occupations	12.50	18.94	22.55	27.39	31.93
Registered nurses	22.50	25.17	28.50	30.00	33.79
Healthcare support occupations	9.50	10.75	12.05	14.50	18.00
Nursing, psychiatric, and home health aides	9.00	10.33	11.02	12.27	13.13
Nursing aides, orderlies, and attendants	9.53	10.75	11.10	12.32	13.58
Protective service occupations	12.81	13.88	18.00	25.50	26.68
Food preparation and serving related occupations	2.43	6.65	7.26	9.00	11.82
Cooks	7.75	10.00	11.82	12.00	17.75
Food service, tipped	2.13	2.43	2.43	3.13	8.00
Fast food and counter workers	6.75	7.20	7.26	7.75	8.50
Combined food preparation and serving workers, including fast food	6.65	7.15	7.26	7.50	8.00
Building and grounds cleaning and maintenance occupations	9.00	10.00	11.26	17.57	17.57
Building cleaning workers	10.00	10.00	11.26	11.76	12.96
Janitors and cleaners, except maids and housekeeping cleaners	10.00	10.00	11.26	11.76	13.06
Sales and related occupations	7.80	10.00	20.54	26.80	34.74
First-line supervisors/managers, sales workers	20.54	23.07	24.52	30.84	30.84
Retail sales workers	7.00	8.00	11.50	13.50	17.69
Cashiers, all workers	7.00	7.50	9.50	13.41	13.43
Cashiers	7.00	7.50	9.50	13.41	13.43
Retail salespersons	6.55	8.44	12.00	15.00	26.20
Office and administrative support occupations	11.45	13.60	16.06	18.94	23.76
Financial clerks	14.00	14.79	17.06	18.84	21.18
Bookkeeping, accounting, and auditing clerks	13.73	14.79	17.06	20.00	21.18
Stock clerks and order fillers	9.00	9.78	12.12	14.26	17.06
Secretaries and administrative assistants	14.00	16.00	18.46	22.05	24.64
Executive secretaries and administrative assistants	17.20	18.46	21.22	24.30	24.94
Office clerks, general	12.00	12.02	14.42	18.00	19.35

See footnotes at end of table.

Table 5. **Civilian workers: Hourly wage percentiles¹, Raleigh-Durham-Cary, NC CSA, April 2009** — Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations	\$9.00	\$13.00	\$14.50	\$19.00	\$22.00
Installation, maintenance, and repair occupations	13.08	17.87	20.50	26.52	27.75
Industrial machinery installation, repair, and maintenance workers	16.13	18.65	23.07	24.93	26.52
Production occupations	10.00	13.36	16.40	20.18	23.37
Transportation and material moving occupations	9.25	10.00	12.00	15.87	19.91
Laborers and material movers, hand	8.00	10.00	11.69	14.50	15.87

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Private industry workers: Hourly wage percentiles¹, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$8.63	\$12.00	\$18.00	\$26.00	\$37.16
Management occupations	22.68	27.73	29.08	59.66	68.95
Business and financial operations occupations	19.71	21.67	26.44	35.00	46.88
Computer and mathematical science occupations	20.72	27.01	31.32	48.02	57.59
Architecture and engineering occupations	15.00	26.67	30.96	45.56	48.40
Engineers	26.67	29.81	31.49	47.75	48.40
Life, physical, and social science occupations	16.23	17.76	23.56	33.41	41.27
Education, training, and library occupations	19.54	20.98	22.82	28.13	42.95
Postsecondary teachers	19.54	20.98	22.82	28.13	42.95
Arts, design, entertainment, sports, and media occupations	21.59	25.24	28.85	38.46	42.03
Healthcare practitioner and technical occupations	12.00	17.91	21.71	26.62	31.81
Registered nurses	22.50	25.00	28.33	29.94	33.39
Healthcare support occupations	9.50	10.75	11.55	14.50	18.00
Nursing, psychiatric, and home health aides	8.75	10.25	11.00	12.10	12.73
Nursing aides, orderlies, and attendants	9.25	10.75	11.07	12.32	13.10
Food preparation and serving related occupations	2.43	6.60	7.26	8.90	11.50
Cooks	7.75	9.61	11.50	12.06	17.75
Food service, tipped	2.13	2.43	2.43	3.13	8.00
Fast food and counter workers	6.75	7.20	7.26	7.75	8.50
Building and grounds cleaning and maintenance occupations	8.00	10.00	11.00	17.57	17.57
Sales and related occupations	7.75	9.00	20.33	26.44	37.17
Retail sales workers	7.00	8.00	10.00	13.50	17.69
Cashiers, all workers	7.00	7.50	8.20	10.00	13.43
Cashiers	7.00	7.50	8.20	10.00	13.43
Retail salespersons	6.55	8.44	12.00	15.00	26.20
Office and administrative support occupations	11.20	13.62	16.73	19.35	24.04
Financial clerks	14.00	14.79	17.50	18.84	21.18
Bookkeeping, accounting, and auditing clerks	13.78	14.79	17.39	21.18	21.18
Stock clerks and order fillers	9.00	9.70	12.12	14.26	17.06
Secretaries and administrative assistants	14.00	16.89	18.46	22.00	24.94
Executive secretaries and administrative assistants	18.44	18.46	21.22	24.42	26.18
Office clerks, general	12.00	12.02	12.67	19.35	19.35
Construction and extraction occupations	9.00	11.50	14.50	15.25	20.00
Installation, maintenance, and repair occupations	13.08	18.21	20.80	26.60	28.10
Production occupations	10.00	13.36	16.40	20.18	23.37
Transportation and material moving occupations	9.06	10.00	11.69	15.87	18.58
Laborers and material movers, hand	8.00	10.00	11.69	14.50	15.87

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. State and local government workers: Hourly wage percentiles¹, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$12.78	\$15.37	\$22.82	\$29.96	\$44.80
Business and financial operations occupations	20.07	26.12	28.66	37.62	42.43
Computer and mathematical science occupations	19.52	21.32	28.15	33.04	34.57
Education, training, and library occupations	13.33	23.80	31.33	47.84	62.55
Postsecondary teachers	35.51	45.23	50.87	62.35	73.05
Primary, secondary, and special education school teachers	21.28	23.39	27.91	29.64	35.64
Elementary and middle school teachers	21.23	25.05	28.00	28.53	31.98
Elementary school teachers, except special education	21.23	26.13	27.20	28.12	32.63
Middle school teachers, except special and vocational education	21.23	24.30	28.49	28.53	30.72
Special education teachers	21.23	22.82	28.47	31.39	36.64
Other teachers and instructors	11.21	22.82	26.65	29.46	36.64
Teacher assistants	11.31	11.77	12.47	13.45	14.27
Healthcare practitioner and technical occupations	18.45	20.71	23.96	28.12	31.94
Registered nurses	22.12	26.12	28.73	30.89	33.89
Protective service occupations	12.81	13.37	15.73	18.73	29.09
Building and grounds cleaning and maintenance occupations	11.14	11.50	11.88	12.96	13.60
Building cleaning workers	11.11	11.50	11.67	12.96	13.60
Janitors and cleaners, except maids and housekeeping cleaners	11.11	11.50	11.67	12.96	13.60
Office and administrative support occupations	11.97	13.56	15.55	17.00	19.40
Secretaries and administrative assistants	13.94	15.71	17.89	23.76	24.64
Executive secretaries and administrative assistants	13.68	15.70	18.18	23.76	24.64
Office clerks, general	11.66	13.18	14.95	16.06	17.75
Construction and extraction occupations	13.35	16.33	20.61	27.46	30.70
Installation, maintenance, and repair occupations	14.75	16.12	18.32	23.07	23.07
Transportation and material moving occupations	11.70	13.00	13.84	20.62	33.01

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.14	\$19.56	\$919	\$782	39.7	\$47,076	\$40,048	2,034
Management occupations	42.63	31.84	1,702	1,274	39.9	88,498	66,225	2,076
Business and financial operations occupations	30.51	27.44	1,207	1,091	39.6	62,786	56,728	2,058
Human resources, training, and labor relations specialists	28.59	27.09	1,132	1,083	39.6	58,888	56,341	2,059
Computer and mathematical science occupations	36.91	31.32	1,457	1,253	39.5	75,785	65,144	2,053
Computer support specialists	24.19	23.08	961	923	39.7	49,965	47,998	2,066
Architecture and engineering occupations	33.93	30.96	1,357	1,238	40.0	70,568	64,397	2,080
Engineers	37.42	32.60	1,497	1,304	40.0	77,830	67,808	2,080
Life, physical, and social science occupations	26.90	24.37	1,074	975	39.9	55,851	50,694	2,077
Community and social services occupations	23.67	22.31	943	892	39.8	46,273	45,094	1,955
Education, training, and library occupations	35.99	29.64	1,392	1,141	38.7	59,159	49,068	1,644
Postsecondary teachers	49.09	47.84	1,946	1,913	39.6	82,786	84,873	1,687
Primary, secondary, and special education school teachers	27.85	27.91	1,050	1,047	37.7	44,517	43,649	1,599
Elementary and middle school teachers	27.10	28.00	1,030	1,050	38.0	43,344	42,423	1,599
Elementary school teachers, except special education	27.39	27.20	1,027	1,020	37.5	42,678	42,135	1,558
Middle school teachers, except special and vocational education	26.91	28.49	1,031	1,061	38.3	43,818	45,340	1,629
Special education teachers	28.24	28.47	1,059	1,068	37.5	45,118	45,906	1,598
Teacher assistants	12.79	12.47	495	473	38.7	21,076	20,359	1,648
Arts, design, entertainment, sports, and media occupations	29.27	27.10	1,135	1,058	38.8	59,040	54,999	2,017
Healthcare practitioner and technical occupations	22.70	21.97	888	871	39.1	45,778	45,032	2,017
Registered nurses	28.69	29.17	1,118	1,123	39.0	57,742	58,375	2,012
Healthcare support occupations	13.59	12.32	494	462	36.3	25,693	24,024	1,890
Nursing, psychiatric, and home health aides	11.68	11.10	438	418	37.5	22,760	21,743	1,948
Nursing aides, orderlies, and attendants	11.94	11.25	452	425	37.8	23,489	22,094	1,968
Protective service occupations	19.72	18.16	847	780	42.9	44,039	40,570	2,233
Food preparation and serving related occupations	9.05	8.75	348	333	38.4	18,034	17,290	1,992
Cooks	12.36	11.82	477	450	38.6	24,830	23,400	2,009
Building and grounds cleaning and maintenance occupations	12.54	11.26	498	444	39.7	25,848	22,880	2,062
Building cleaning workers	11.24	11.26	440	422	39.1	22,774	21,965	2,026
Janitors and cleaners, except maids and housekeeping cleaners	11.28	11.26	442	422	39.2	22,908	21,965	2,031
Sales and related occupations	24.72	24.52	1,020	981	41.3	53,045	51,000	2,146

See footnotes at end of table.

Table 8. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Raleigh-Durham-Cary, NC CSA, April 2009 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
First-line supervisors/managers, sales workers	\$26.33	\$24.52	\$1,060	\$981	40.3	\$55,144	\$51,000	2,095
Retail sales workers	16.07	13.50	689	540	42.8	35,816	28,080	2,228
Retail salespersons	16.56	13.50	722	540	43.6	37,535	28,080	2,266
Office and administrative support occupations								
Financial clerks	17.10	16.55	669	625	39.1	34,562	32,240	2,021
Bookkeeping, accounting, and auditing clerks	16.97	17.06	661	620	39.0	34,393	32,240	2,026
Secretaries and administrative assistants	17.11	16.50	684	660	40.0	35,579	34,320	2,080
Executive secretaries and administrative assistants	19.10	18.46	747	738	39.1	38,843	38,401	2,033
Office clerks, general	21.39	20.85	849	834	39.7	44,169	43,368	2,065
	15.15	14.77	590	576	39.0	30,376	29,952	2,006
Construction and extraction occupations								
	15.59	14.50	623	580	40.0	32,405	30,160	2,079
Installation, maintenance, and repair occupations								
Industrial machinery installation, repair, and maintenance workers	20.86	20.50	832	815	39.9	43,257	42,390	2,074
	21.93	23.07	863	923	39.3	44,857	47,979	2,046
Production occupations								
	17.30	16.40	685	656	39.6	35,603	34,112	2,058
Transportation and material moving occupations								
Laborers and material movers, hand ..	13.93	12.83	603	509	43.3	31,305	26,489	2,248
	12.73	11.69	509	468	40.0	26,478	24,315	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.47	\$19.00	\$892	\$760	39.7	\$46,233	\$39,416	2,057
Management occupations	41.51	29.08	1,661	1,163	40.0	86,376	60,495	2,081
Business and financial operations occupations	30.31	26.44	1,202	1,068	39.7	62,509	55,532	2,063
Computer and mathematical science occupations	37.85	31.32	1,495	1,253	39.5	77,745	65,144	2,054
Architecture and engineering occupations	34.01	30.96	1,360	1,238	40.0	70,734	64,397	2,080
Engineers	37.97	31.49	1,519	1,260	40.0	78,987	65,499	2,080
Life, physical, and social science occupations	27.35	23.56	1,092	942	39.9	56,765	49,009	2,076
Arts, design, entertainment, sports, and media occupations	30.12	28.85	1,165	1,154	38.7	60,587	60,000	2,012
Healthcare practitioner and technical occupations	22.04	21.14	860	831	39.0	44,385	43,222	2,013
Registered nurses	28.80	29.31	1,127	1,123	39.1	58,611	58,375	2,035
Healthcare support occupations	13.48	12.15	484	462	35.9	25,145	24,018	1,865
Nursing, psychiatric, and home health aides	11.59	11.07	431	415	37.2	22,427	21,587	1,935
Food preparation and serving related occupations	8.86	8.00	341	320	38.4	17,709	16,640	1,998
Building and grounds cleaning and maintenance occupations	12.62	11.00	500	422	39.6	26,009	21,965	2,060
Sales and related occupations	25.16	24.52	1,043	981	41.4	54,225	51,000	2,155
Retail sales workers	16.37	13.50	709	540	43.3	36,848	28,080	2,251
Retail salespersons	16.56	13.50	722	540	43.6	37,535	28,080	2,266
Office and administrative support occupations	17.37	16.89	676	625	38.9	34,984	32,508	2,014
Financial clerks	17.08	17.06	665	620	38.9	34,563	32,240	2,023
Bookkeeping, accounting, and auditing clerks	17.27	17.06	691	682	40.0	35,922	35,476	2,080
Secretaries and administrative assistants	19.17	18.46	746	738	38.9	38,792	38,401	2,023
Executive secretaries and administrative assistants	22.09	21.22	875	849	39.6	45,507	44,138	2,060
Office clerks, general	15.38	12.50	587	517	38.2	30,508	26,894	1,984
Construction and extraction occupations	14.28	14.50	571	580	40.0	29,698	30,160	2,080
Installation, maintenance, and repair occupations	21.08	20.80	840	820	39.9	43,697	42,640	2,073
Production occupations	17.30	16.40	685	656	39.6	35,603	34,112	2,058

See footnotes at end of table.

Table 9. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Raleigh-Durham-Cary, NC CSA, April 2009 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$13.49	\$12.00	\$590	\$480	43.7	\$30,661	\$24,960	2,273
Laborers and material movers, hand ..	12.73	11.69	509	468	40.0	26,478	24,315	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Raleigh-Durham-Cary, NC CSA, April 2009

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$25.86	\$22.82	\$1,029	\$911	39.8	\$50,324	\$45,011	1,946
Business and financial operations occupations	30.99	28.66	1,219	1,097	39.3	63,410	57,065	2,046
Computer and mathematical science occupations	27.32	28.15	1,074	1,126	39.3	55,861	58,542	2,045
Education, training, and library occupations	36.85	31.47	1,428	1,161	38.8	60,718	49,725	1,648
Postsecondary teachers	53.84	50.87	2,154	2,035	40.0	91,819	92,201	1,705
Primary, secondary, and special education school teachers	27.85	27.91	1,050	1,047	37.7	44,517	43,649	1,599
Elementary and middle school teachers	27.10	28.00	1,030	1,050	38.0	43,344	42,423	1,599
Elementary school teachers, except special education	27.39	27.20	1,027	1,020	37.5	42,678	42,135	1,558
Middle school teachers, except special and vocational education	26.91	28.49	1,031	1,061	38.3	43,818	45,340	1,629
Special education teachers	28.24	28.47	1,059	1,068	37.5	45,118	45,906	1,598
Teacher assistants	12.79	12.47	495	473	38.7	21,076	20,359	1,648
Healthcare practitioner and technical occupations	24.37	23.70	961	946	39.4	49,359	48,090	2,026
Protective service occupations	17.59	15.73	774	669	44.0	40,271	34,797	2,290
Building and grounds cleaning and maintenance occupations	12.20	11.88	488	475	40.0	25,223	24,656	2,067
Building cleaning workers	12.03	11.67	481	467	40.0	24,810	24,280	2,063
Janitors and cleaners, except maids and housekeeping cleaners	12.03	11.67	481	467	40.0	24,810	24,280	2,063
Office and administrative support occupations	15.74	15.55	629	622	40.0	32,382	32,153	2,058
Secretaries and administrative assistants	18.79	17.89	752	715	40.0	39,082	37,205	2,080
Executive secretaries and administrative assistants	19.16	18.18	766	727	40.0	39,857	37,810	2,080
Office clerks, general	14.87	14.95	595	598	40.0	30,216	31,025	2,032
Construction and extraction occupations	22.02	20.61	878	836	39.9	45,670	43,494	2,074
Installation, maintenance, and repair occupations	19.03	18.32	761	733	40.0	39,582	38,106	2,080
Transportation and material moving occupations	18.27	13.84	724	539	39.6	36,977	28,018	2,024

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix: Technical Note

Survey scope

This survey of the Raleigh–Durham–Cary, NC, Combined Statistical Area (CSA) 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.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job and also identified as being in a union or a nonunion job.

Occupational leveling

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

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

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

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

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

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

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

Collection period

Survey data were collected over a 14-month period for the larger areas in the NCS program. For the smaller areas, data were collected over a 5-month period. For each establishment in the survey, the data reflect the establishment’s most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series.

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	32,427
Total in sample	140
Responding	110
Refused or unable to provide data	24
Out of business or not in survey scope	6

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 suf-

ficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Data reliability

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

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

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

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

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