

Buffalo–Niagara Falls, NY National Compensation Survey July 2002



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Elaine L. Chao, Secretary

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Kathleen P. Utgoff, Commissioner

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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Buffalo–Niagara Falls, NY, metropolitan area. Data were collected between December 2001 and January 2003; the average reference month is July 2002. 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 several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

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 480 detailed occupations 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 1–1 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 major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay.

Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6–1 through 6–5 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Worker and establishment characteristics	Total			Private industry			State and local government		
	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)	
Total	\$18.58	2.7	35.2	\$17.20	3.9	35.0	\$22.88	2.5	35.8
Worker characteristics:⁴									
White-collar occupations ⁵	21.16	4.2	35.1	19.14	6.2	35.2	26.17	3.5	35.0
Professional specialty and technical	28.47	4.1	34.0	25.70	7.4	34.2	32.82	4.5	33.8
Executive, administrative, and managerial	28.57	7.0	39.1	29.38	8.9	40.2	26.44	8.3	36.7
Sales	13.57	11.1	33.5	13.57	11.5	33.4	—	—	—
Administrative support	13.13	4.3	35.5	12.23	4.0	35.4	15.86	5.6	36.1
Blue-collar occupations ⁵	17.70	3.3	38.3	17.95	3.7	38.3	15.97	2.2	38.2
Precision production, craft, and repair	22.03	4.7	39.9	22.78	4.8	39.8	17.34	3.3	40.0
Machine operators, assemblers, and inspectors	16.61	4.1	39.8	16.59	4.1	39.8	—	—	—
Transportation and material moving	15.29	7.0	36.2	15.23	10.3	35.8	15.44	2.1	37.0
Handlers, equipment cleaners, helpers, and laborers	12.57	6.5	33.8	12.23	8.4	33.0	14.06	8.5	37.6
Service occupations ⁵	12.17	3.6	30.4	8.74	2.8	28.0	19.10	2.4	36.7
Full time	19.76	3.1	39.2	18.47	4.5	39.6	23.38	2.6	38.0
Part time	10.45	6.0	20.7	10.04	6.8	21.0	14.07	9.2	18.0
Union	20.87	3.3	35.9	18.71	6.0	35.4	23.21	2.6	36.4
Nonunion	16.63	5.2	34.6	16.51	5.4	34.8	19.51	8.6	30.9
Time	18.60	2.7	35.1	17.18	4.0	34.9	22.88	2.5	35.8
Incentive	17.98	6.2	38.2	17.98	6.2	38.2	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	20.02	3.3	40.2	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.48	8.7	34.8	15.48	8.7	34.7	—	—	—
100-499 workers	17.21	9.5	35.0	16.85	11.0	35.1	20.03	4.1	34.6
500 workers or more	21.09	3.8	35.5	19.20	6.0	35.0	23.37	2.9	36.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and 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.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.58	2.7	\$17.20	3.9	\$22.88	2.5
All excluding sales	18.84	2.5	17.45	3.7	22.93	2.5
White collar	21.16	4.2	19.14	6.2	26.17	3.5
White collar excluding sales	21.95	4.0	19.96	6.1	26.30	3.4
Professional specialty and technical	28.47	4.1	25.70	7.4	32.82	4.5
Professional specialty	31.13	3.2	28.75	6.2	34.22	3.5
Engineers, architects, and surveyors	34.14	4.9	34.64	4.0	—	—
Mathematical and computer scientists	24.02	9.0	22.98	12.7	—	—
Computer systems analysts and scientists	23.32	9.8	21.67	14.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.19	3.7	25.32	4.0	27.80	8.0
Registered nurses	22.81	1.9	23.31	2.3	21.53	3.1
Teachers, college and university	50.73	11.5	46.90	14.0	53.51	15.2
Other post-secondary teachers	35.84	11.1	—	—	—	—
Teachers, except college and university	32.40	6.7	—	—	35.95	3.1
Elementary school teachers	33.47	15.7	—	—	38.95	10.9
Secondary school teachers	35.75	1.7	—	—	35.75	1.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.79	10.6	—	—	22.64	10.2
Social workers	19.73	11.8	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.45	10.9	24.15	13.1	—	—
Technical	16.66	6.7	16.31	7.9	18.22	11.6
Licensed practical nurses	13.65	6.1	13.27	7.5	—	—
Health technologists and technicians, n.e.c.	16.54	4.1	—	—	—	—
Executive, administrative, and managerial	28.57	7.0	29.38	8.9	26.44	8.3
Executives, administrators, and managers	35.01	7.9	36.21	9.6	30.86	13.9
Administrators, education and related fields	33.82	8.1	—	—	37.00	8.2
Managers and administrators, n.e.c.	32.20	10.3	31.79	11.4	—	—
Management related	20.63	8.3	19.50	12.4	22.83	2.7
Management related, n.e.c.	21.38	8.2	21.33	8.8	—	—
Sales	13.57	11.1	13.57	11.5	—	—
Supervisors, sales	15.07	22.5	15.07	22.5	—	—
Cashiers	8.82	14.7	8.00	13.7	—	—
Administrative support, including clerical	13.13	4.3	12.23	4.0	15.86	5.6
Secretaries	15.55	2.2	14.29	1.3	17.07	3.2
Typists	13.63	2.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.54	4.0	12.88	5.3	14.74	2.1
Traffic, shipping and receiving clerks	9.73	12.9	9.73	12.9	—	—
General office clerks	12.26	3.3	11.96	5.0	12.70	3.3
Data entry keyers	12.49	1.9	—	—	—	—
Administrative support, n.e.c.	11.60	10.6	11.67	11.3	—	—
Blue collar	17.70	3.3	17.95	3.7	15.97	2.2
Precision production, craft, and repair	22.03	4.7	22.78	4.8	17.34	3.3
Industrial machinery repairers	20.06	13.3	20.06	13.3	—	—
Mechanics and repairers, n.e.c.	18.42	4.0	19.78	4.0	—	—
Supervisors, production	27.27	6.2	27.27	6.2	—	—
Machine operators, assemblers, and inspectors	16.61	4.1	16.59	4.1	—	—
Molding and casting machine operators	13.34	7.0	13.34	7.0	—	—
Packaging and filling machine operators	11.71	2.5	11.71	2.5	—	—
Miscellaneous machine operators, n.e.c.	14.92	5.9	14.47	5.9	—	—
Welders and cutters	16.65	19.3	16.65	19.3	—	—
Assemblers	17.02	8.6	17.02	8.6	—	—
Production inspectors, checkers and examiners ..	14.04	12.2	14.04	12.2	—	—
Transportation and material moving	15.29	7.0	15.23	10.3	15.44	2.1

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Truck drivers	\$16.06	6.5	\$16.87	7.9	—	—
Bus drivers	11.03	7.3	—	—	—	—
Industrial truck and tractor equipment operators ..	17.26	8.3	17.26	8.3	—	—
Miscellaneous material moving equipment operators, n.e.c.	15.98	7.4	15.42	11.0	—	—
Handlers, equipment cleaners, helpers, and laborers	12.57	6.5	12.23	8.4	\$14.06	8.5
Freight, stock, and material handlers, n.e.c.	15.36	9.8	15.36	9.8	—	—
Laborers, except construction, n.e.c.	13.27	19.3	—	—	—	—
Service	12.17	3.6	8.74	2.8	19.10	2.4
Protective service	22.50	2.9	—	—	22.63	2.9
Food service	7.65	7.3	7.60	7.5	—	—
Waiters, waitresses, and bartenders	6.16	29.6	6.16	29.6	—	—
Other food service	8.22	4.4	8.16	4.5	—	—
Cooks	9.39	6.3	9.39	6.3	—	—
Food preparation, n.e.c.	7.12	6.8	6.93	5.7	—	—
Health service	10.23	3.2	9.30	2.6	—	—
Nursing aides, orderlies and attendants	10.14	3.3	9.20	2.5	—	—
Cleaning and building service	10.61	5.2	9.34	6.9	12.76	3.3
Janitors and cleaners	11.26	5.0	10.06	6.5	12.79	3.4
Personal service	11.53	8.6	9.13	18.1	—	—

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.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.76	3.1	\$18.47	4.5	\$23.38	2.6
All excluding sales	19.95	3.1	18.64	4.5	23.44	2.5
White collar	22.16	5.1	20.16	7.8	26.70	3.9
White collar excluding sales	22.74	5.1	20.73	8.1	26.83	3.8
Professional specialty and technical	29.15	4.3	26.16	7.8	33.58	4.6
Professional specialty	31.93	3.3	29.49	6.4	34.87	3.4
Engineers, architects, and surveyors	34.14	4.9	34.64	4.0	—	—
Mathematical and computer scientists	24.02	9.0	22.98	12.7	—	—
Computer systems analysts and scientists	23.32	9.8	21.67	14.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.58	5.0	27.16	6.4	28.04	8.4
Registered nurses	22.86	3.0	23.76	3.2	21.56	3.3
Teachers, college and university	—	—	47.36	14.8	54.56	14.5
Teachers, except college and university	33.18	7.1	—	—	37.14	2.7
Elementary school teachers	33.47	15.7	—	—	38.95	10.9
Secondary school teachers	35.75	1.7	—	—	35.75	1.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.81	11.2	—	—	22.64	10.2
Social workers	19.75	12.5	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.60	11.1	24.15	13.1	—	—
Technical	16.83	7.3	16.44	8.6	18.66	13.0
Licensed practical nurses	13.58	6.6	13.16	8.2	—	—
Executive, administrative, and managerial	28.86	7.3	29.63	9.3	26.77	8.5
Executives, administrators, and managers	35.18	7.9	36.21	9.6	31.38	14.1
Administrators, education and related fields	34.34	7.6	—	—	—	—
Managers and administrators, n.e.c.	32.20	10.3	31.79	11.4	—	—
Management related	20.87	8.7	19.71	13.1	23.12	2.4
Management related, n.e.c.	22.42	9.2	22.46	11.0	—	—
Sales	15.41	10.1	15.49	10.6	—	—
Supervisors, sales	15.07	22.5	15.07	22.5	—	—
Administrative support, including clerical	13.48	4.3	12.56	4.3	15.97	5.8
Secretaries	15.57	2.3	14.29	1.2	17.07	3.2
Typists	13.61	2.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.54	4.0	12.88	5.3	14.74	2.1
Stock and inventory clerks	16.77	21.9	17.45	26.8	—	—
General office clerks	12.59	3.7	12.07	5.3	13.50	1.2
Data entry keyers	12.66	1.8	—	—	—	—
Administrative support, n.e.c.	11.30	10.9	11.39	12.1	—	—
Blue collar	18.27	3.2	18.58	3.6	16.21	2.2
Precision production, craft, and repair	22.04	4.7	22.79	4.8	17.34	3.3
Industrial machinery repairers	20.06	13.3	20.06	13.3	—	—
Mechanics and repairers, n.e.c.	18.42	4.0	19.78	4.0	—	—
Supervisors, production	27.27	6.2	27.27	6.2	—	—
Machine operators, assemblers, and inspectors	16.87	4.3	16.85	4.3	—	—
Molding and casting machine operators	13.43	6.9	13.43	6.9	—	—
Packaging and filling machine operators	11.71	2.5	11.71	2.5	—	—
Miscellaneous machine operators, n.e.c.	14.92	5.9	14.47	5.9	—	—
Welders and cutters	16.65	19.3	16.65	19.3	—	—
Assemblers	17.92	8.6	17.92	8.6	—	—
Production inspectors, checkers and examiners ..	14.04	12.2	14.04	12.2	—	—
Transportation and material moving	16.06	5.9	16.29	8.5	15.58	1.9
Truck drivers	15.95	6.4	16.77	8.5	—	—
Industrial truck and tractor equipment operators ..	17.44	8.3	17.44	8.3	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Miscellaneous material moving equipment operators, n.e.c.	\$15.98	7.4	\$15.42	11.0	—	—
Handlers, equipment cleaners, helpers, and laborers	13.79	4.1	13.51	4.6	\$14.81	9.6
Freight, stock, and material handlers, n.e.c.	16.38	9.9	16.38	9.9	—	—
Service	14.04	5.1	9.62	5.1	19.62	2.1
Protective service	22.99	2.0	—	—	22.95	2.0
Food service	9.22	3.3	9.17	3.6	—	—
Other food service	8.76	2.2	8.69	2.3	—	—
Health service	11.10	5.9	9.65	5.0	—	—
Nursing aides, orderlies and attendants	11.06	6.2	9.48	5.1	—	—
Cleaning and building service	11.04	7.2	9.68	9.0	13.18	6.4
Janitors and cleaners	11.77	6.1	10.56	7.5	13.18	6.4
Personal service	12.80	5.4	9.91	18.8	—	—

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.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$10.45	6.0	\$10.04	6.8	\$14.07	9.2
All excluding sales	10.69	6.1	10.25	6.9	14.07	9.2
White collar	13.03	10.8	12.59	11.9	16.06	10.0
White collar excluding sales	14.38	13.1	14.05	15.3	16.06	10.0
Professional specialty and technical	20.28	6.3	21.30	6.1	16.92	10.4
Professional specialty	21.50	4.5	22.59	2.4	17.48	14.3
Health related	22.56	2.7	22.64	2.8	-	-
Registered nurses	22.71	2.2	22.80	2.2	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	14.65	2.6	14.36	1.4	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	8.33	9.3	8.33	9.3	-	-
Cashiers	7.92	17.5	7.92	17.5	-	-
Administrative support, including clerical	10.92	10.2	10.55	8.8	14.10	24.5
General office clerks	9.24	11.9	-	-	-	-
Administrative support, n.e.c.	12.14	20.1	12.14	20.1	-	-
Blue collar	9.72	11.8	9.32	13.5	12.53	.7
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	11.38	14.6	10.68	19.1	-	-
Bus drivers	11.21	7.6	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.17	9.9	8.24	11.2	-	-
Freight, stock, and material handlers, n.e.c.	10.94	17.9	10.94	17.9	-	-
Service	7.72	2.9	7.50	3.2	10.81	9.2
Protective service	-	-	-	-	-	-
Food service	5.79	8.9	5.79	8.9	-	-
Other food service	7.09	5.9	7.09	5.9	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	7.75	10.1	-	-	-	-
Personal service	8.02	12.6	7.74	12.8	-	-

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.

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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$774	3.2	39.2	\$732	4.6	39.6	\$888	2.8	38.0
All excluding sales	780	3.2	39.1	737	4.6	39.5	890	2.8	38.0
White collar	861	5.1	38.9	800	7.9	39.7	990	4.2	37.1
White collar excluding sales	880	5.1	38.7	820	8.2	39.5	994	4.1	37.0
Professional specialty and technical	1,106	4.6	38.0	1,023	8.2	39.1	1,221	4.9	36.4
Professional specialty	1,208	3.8	37.8	1,158	6.8	39.3	1,264	4.1	36.3
Engineers, architects, and surveyors	1,374	4.4	40.3	1,395	3.4	40.3	-	-	-
Mathematical and computer scientists	963	7.9	40.1	933	11.6	40.6	-	-	-
Computer systems analysts and scientists	935	8.8	40.1	882	13.8	40.7	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,040	5.0	37.7	1,030	6.8	37.9	1,050	8.0	37.4
Registered nurses	867	3.0	37.9	897	2.8	37.7	823	4.7	38.2
Teachers, college and university	-	-	-	1,779	12.1	37.6	1,977	16.2	36.2
Teachers, except college and university	1,189	5.8	35.8	-	-	-	1,302	1.6	35.1
Elementary school teachers	1,193	13.9	35.6	-	-	-	1,394	3.2	35.8
Secondary school teachers	1,292	1.4	36.2	-	-	-	1,292	1.4	36.2
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	740	11.6	37.3	-	-	-	858	9.0	37.9
Social workers	742	12.6	37.6	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,004	11.6	39.2	943	13.7	39.0	-	-	-
Technical	647	7.7	38.5	635	9.1	38.6	706	14.4	37.8
Licensed practical nurses	516	8.3	38.0	493	9.5	37.5	-	-	-
Executive, administrative, and managerial	1,169	8.8	40.5	1,216	11.3	41.0	1,047	9.5	39.1
Executives, administrators, and managers	1,446	11.7	41.1	1,516	14.5	41.9	1,208	17.0	38.5
Administrators, education and related fields	1,360	7.7	39.6	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,288	10.3	40.0	1,272	11.4	40.0	-	-	-
Management related	830	8.6	39.8	785	13.0	39.8	916	1.5	39.6
Management related, n.e.c.	880	8.0	39.2	888	10.5	39.5	-	-	-
Sales	631	11.3	40.9	634	11.9	41.0	-	-	-
Supervisors, sales	603	22.5	40.0	603	22.5	40.0	-	-	-
Administrative support, including clerical	524	3.9	38.9	495	4.1	39.4	597	5.7	37.4
Secretaries	579	2.3	37.2	531	1.7	37.1	638	2.5	37.3
Typists	504	5.5	37.0	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	515	4.2	38.0	489	5.5	37.9	562	3.5	38.1
Stock and inventory clerks	655	21.9	39.1	698	26.8	40.0	-	-	-
General office clerks	491	3.3	39.0	475	4.8	39.4	517	2.4	38.3
Data entry keyers	507	1.8	40.0	-	-	-	-	-	-
Administrative support, n.e.c.	452	10.9	40.0	455	12.1	40.0	-	-	-
Blue collar	732	3.3	40.0	744	3.6	40.0	649	2.2	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair	\$881	4.7	39.9	\$910	4.9	39.9	\$694	3.3	40.0
Industrial machinery repairers	802	13.3	40.0	802	13.3	40.0	—	—	—
Mechanics and repairers, n.e.c.	732	3.9	39.8	783	4.0	39.6	—	—	—
Supervisors, production	1,091	6.2	40.0	1,091	6.2	40.0	—	—	—
Machine operators, assemblers, and inspectors	674	4.1	40.0	673	4.1	40.0	—	—	—
Molding and casting machine operators	537	6.9	40.0	537	6.9	40.0	—	—	—
Packaging and filling machine operators	469	2.5	40.0	469	2.5	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	597	5.9	40.0	579	5.9	40.0	—	—	—
Welders and cutters	666	19.3	40.0	666	19.3	40.0	—	—	—
Assemblers	717	8.6	40.0	717	8.6	40.0	—	—	—
Production inspectors, checkers and examiners ...	561	12.2	40.0	561	12.2	40.0	—	—	—
Transportation and material moving	652	7.9	40.6	665	11.4	40.8	623	1.9	40.0
Truck drivers	673	10.1	42.2	739	12.4	44.1	—	—	—
Industrial truck and tractor equipment operators	698	8.3	40.0	698	8.3	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	625	9.4	39.1	595	13.6	38.6	—	—	—
Handlers, equipment cleaners, helpers, and laborers	547	4.4	39.7	535	5.2	39.6	593	9.6	40.0
Freight, stock, and material handlers, n.e.c.	655	9.9	40.0	655	9.9	40.0	—	—	—
Service	537	6.0	38.2	361	6.1	37.6	767	3.2	39.1
Protective service	950	2.9	41.3	—	—	—	949	2.9	41.3
Food service	342	4.9	37.0	342	5.0	37.3	—	—	—
Other food service	322	3.9	36.8	322	4.1	37.0	—	—	—
Health service	421	7.0	38.0	361	6.2	37.4	—	—	—
Nursing aides, orderlies and attendants	420	7.4	38.0	355	6.3	37.4	—	—	—
Cleaning and building service	421	7.6	38.2	369	9.8	38.1	504	7.4	38.3
Janitors and cleaners	450	6.4	38.3	404	7.8	38.3	504	7.4	38.3
Personal service	445	7.3	34.8	373	20.1	37.7	—	—	—

¹ Earnings are the straight-time weekly 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.

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 A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$39,248	3.2	1,986	\$37,791	4.6	2,046	\$42,896	2.8	1,835
All excluding sales	39,521	3.2	1,981	38,072	4.6	2,043	42,978	2.8	1,834
White collar	42,970	5.1	1,939	41,201	7.9	2,044	46,370	4.2	1,737
White collar excluding sales	43,785	5.1	1,925	42,203	8.2	2,036	46,528	4.1	1,734
Professional specialty and technical	52,524	4.6	1,802	51,969	8.2	1,986	53,181	4.9	1,584
Professional specialty	56,281	3.8	1,763	58,365	6.8	1,979	54,309	4.1	1,558
Engineers, architects, and surveyors	71,468	4.4	2,094	72,544	3.4	2,094	-	-	-
Mathematical and computer scientists	50,062	7.9	2,085	48,532	11.6	2,112	-	-	-
Computer systems analysts and scientists	48,616	8.8	2,085	45,888	13.8	2,118	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	52,614	5.0	1,908	53,575	6.8	1,972	51,597	8.0	1,840
Registered nurses	44,738	3.0	1,957	46,623	2.8	1,962	42,028	4.7	1,949
Teachers, college and university	-	-	-	67,339	12.1	1,422	68,977	16.2	1,264
Teachers, except college and university	50,400	5.8	1,519	-	-	-	53,057	1.6	1,429
Elementary school teachers	48,514	13.9	1,449	-	-	-	55,924	3.2	1,436
Secondary school teachers	52,552	1.4	1,470	-	-	-	52,552	1.4	1,470
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	38,469	11.6	1,942	-	-	-	44,613	9.0	1,971
Social workers	38,595	12.6	1,955	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	52,205	11.6	2,039	49,017	13.7	2,029	-	-	-
Technical	33,653	7.7	2,000	32,995	9.1	2,007	36,715	14.4	1,968
Licensed practical nurses	26,839	8.3	1,976	25,658	9.5	1,950	-	-	-
Executive, administrative, and managerial	60,765	8.8	2,106	63,214	11.3	2,133	54,457	9.5	2,034
Executives, administrators, and managers	75,174	11.7	2,137	78,836	14.5	2,177	62,811	17.0	2,001
Administrators, education and related fields	70,724	7.7	2,059	-	-	-	-	-	-
Managers and administrators, n.e.c.	66,974	10.3	2,080	66,124	11.4	2,080	-	-	-
Management related	43,154	8.6	2,067	40,818	13.0	2,071	47,642	1.5	2,061
Management related, n.e.c.	45,743	8.0	2,040	46,181	10.5	2,056	-	-	-
Sales	32,495	11.3	2,109	32,681	11.9	2,110	-	-	-
Supervisors, sales	31,337	22.5	2,080	31,337	22.5	2,080	-	-	-
Administrative support, including clerical	27,119	3.9	2,011	25,693	4.1	2,046	30,714	5.7	1,923
Secretaries	30,129	2.3	1,935	27,588	1.7	1,930	33,153	2.5	1,942
Typists	26,188	5.5	1,924	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	26,769	4.2	1,977	25,417	5.5	1,973	29,243	3.5	1,984
Stock and inventory clerks	34,051	21.9	2,031	36,299	26.8	2,080	-	-	-
General office clerks	25,531	3.3	2,027	24,724	4.8	2,048	26,897	2.4	1,993
Data entry keyers	26,342	1.8	2,080	-	-	-	-	-	-
Administrative support, n.e.c.	22,903	10.9	2,027	23,012	12.1	2,021	-	-	-
Blue collar	38,019	3.3	2,081	38,656	3.6	2,081	33,725	2.2	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair	\$45,753	4.7	2,076	\$47,297	4.9	2,075	\$36,077	3.3	2,080
Industrial machinery repairers	41,718	13.3	2,080	41,718	13.3	2,080	—	—	—
Mechanics and repairers, n.e.c.	38,083	3.9	2,067	40,694	4.0	2,057	—	—	—
Supervisors, production	56,730	6.2	2,080	56,730	6.2	2,080	—	—	—
Machine operators, assemblers, and inspectors	35,027	4.1	2,077	34,985	4.1	2,077	—	—	—
Molding and casting machine operators	27,942	6.9	2,080	27,942	6.9	2,080	—	—	—
Packaging and filling machine operators	24,362	2.5	2,080	24,362	2.5	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	31,043	5.9	2,080	30,103	5.9	2,080	—	—	—
Welders and cutters	34,639	19.3	2,080	34,639	19.3	2,080	—	—	—
Assemblers	37,282	8.6	2,080	37,282	8.6	2,080	—	—	—
Production inspectors, checkers and examiners ...	29,197	12.2	2,080	29,197	12.2	2,080	—	—	—
Transportation and material moving	33,854	7.9	2,108	34,563	11.4	2,121	32,403	1.9	2,080
Truck drivers	34,994	10.1	2,194	38,433	12.4	2,292	—	—	—
Industrial truck and tractor equipment operators	36,279	8.3	2,080	36,279	8.3	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	32,524	9.4	2,036	30,960	13.6	2,008	—	—	—
Handlers, equipment cleaners, helpers, and laborers	28,469	4.4	2,065	27,841	5.2	2,061	30,810	9.6	2,080
Freight, stock, and material handlers, n.e.c.	34,069	9.9	2,080	34,069	9.9	2,080	—	—	—
Service	27,293	6.0	1,944	18,535	6.1	1,927	38,569	3.2	1,966
Protective service	49,391	2.9	2,149	—	—	—	49,323	2.9	2,149
Food service	16,941	4.9	1,837	17,035	5.0	1,858	—	—	—
Other food service	15,891	3.9	1,815	15,956	4.1	1,837	—	—	—
Health service	21,913	7.0	1,973	18,770	6.2	1,944	—	—	—
Nursing aides, orderlies and attendants	21,848	7.4	1,975	18,438	6.3	1,944	—	—	—
Cleaning and building service	21,912	7.6	1,985	19,196	9.8	1,982	26,215	7.4	1,990
Janitors and cleaners	23,419	6.4	1,990	21,016	7.8	1,990	26,215	7.4	1,990
Personal service	20,876	7.3	1,631	19,416	20.1	1,960	—	—	—

¹ Earnings are the straight-time annual 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.

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.

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cover all workers in the civilian economy. See appendix B for more information.

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

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.58	2.7	\$17.20	3.9	\$22.88	2.5
All excluding sales	18.84	2.5	17.45	3.7	22.93	2.5
White collar	21.16	4.2	19.14	6.2	26.17	3.5
1	9.30	8.3	8.60	8.1	11.93	18.4
2	9.63	6.0	8.92	6.0	—	—
3	11.83	8.5	11.33	9.6	—	—
4	13.34	2.5	12.77	2.9	15.34	2.2
5	14.67	2.1	14.38	2.8	15.15	2.1
6	16.43	5.5	15.08	7.7	17.52	5.5
7	19.89	5.2	19.20	5.5	22.34	9.7
8	29.73	3.6	23.06	2.9	38.64	3.0
9	25.86	5.0	24.59	7.4	26.82	6.6
10	31.73	3.7	32.00	3.6	—	—
11	34.36	2.8	34.42	3.3	34.18	5.4
12	38.74	4.7	38.21	5.4	39.54	9.2
13	54.63	6.5	50.63	6.9	—	—
14	58.29	14.0	—	—	—	—
Not able to be leveled	14.18	16.3	14.11	16.9	—	—
White collar excluding sales	21.95	4.0	19.96	6.1	26.30	3.4
1	—	—	—	—	11.93	18.4
2	9.68	6.3	8.95	6.4	—	—
3	12.08	9.4	11.54	10.8	—	—
4	13.76	2.6	13.19	3.4	15.34	2.2
5	14.89	1.6	14.59	1.9	15.34	2.0
6	16.83	5.3	15.74	8.4	17.52	5.5
7	19.35	5.7	18.31	5.1	22.34	9.7
8	29.76	3.6	23.09	3.0	38.64	3.0
9	25.86	5.0	24.59	7.4	26.82	6.6
10	31.61	3.9	31.85	3.8	—	—
11	34.40	2.7	34.48	3.3	34.18	5.4
12	38.74	4.7	38.21	5.4	39.54	9.2
13	54.63	6.5	50.63	6.9	—	—
14	58.29	14.0	—	—	—	—
Not able to be leveled	14.98	19.8	—	—	—	—
Professional specialty and technical	28.47	4.1	25.70	7.4	32.82	4.5
Professional specialty	31.13	3.2	28.75	6.2	34.22	3.5
7	20.29	5.0	20.30	5.6	—	—
8	32.31	3.5	23.50	2.4	39.98	2.9
9	25.78	6.4	24.21	10.6	26.62	7.9
10	30.96	5.4	30.91	6.2	—	—
11	34.31	2.9	34.07	3.7	34.80	4.5
12	39.65	5.4	38.14	5.6	—	—
13	52.98	6.5	47.34	4.5	—	—
Not able to be leveled	25.26	9.2	—	—	—	—
Engineers, architects, and surveyors	34.14	4.9	34.64	4.0	—	—
9	26.94	2.3	27.88	1.4	—	—
11	35.33	2.3	35.33	2.3	—	—
Mathematical and computer scientists	24.02	9.0	22.98	12.7	—	—
Computer systems analysts and scientists	23.32	9.8	21.67	14.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	26.19	3.7	25.32	4.0	27.80	8.0
7	20.97	3.7	20.60	4.5	—	—
8	24.37	.9	22.84	.8	—	—
9	24.53	8.8	—	—	23.05	5.3
Registered nurses	22.81	1.9	23.31	2.3	21.53	3.1
7	21.14	3.5	20.78	4.5	—	—
8	22.74	1.9	23.00	1.5	—	—
9	21.33	3.5	—	—	—	—
Teachers, college and university	50.73	11.5	46.90	14.0	53.51	15.2
13	58.08	10.3	—	—	—	—
Other post-secondary teachers	35.84	11.1	—	—	—	—
Teachers, except college and university	32.40	6.7	—	—	35.95	3.1
8	39.16	6.0	—	—	41.93	.5
9	25.87	13.0	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Elementary school teachers	\$33.47	15.7	–	–	\$38.95	10.9
Secondary school teachers	35.75	1.7	–	–	35.75	1.7
8	41.69	4.9	–	–	41.69	4.9
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	19.79	10.6	–	–	22.64	10.2
Social workers	19.73	11.8	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.45	10.9	\$24.15	13.1	–	–
Technical	16.66	6.7	16.31	7.9	18.22	11.6
4	12.22	3.1	12.22	3.1	–	–
5	14.78	3.5	14.34	3.0	–	–
6	15.77	8.4	–	–	–	–
Licensed practical nurses	13.65	6.1	13.27	7.5	–	–
Health technologists and technicians, n.e.c.	16.54	4.1	–	–	–	–
Executive, administrative, and managerial	28.57	7.0	29.38	8.9	26.44	8.3
7	18.16	6.4	17.46	10.2	–	–
8	23.21	3.6	23.11	4.1	–	–
9	26.32	4.6	25.45	5.4	–	–
10	34.39	6.9	34.39	6.9	–	–
11	35.43	4.6	35.04	4.8	–	–
Executives, administrators, and managers	35.01	7.9	36.21	9.6	30.86	13.9
9	25.70	7.5	24.12	7.4	–	–
11	36.21	4.2	35.85	4.5	–	–
Administrators, education and related fields	33.82	8.1	–	–	37.00	8.2
Managers and administrators, n.e.c.	32.20	10.3	31.79	11.4	–	–
Management related	20.63	8.3	19.50	12.4	22.83	2.7
7	17.51	6.9	–	–	–	–
9	27.04	4.1	–	–	–	–
Management related, n.e.c.	21.38	8.2	21.33	8.8	–	–
Sales	13.57	11.1	13.57	11.5	–	–
3	9.98	9.5	9.98	9.5	–	–
4	11.14	5.2	11.14	5.2	–	–
5	13.37	10.7	13.32	14.5	–	–
Supervisors, sales	15.07	22.5	15.07	22.5	–	–
Cashiers	8.82	14.7	8.00	13.7	–	–
Administrative support, including clerical	13.13	4.3	12.23	4.0	15.86	5.6
1	–	–	–	–	11.93	18.4
2	9.68	6.3	8.95	6.4	–	–
3	12.08	9.4	11.54	10.8	–	–
4	14.08	2.8	13.48	4.1	15.34	2.2
5	14.85	2.5	14.62	3.2	15.22	2.9
7	20.54	17.0	–	–	–	–
Secretaries	15.55	2.2	14.29	1.3	17.07	3.2
4	15.27	3.0	13.39	3.3	–	–
Typists	13.63	2.6	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.54	4.0	12.88	5.3	14.74	2.1
4	13.12	6.2	–	–	–	–
Traffic, shipping and receiving clerks	9.73	12.9	9.73	12.9	–	–
General office clerks	12.26	3.3	11.96	5.0	12.70	3.3
2	11.14	5.0	10.68	2.3	–	–
4	13.03	4.3	–	–	–	–
Data entry keyers	12.49	1.9	–	–	–	–
Administrative support, n.e.c.	11.60	10.6	11.67	11.3	–	–
3	9.54	3.9	–	–	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar	\$17.70	3.3	\$17.95	3.7	\$15.97	2.2
1	9.91	11.8	9.99	11.9	—	—
2	11.38	3.8	11.01	3.4	—	—
3	17.45	6.6	17.84	7.3	—	—
4	17.37	6.0	17.47	6.4	15.92	10.6
5	16.42	2.4	16.69	3.0	15.79	1.0
6	17.67	3.5	17.72	4.3	—	—
7	22.16	3.3	22.74	3.7	18.72	4.4
8	24.69	7.9	24.69	7.9	—	—
9	28.47	5.3	28.47	5.3	—	—
Precision production, craft, and repair	22.03	4.7	22.78	4.8	17.34	3.3
4	15.39	19.0	15.39	19.0	—	—
5	16.75	5.3	16.85	6.6	—	—
6	18.59	4.4	19.16	6.2	—	—
7	22.60	3.2	23.37	3.7	18.72	4.4
8	24.75	8.2	24.75	8.2	—	—
9	28.47	5.3	28.47	5.3	—	—
Industrial machinery repairers	20.06	13.3	20.06	13.3	—	—
7	22.87	15.7	22.87	15.7	—	—
Mechanics and repairers, n.e.c.	18.42	4.0	19.78	4.0	—	—
Supervisors, production	27.27	6.2	27.27	6.2	—	—
Machine operators, assemblers, and inspectors	16.61	4.1	16.59	4.1	—	—
1	8.52	7.6	8.52	7.6	—	—
2	11.40	4.4	11.40	4.4	—	—
3	18.31	10.3	18.31	10.3	—	—
4	20.63	6.6	20.66	6.9	—	—
5	16.45	5.4	16.45	5.4	—	—
6	15.64	5.9	15.64	5.9	—	—
Molding and casting machine operators	13.34	7.0	13.34	7.0	—	—
Packaging and filling machine operators	11.71	2.5	11.71	2.5	—	—
Miscellaneous machine operators, n.e.c.	14.92	5.9	14.47	5.9	—	—
5	16.07	8.6	16.07	8.6	—	—
Welders and cutters	16.65	19.3	16.65	19.3	—	—
Assemblers	17.02	8.6	17.02	8.6	—	—
Production inspectors, checkers and examiners ..	14.04	12.2	14.04	12.2	—	—
Transportation and material moving	15.29	7.0	15.23	10.3	15.44	2.1
3	16.61	8.7	—	—	—	—
4	13.73	14.4	13.62	15.6	—	—
5	16.29	2.1	16.97	4.5	15.74	1.1
Truck drivers	16.06	6.5	16.87	7.9	—	—
5	15.46	2.8	—	—	—	—
Bus drivers	11.03	7.3	—	—	—	—
4	10.82	7.5	—	—	—	—
Industrial truck and tractor equipment operators ..	17.26	8.3	17.26	8.3	—	—
5	16.48	4.7	16.48	4.7	—	—
Miscellaneous material moving equipment operators, n.e.c.	15.98	7.4	15.42	11.0	—	—
Handlers, equipment cleaners, helpers, and laborers	12.57	6.5	12.23	8.4	14.06	8.5
1	10.79	13.7	10.94	13.7	—	—
2	12.40	8.1	10.79	6.8	—	—
3	15.32	12.5	15.94	15.9	—	—
4	12.94	6.5	—	—	—	—
Freight, stock, and material handlers, n.e.c.	15.36	9.8	15.36	9.8	—	—
3	17.96	14.3	17.96	14.3	—	—
Laborers, except construction, n.e.c.	13.27	19.3	—	—	—	—
Service	12.17	3.6	8.74	2.8	19.10	2.4
1	7.62	9.5	6.78	2.9	12.36	5.1
2	9.92	6.2	8.23	7.8	16.30	3.7
3	9.45	5.3	9.13	6.1	—	—
4	11.72	4.1	11.00	3.7	14.14	6.9

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
5	\$14.75	11.6	—	—	\$16.42	10.2
6	17.88	14.8	—	—	—	—
7	23.55	3.9	—	—	23.55	3.9
Protective service	22.50	2.9	—	—	22.63	2.9
7	23.55	3.9	—	—	23.55	3.9
Food service	7.65	7.3	\$7.60	7.5	—	—
1	6.58	5.0	6.42	5.2	—	—
3	8.60	16.5	8.60	16.5	—	—
Waiters, waitresses, and bartenders	6.16	29.6	6.16	29.6	—	—
Other food service	8.22	4.4	8.16	4.5	—	—
1	6.86	4.3	6.68	2.4	—	—
Cooks	9.39	6.3	9.39	6.3	—	—
Food preparation, n.e.c.	7.12	6.8	6.93	5.7	—	—
1	6.84	5.6	6.60	2.9	—	—
Health service	10.23	3.2	9.30	2.6	—	—
4	11.37	7.7	—	—	—	—
Nursing aides, orderlies and attendants	10.14	3.3	9.20	2.5	—	—
4	11.27	9.4	—	—	—	—
Cleaning and building service	10.61	5.2	9.34	6.9	12.76	3.3
1	9.53	15.9	—	—	—	—
2	10.17	9.8	—	—	—	—
3	10.24	8.0	—	—	—	—
Janitors and cleaners	11.26	5.0	10.06	6.5	12.79	3.4
1	10.93	15.1	—	—	—	—
2	11.07	5.1	—	—	—	—
Personal service	11.53	8.6	9.13	18.1	—	—
4	11.78	4.5	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.76	3.1	\$18.47	4.5	\$23.38	2.6
All excluding sales	19.95	3.1	18.64	4.5	23.44	2.5
White collar	22.16	5.1	20.16	7.8	26.70	3.9
1	11.32	12.5	—	—	—	—
2	9.67	6.8	8.90	6.7	—	—
3	11.78	10.4	11.53	11.7	—	—
4	13.31	2.5	12.66	3.0	15.34	2.2
5	14.81	2.2	14.41	3.1	15.48	1.6
6	16.52	5.8	15.08	7.7	17.81	5.9
7	20.02	5.6	19.24	5.9	22.66	9.8
8	30.45	4.2	23.09	3.4	38.86	2.8
9	25.96	5.1	24.67	7.7	26.91	6.7
10	31.73	3.7	32.00	3.6	—	—
11	34.30	2.8	34.47	3.4	33.78	6.0
12	38.74	4.7	38.21	5.4	39.54	9.2
13	54.63	6.5	50.63	6.9	—	—
14	58.29	14.0	—	—	—	—
Not able to be leveled	14.34	17.1	—	—	—	—
White collar excluding sales	22.74	5.1	20.73	8.1	26.83	3.8
1	11.67	12.9	—	—	—	—
2	9.73	7.2	8.93	7.2	—	—
3	11.90	11.1	11.66	12.6	—	—
4	13.63	2.7	12.95	3.4	15.34	2.2
5	15.05	1.8	14.60	2.1	15.74	.6
6	16.96	5.6	15.74	8.4	17.81	5.9
7	19.44	6.2	18.25	5.5	22.66	9.8
8	30.48	4.1	23.13	3.5	38.86	2.8
9	25.96	5.1	24.67	7.7	26.91	6.7
10	31.61	3.9	31.85	3.8	—	—
11	34.34	2.7	34.54	3.4	33.78	6.0
12	38.74	4.7	38.21	5.4	39.54	9.2
13	54.63	6.5	50.63	6.9	—	—
14	58.29	14.0	—	—	—	—
Professional specialty and technical	29.15	4.3	26.16	7.8	33.58	4.6
Professional specialty	31.93	3.3	29.49	6.4	34.87	3.4
7	20.56	6.9	20.38	7.6	—	—
8	33.61	4.2	23.71	3.0	39.98	2.9
9	25.90	6.6	24.28	11.3	26.73	8.0
10	30.96	5.4	30.91	6.2	—	—
11	34.20	3.0	34.17	3.9	34.27	4.6
12	39.65	5.4	38.14	5.6	—	—
13	52.98	6.5	47.34	4.5	—	—
Not able to be leveled	25.43	11.4	25.43	11.4	—	—
Engineers, architects, and surveyors	34.14	4.9	34.64	4.0	—	—
9	26.94	2.3	27.88	1.4	—	—
11	35.33	2.3	35.33	2.3	—	—
Mathematical and computer scientists	24.02	9.0	22.98	12.7	—	—
Computer systems analysts and scientists	23.32	9.8	21.67	14.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.58	5.0	27.16	6.4	28.04	8.4
8	25.33	1.4	22.76	.6	—	—
9	24.82	9.8	—	—	23.19	5.7
Registered nurses	22.86	3.0	23.76	3.2	21.56	3.3
8	22.60	2.6	—	—	—	—
9	21.15	4.2	—	—	—	—
Teachers, college and university	—	—	47.36	14.8	54.56	14.5
13	58.08	10.3	—	—	—	—
Teachers, except college and university	33.18	7.1	—	—	37.14	2.7
8	39.16	6.0	—	—	41.93	.5
9	25.87	13.0	—	—	—	—
Elementary school teachers	33.47	15.7	—	—	38.95	10.9
Secondary school teachers	35.75	1.7	—	—	35.75	1.7
8	41.69	4.9	—	—	41.69	4.9
Librarians, archivists, and curators	—	—	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	\$19.81	11.2	–	–	\$22.64	10.2
Social workers	19.75	12.5	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	25.60	11.1	\$24.15	13.1	–	–
Technical	16.83	7.3	16.44	8.6	18.66	13.0
5	14.85	4.1	–	–	–	–
6	15.73	9.0	–	–	–	–
Licensed practical nurses	13.58	6.6	13.16	8.2	–	–
Executive, administrative, and managerial	28.86	7.3	29.63	9.3	26.77	8.5
7	18.37	6.8	17.75	11.3	–	–
8	23.32	3.9	23.11	4.1	–	–
9	26.32	4.6	25.45	5.4	–	–
10	34.39	6.9	34.39	6.9	–	–
11	35.43	4.6	35.04	4.8	–	–
Executives, administrators, and managers	35.18	7.9	36.21	9.6	31.38	14.1
9	25.70	7.5	24.12	7.4	–	–
11	36.21	4.2	35.85	4.5	–	–
Administrators, education and related fields	34.34	7.6	–	–	–	–
Managers and administrators, n.e.c.	32.20	10.3	31.79	11.4	–	–
Management related	20.87	8.7	19.71	13.1	23.12	2.4
7	17.73	7.4	–	–	–	–
9	27.04	4.1	–	–	–	–
Management related, n.e.c.	22.42	9.2	22.46	11.0	–	–
Sales	15.41	10.1	15.49	10.6	–	–
4	11.40	6.2	11.40	6.2	–	–
5	13.54	10.7	–	–	–	–
Supervisors, sales	15.07	22.5	15.07	22.5	–	–
Administrative support, including clerical	13.48	4.3	12.56	4.3	15.97	5.8
1	11.67	12.9	–	–	–	–
2	9.73	7.2	8.93	7.2	–	–
3	11.90	11.1	11.66	12.6	–	–
4	13.95	2.8	13.25	4.2	15.34	2.2
5	14.87	2.7	14.63	3.6	15.22	2.9
7	20.54	17.0	–	–	–	–
Secretaries	15.57	2.3	14.29	1.2	17.07	3.2
4	15.29	3.1	13.34	3.4	–	–
Typists	13.61	2.6	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.54	4.0	12.88	5.3	14.74	2.1
4	13.12	6.2	–	–	–	–
Stock and inventory clerks	16.77	21.9	17.45	26.8	–	–
General office clerks	12.59	3.7	12.07	5.3	13.50	1.2
4	13.03	4.3	–	–	–	–
Data entry keyers	12.66	1.8	–	–	–	–
Administrative support, n.e.c.	11.30	10.9	11.39	12.1	–	–
Blue collar	18.27	3.2	18.58	3.6	16.21	2.2
2	11.53	4.1	11.16	3.7	–	–
3	17.54	6.8	17.85	7.4	–	–
4	18.27	6.4	18.38	6.8	–	–
5	16.42	2.4	16.70	3.0	15.79	1.0
6	17.67	3.5	17.72	4.3	–	–
7	22.16	3.3	22.74	3.7	18.72	4.4
8	24.69	7.9	24.69	7.9	–	–
9	28.47	5.3	28.47	5.3	–	–
Precision production, craft, and repair	22.04	4.7	22.79	4.8	17.34	3.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
4	\$15.39	19.0	\$15.39	19.0	—	—
5	16.75	5.3	16.85	6.6	—	—
6	18.59	4.4	19.16	6.2	—	—
7	22.60	3.2	23.37	3.7	\$18.72	4.4
8	24.75	8.2	24.75	8.2	—	—
9	28.47	5.3	28.47	5.3	—	—
Industrial machinery repairers	20.06	13.3	20.06	13.3	—	—
7	22.87	15.7	22.87	15.7	—	—
Mechanics and repairers, n.e.c.	18.42	4.0	19.78	4.0	—	—
Supervisors, production	27.27	6.2	27.27	6.2	—	—
Machine operators, assemblers, and inspectors						
2	16.87	4.3	16.85	4.3	—	—
2	11.47	4.7	11.47	4.7	—	—
3	18.31	10.3	18.31	10.3	—	—
4	20.63	6.6	20.66	6.9	—	—
5	16.45	5.4	16.45	5.4	—	—
6	15.64	5.9	15.64	5.9	—	—
Molding and casting machine operators	13.43	6.9	13.43	6.9	—	—
Packaging and filling machine operators	11.71	2.5	11.71	2.5	—	—
Miscellaneous machine operators, n.e.c.	14.92	5.9	14.47	5.9	—	—
5	16.07	8.6	16.07	8.6	—	—
Welders and cutters	16.65	19.3	16.65	19.3	—	—
Assemblers	17.92	8.6	17.92	8.6	—	—
Production inspectors, checkers and examiners ..	14.04	12.2	14.04	12.2	—	—
Transportation and material moving						
4	16.06	5.9	16.29	8.5	15.58	1.9
4	15.00	14.6	15.00	14.6	—	—
5	16.30	2.2	17.01	4.7	15.74	1.1
Truck drivers	15.95	6.4	16.77	8.5	—	—
5	15.47	2.9	—	—	—	—
Industrial truck and tractor equipment operators ..	17.44	8.3	17.44	8.3	—	—
5	16.48	4.7	16.48	4.7	—	—
Miscellaneous material moving equipment operators, n.e.c.	15.98	7.4	15.42	11.0	—	—
Handlers, equipment cleaners, helpers, and laborers						
2	13.79	4.1	13.51	4.6	14.81	9.6
2	13.57	10.7	—	—	—	—
3	15.32	12.6	15.97	16.4	—	—
4	12.94	6.5	—	—	—	—
Freight, stock, and material handlers, n.e.c.	16.38	9.9	16.38	9.9	—	—
Service						
2	14.04	5.1	9.62	5.1	19.62	2.1
2	12.40	2.5	9.14	6.8	16.37	3.6
3	9.96	6.7	9.77	6.4	—	—
4	11.86	4.2	11.14	3.4	14.52	7.6
5	14.75	11.6	—	—	16.42	10.2
6	17.88	14.8	—	—	—	—
7	23.55	3.9	—	—	23.55	3.9
Protective service	22.99	2.0	—	—	22.95	2.0
7	23.55	3.9	—	—	23.55	3.9
Food service	9.22	3.3	9.17	3.6	—	—
Other food service	8.76	2.2	8.69	2.3	—	—
Health service	11.10	5.9	9.65	5.0	—	—
Nursing aides, orderlies and attendants	11.06	6.2	9.48	5.1	—	—
Cleaning and building service	11.04	7.2	9.68	9.0	13.18	6.4
2	10.17	9.8	—	—	—	—
3	10.16	8.3	—	—	—	—
Janitors and cleaners	11.77	6.1	10.56	7.5	13.18	6.4
2	11.07	5.1	—	—	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$12.80	5.4	\$9.91	18.8	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$10.45	6.0	\$10.04	6.8	\$14.07	9.2
All excluding sales	10.69	6.1	10.25	6.9	14.07	9.2
White collar	13.03	10.8	12.59	11.9	16.06	10.0
2	9.32	2.1	9.14	2.3	—	—
3	12.02	9.8	10.53	6.4	—	—
4	13.80	9.3	13.80	9.3	—	—
5	13.25	6.1	13.99	4.3	—	—
7	18.52	6.9	18.79	7.8	—	—
8	22.79	1.1	—	—	—	—
Not able to be leveled	12.67	28.4	—	—	—	—
White collar excluding sales	14.38	13.1	14.05	15.3	16.06	10.0
2	9.32	2.1	9.14	2.3	—	—
3	12.92	13.4	10.87	5.3	—	—
4	15.97	5.6	15.97	5.6	—	—
5	13.52	5.9	—	—	—	—
7	18.52	6.9	18.79	7.8	—	—
8	22.79	1.1	—	—	—	—
Not able to be leveled	21.72	7.2	21.35	8.7	—	—
Professional specialty and technical	20.28	6.3	21.30	6.1	16.92	10.4
Professional specialty	21.50	4.5	22.59	2.4	17.48	14.3
7	19.45	5.0	20.01	4.9	—	—
Health related	22.56	2.7	22.64	2.8	—	—
Registered nurses	22.71	2.2	22.80	2.2	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.65	2.6	14.36	1.4	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.33	9.3	8.33	9.3	—	—
Cashiers	7.92	17.5	7.92	17.5	—	—
Administrative support, including clerical	10.92	10.2	10.55	8.8	14.10	24.5
2	9.32	2.1	9.14	2.3	—	—
3	12.92	13.4	10.87	5.3	—	—
General office clerks	9.24	11.9	—	—	—	—
Administrative support, n.e.c.	12.14	20.1	12.14	20.1	—	—
Blue collar	9.72	11.8	9.32	13.5	12.53	.7
1	7.21	4.3	7.19	4.5	—	—
2	8.97	8.9	8.97	8.9	—	—
4	12.10	14.8	11.57	18.3	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.38	14.6	10.68	19.1	—	—
4	12.10	14.8	11.57	18.3	—	—
Bus drivers	11.21	7.6	—	—	—	—
4	10.95	8.3	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.17	9.9	8.24	11.2	—	—
1	7.51	6.4	—	—	—	—
Freight, stock, and material handlers, n.e.c.	10.94	17.9	10.94	17.9	—	—
Service	7.72	2.9	7.50	3.2	10.81	9.2
1	6.90	3.6	6.73	4.1	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
3	\$7.51	24.2	\$6.69	23.9	—	—
Protective service	—	—	—	—	—	—
Food service	5.79	8.9	5.79	8.9	—	—
1	6.21	5.7	6.21	5.7	—	—
Other food service	7.09	5.9	7.09	5.9	—	—
1	6.59	3.2	6.59	3.2	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	7.75	10.1	—	—	—	—
Personal service	8.02	12.6	7.74	12.8	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ 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.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.76	\$10.45	\$20.87	\$16.63	\$18.60	\$17.98
All excluding sales	19.95	10.69	21.19	16.76	18.86	17.40
White collar	22.16	13.03	24.72	19.18	21.19	18.98
White-collar excluding sales	22.74	14.38	25.85	19.70	21.95	—
Professional specialty and technical	29.15	20.28	31.52	25.61	28.47	—
Professional specialty	31.93	21.50	33.81	28.35	31.13	—
Technical	16.83	14.65	17.75	16.01	16.66	—
Executive, administrative, and managerial	28.86	—	25.69	29.38	28.57	—
Sales	15.41	8.33	10.34	14.80	12.43	18.98
Administrative support, including clerical	13.48	10.92	16.32	11.81	13.13	—
Blue collar	18.27	9.72	19.14	15.29	17.69	17.72
Precision production, craft, and repair	22.04	—	22.89	20.47	22.01	—
Machine operators, assemblers, and inspectors	16.87	—	20.31	11.96	16.69	—
Transportation and material moving	16.06	11.38	15.03	15.71	14.64	18.43
Handlers, equipment cleaners, helpers, and laborers	13.79	8.17	13.19	10.04	12.57	—
Service	14.04	7.72	16.11	8.66	12.18	—
	Relative error ⁶ (percent)					
All occupations	3.1	6.0	3.3	5.2	2.7	6.2
All excluding sales	3.1	6.1	2.9	5.1	2.6	7.6
White collar	5.1	10.8	4.9	6.4	4.2	15.7
White-collar excluding sales	5.1	13.1	3.6	6.3	4.0	—
Professional specialty and technical	4.3	6.3	4.6	9.1	4.1	—
Professional specialty	3.3	4.5	3.6	7.9	3.2	—
Technical	7.3	2.6	6.0	10.2	6.7	—
Executive, administrative, and managerial	7.3	—	6.0	8.3	7.0	—
Sales	10.1	9.3	13.9	13.7	10.1	15.7
Administrative support, including clerical	4.3	10.2	5.6	2.9	4.3	—
Blue collar	3.2	11.8	4.5	5.3	3.5	6.6
Precision production, craft, and repair	4.7	—	5.7	4.5	4.7	—
Machine operators, assemblers, and inspectors	4.3	—	2.4	5.8	4.0	—
Transportation and material moving	5.9	14.6	5.8	9.3	5.1	.2
Handlers, equipment cleaners, helpers, and laborers	4.1	9.9	7.3	7.8	6.6	—
Service	5.1	2.9	6.5	4.0	3.6	—

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an 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.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.20	\$20.02	-	-	\$19.57	-	-	-	-	-
All excluding sales	17.45	19.94	-	-	19.47	-	-	-	-	-
White collar	19.14	23.77	-	-	23.77	-	-	-	-	-
White-collar excluding sales	19.96	23.85	-	-	23.85	-	-	-	-	-
Professional specialty and technical	25.70	27.09	-	-	27.09	-	-	-	-	-
Professional specialty	28.75	30.83	-	-	30.83	-	-	-	-	-
Technical	16.31	17.08	-	-	17.08	-	-	-	-	-
Executive, administrative, and managerial	29.38	32.89	-	-	32.89	-	-	-	-	-
Sales	13.57	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.23	14.22	-	-	14.22	-	-	-	-	-
Blue collar	17.95	18.63	-	-	17.89	-	-	-	-	-
Precision production, craft, and repair	22.78	24.15	-	-	22.68	-	-	-	-	-
Machine operators, assemblers, and inspectors	16.59	16.85	-	-	16.85	-	-	-	-	-
Transportation and material moving	15.23	16.17	-	-	16.18	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.23	13.63	-	-	13.63	-	-	-	-	-
Service	8.74	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.9	3.3	-	-	2.8	-	-	-	-	-
All excluding sales	3.7	3.4	-	-	2.8	-	-	-	-	-
White collar	6.2	2.0	-	-	2.0	-	-	-	-	-
White-collar excluding sales	6.1	3.1	-	-	3.1	-	-	-	-	-
Professional specialty and technical	7.4	10.8	-	-	10.8	-	-	-	-	-
Professional specialty	6.2	7.0	-	-	7.0	-	-	-	-	-
Technical	7.9	15.1	-	-	15.1	-	-	-	-	-
Executive, administrative, and managerial	8.9	7.8	-	-	7.8	-	-	-	-	-
Sales	11.5	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	4.0	15.8	-	-	15.8	-	-	-	-	-
Blue collar	3.7	4.1	-	-	1.7	-	-	-	-	-
Precision production, craft, and repair	4.8	5.3	-	-	2.2	-	-	-	-	-
Machine operators, assemblers, and inspectors	4.1	4.3	-	-	4.3	-	-	-	-	-
Transportation and material moving	10.3	11.4	-	-	11.6	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.4	4.1	-	-	4.1	-	-	-	-	-
Service	2.8	-	-	-	-	-	-	-	-	-

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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.

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$17.20	\$15.48	\$17.97	\$16.85	\$19.20
All excluding sales	17.45	15.35	18.39	17.69	19.07
White collar	19.14	16.54	19.95	20.29	19.56
White-collar excluding sales	19.96	16.34	21.03	22.89	19.32
Professional specialty and technical	25.70	15.43	27.70	29.19	25.88
Professional specialty	28.75	18.64	29.87	31.16	28.19
Technical	16.31	12.69	18.34	19.19	17.54
Executive, administrative, and managerial	29.38	33.20	27.76	32.43	24.18
Sales	13.57	17.62	11.86	10.30	-
Administrative support, including clerical	12.23	10.70	12.77	12.40	13.04
Blue collar	17.95	17.92	17.97	14.04	21.66
Precision production, craft, and repair	22.78	22.53	23.09	20.74	24.49
Machine operators, assemblers, and inspectors	16.59	12.62	17.77	12.57	22.57
Transportation and material moving	15.23	16.45	14.82	13.92	16.16
Handlers, equipment cleaners, helpers, and laborers	12.23	13.06	11.20	9.02	14.16
Service	8.74	7.16	9.73	9.65	9.83
Relative error ⁴ (percent)					
All occupations	3.9	8.7	5.8	11.0	6.0
All excluding sales	3.7	8.9	5.7	10.9	6.0
White collar	6.2	13.6	9.3	13.3	10.7
White-collar excluding sales	6.1	14.3	9.1	11.2	10.7
Professional specialty and technical	7.4	8.0	6.4	9.6	6.4
Professional specialty	6.2	8.8	5.5	9.1	6.7
Technical	7.9	6.6	7.5	13.9	3.9
Executive, administrative, and managerial	8.9	9.7	11.2	9.8	15.0
Sales	11.5	14.5	12.8	5.2	-
Administrative support, including clerical	4.0	6.4	5.0	3.9	8.4
Blue collar	3.7	9.3	1.9	6.3	3.4
Precision production, craft, and repair	4.8	9.2	3.1	4.9	4.1
Machine operators, assemblers, and inspectors	4.1	3.4	4.0	7.4	3.0
Transportation and material moving	10.3	14.3	8.4	15.6	9.6
Handlers, equipment cleaners, helpers, and laborers	8.4	8.3	14.2	11.5	14.6
Service	2.8	7.8	2.1	2.7	4.8

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$11.06	\$15.85	\$23.94	\$30.55
All excluding sales	8.60	11.21	16.05	24.17	31.25
White collar	9.28	11.82	17.42	26.69	38.54
White collar excluding sales	9.85	12.25	18.28	27.47	39.52
Professional specialty and technical	14.00	18.66	25.61	35.09	45.75
Professional specialty	17.58	21.65	28.04	37.50	48.46
Engineers, architects, and surveyors	25.00	27.28	33.54	38.93	45.68
Mathematical and computer scientists	18.32	18.32	24.40	27.49	34.10
Computer systems analysts and scientists	18.32	18.32	23.43	27.12	34.10
Natural scientists	—	—	—	—	—
Health related	18.11	21.23	23.53	27.47	40.00
Registered nurses	17.74	20.22	22.71	25.16	27.47
Teachers, college and university	25.47	35.56	43.04	58.64	89.30
Other post-secondary teachers	25.47	25.47	38.29	42.41	44.74
Teachers, except college and university	14.00	22.28	29.74	42.59	52.77
Elementary school teachers	11.79	17.38	32.01	46.77	56.88
Secondary school teachers	21.54	26.92	33.86	43.15	52.36
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.75	14.17	19.24	21.65	28.09
Social workers	13.75	13.75	19.23	21.65	28.09
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.25	16.42	29.66	31.55	33.89
Technical	11.50	13.14	15.17	18.91	24.62
Licensed practical nurses	11.33	12.00	13.74	15.17	16.06
Health technologists and technicians, n.e.c.	13.98	14.29	16.94	17.82	18.91
Executive, administrative, and managerial	13.46	19.29	25.91	34.83	44.53
Executives, administrators, and managers	23.00	24.75	33.56	42.64	49.46
Administrators, education and related fields	21.29	30.85	36.46	38.18	42.86
Managers and administrators, n.e.c.	23.00	24.16	30.05	42.64	43.78
Management related	12.25	15.58	18.91	25.88	30.35
Management related, n.e.c.	16.35	18.69	18.77	24.27	28.78
Sales	6.77	9.00	11.60	15.60	23.94
Supervisors, sales	9.75	10.65	12.15	18.00	28.27
Cashiers	5.75	6.00	7.17	10.88	14.00
Administrative support, including clerical	8.57	10.05	12.02	15.24	18.91
Secretaries	11.34	13.44	15.73	17.95	18.50
Typists	10.16	12.20	14.10	14.91	16.06
Bookkeepers, accounting and auditing clerks	11.00	11.00	13.75	15.74	16.38
Traffic, shipping and receiving clerks	7.60	7.60	8.00	12.16	15.38
General office clerks	9.91	11.06	11.90	13.58	14.48
Data entry keyers	10.47	11.20	13.03	13.67	13.98
Administrative support, n.e.c.	7.50	8.65	10.90	14.42	16.63
Blue collar	9.90	12.60	16.71	23.32	27.81
Precision production, craft, and repair	15.00	17.34	21.33	28.10	29.60
Industrial machinery repairers	14.73	17.04	18.79	21.45	28.37
Mechanics and repairers, n.e.c.	15.21	16.60	18.40	19.15	21.72
Supervisors, production	19.00	22.61	27.81	30.29	33.51
Machine operators, assemblers, and inspectors	9.65	11.38	15.30	24.17	24.81
Molding and casting machine operators	9.90	9.90	12.29	13.52	20.45
Packaging and filling machine operators	7.55	8.99	11.07	14.78	16.79
Miscellaneous machine operators, n.e.c.	9.20	10.77	15.29	19.70	21.85
Welders and cutters	9.75	11.96	13.75	24.60	24.60
Assemblers	8.59	10.79	15.85	24.17	24.49
Production inspectors, checkers and examiners ..	8.28	10.05	13.56	15.35	21.65
Transportation and material moving	9.61	12.48	15.43	17.17	19.96
Truck drivers	11.04	13.47	16.01	19.09	19.96
Bus drivers	8.70	9.70	10.50	12.25	14.88
Industrial truck and tractor equipment operators ..	13.00	15.27	17.05	19.54	24.17

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving —Continued					
Miscellaneous material moving equipment operators, n.e.c.	\$14.10	\$14.10	\$16.03	\$17.04	\$19.75
Handlers, equipment cleaners, helpers, and laborers					
Freight, stock, and material handlers, n.e.c.	7.25	10.53	12.60	14.43	16.95
Laborers, except construction, n.e.c.	10.26	11.50	14.43	16.49	24.17
Laborers, except construction, n.e.c.	8.15	11.82	12.60	13.33	19.15
Service					
Protective service	6.25	8.15	10.00	14.76	22.93
Food service	19.41	20.95	22.81	23.85	27.19
Waiters, waitresses, and bartenders	3.30	6.00	7.50	9.00	11.00
Other food service	3.30	3.30	5.25	9.00	13.60
Cooks	6.00	6.25	8.50	9.00	10.75
Food preparation, n.e.c.	8.00	8.50	8.50	10.75	12.75
Health service	6.00	6.25	6.25	7.20	9.10
Nursing aides, orderlies and attendants	7.80	8.43	9.70	11.10	14.38
Cleaning and building service	7.80	8.30	9.44	10.69	14.27
Janitors and cleaners	6.25	8.26	10.69	12.79	14.80
Personal service	6.75	9.27	11.06	13.40	16.32
Personal service	6.35	7.93	10.00	13.13	19.53

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.15	\$10.15	\$14.00	\$23.18	\$29.30
All excluding sales	8.25	10.30	14.23	23.48	29.60
White collar	8.90	11.00	14.44	24.62	34.95
White collar excluding sales	9.13	11.39	15.75	25.47	36.06
Professional specialty and technical	13.21	17.10	24.04	33.15	39.76
Professional specialty	16.42	20.64	26.93	35.12	40.98
Engineers, architects, and surveyors	25.00	28.39	34.34	39.09	45.68
Mathematical and computer scientists	18.32	18.32	18.32	29.20	34.10
Computer systems analysts and scientists	11.75	18.32	18.32	26.38	34.10
Natural scientists	—	—	—	—	—
Health related	18.00	21.23	23.53	27.47	37.50
Registered nurses	17.89	21.08	23.48	26.10	27.47
Teachers, college and university	25.47	34.67	41.20	57.32	83.85
Teachers, except college and university	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.25	16.42	17.14	33.89	33.89
Technical	11.33	12.16	14.29	18.79	24.62
Licensed practical nurses	11.25	11.50	13.39	15.02	15.17
Executive, administrative, and managerial	12.66	18.69	25.94	34.95	49.46
Executives, administrators, and managers	23.00	25.63	33.56	42.64	49.46
Managers and administrators, n.e.c.	23.00	24.16	29.12	42.64	43.79
Management related	12.02	13.33	18.69	24.23	30.35
Management related, n.e.c.	16.35	18.69	18.69	24.23	29.63
Sales	6.75	9.00	11.60	15.00	23.94
Supervisors, sales	9.75	10.65	12.15	18.00	28.27
Cashiers	5.70	6.00	6.50	9.14	14.00
Administrative support, including clerical	8.50	9.65	11.29	14.00	17.46
Secretaries	10.05	11.88	14.19	17.10	17.95
Bookkeepers, accounting and auditing clerks	10.67	11.00	12.50	15.94	16.38
Traffic, shipping and receiving clerks	7.60	7.60	8.00	12.16	15.38
General office clerks	10.20	11.06	11.54	12.02	13.90
Administrative support, n.e.c.	7.50	8.66	10.90	14.70	16.63
Blue collar	9.70	12.29	16.97	24.30	28.10
Precision production, craft, and repair	15.24	17.73	23.32	28.50	29.60
Industrial machinery repairers	14.73	17.04	18.79	21.45	28.37
Mechanics and repairers, n.e.c.	16.97	18.40	19.15	19.74	25.30
Supervisors, production	19.00	22.61	27.81	30.29	33.51
Machine operators, assemblers, and inspectors	9.63	11.30	15.29	24.17	24.81
Molding and casting machine operators	9.90	9.90	12.29	13.52	20.45
Packaging and filling machine operators	7.55	8.99	11.07	14.78	16.79
Miscellaneous machine operators, n.e.c.	9.20	10.46	13.36	17.10	21.85
Welders and cutters	9.75	11.96	13.75	24.60	24.60
Assemblers	8.59	10.79	15.85	24.17	24.49
Production inspectors, checkers and examiners ..	8.28	10.05	13.56	15.35	21.65
Transportation and material moving	8.70	10.50	15.27	19.21	21.13
Truck drivers	7.85	12.48	17.60	19.39	24.79
Industrial truck and tractor equipment operators ..	13.00	15.27	17.05	19.54	24.17
Miscellaneous material moving equipment operators, n.e.c.	14.10	14.10	14.23	16.00	19.75
Handlers, equipment cleaners, helpers, and laborers	7.25	10.25	12.48	13.01	16.49
Freight, stock, and material handlers, n.e.c.	10.26	11.50	14.43	16.49	24.17
Service	6.00	6.89	8.71	10.06	11.84
Protective service	—	—	—	—	—

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Food service	\$3.30	\$6.00	\$7.50	\$9.00	\$11.00
Waiters, waitresses, and bartenders	3.30	3.30	5.25	9.00	13.60
Other food service	6.00	6.25	8.50	9.00	10.75
Cooks	8.00	8.50	8.50	10.75	12.75
Food preparation, n.e.c.	6.00	6.25	6.25	6.89	9.09
Health service	7.80	8.18	9.25	10.06	11.27
Nursing aides, orderlies and attendants	7.80	8.15	9.25	10.06	11.07
Cleaning and building service	6.00	6.75	9.32	11.06	12.16
Janitors and cleaners	6.75	7.80	10.62	11.30	12.50
Personal service	6.35	7.21	8.81	11.01	12.72

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.98	\$15.21	\$19.29	\$26.10	\$39.22
All excluding sales	13.02	15.26	19.31	26.16	39.28
White collar	13.45	16.31	21.56	31.81	45.99
White collar excluding sales	13.45	16.38	21.61	32.07	46.06
Professional specialty and technical	16.66	21.65	28.60	42.10	53.17
Professional specialty	19.24	22.77	29.74	42.66	54.81
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Health related	18.19	21.35	23.30	32.07	46.10
Registered nurses	17.57	19.03	22.18	23.33	25.82
Teachers, college and university	28.11	39.04	45.54	69.14	94.84
Teachers, except college and university	20.40	26.05	33.97	46.03	55.61
Elementary school teachers	20.14	28.27	38.75	50.40	57.90
Secondary school teachers	21.54	26.92	33.86	43.15	52.36
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	19.23	19.24	21.65	27.02	28.09
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.00	15.08	16.66	18.91	25.75
Executive, administrative, and managerial	18.42	20.41	25.00	30.37	38.18
Executives, administrators, and managers	21.61	23.62	33.51	38.18	42.86
Administrators, education and related fields	28.90	37.75	38.18	38.90	42.86
Management related	17.87	18.91	20.88	27.33	30.33
Sales	—	—	—	—	—
Administrative support, including clerical	10.54	13.45	14.98	17.90	19.96
Secretaries	14.56	15.20	17.11	18.04	19.14
Bookkeepers, accounting and auditing clerks	13.45	13.45	14.63	15.74	16.18
General office clerks	9.72	11.64	13.58	14.14	14.57
Blue collar	12.85	14.80	16.01	17.43	19.31
Precision production, craft, and repair	14.67	15.70	17.55	18.85	19.77
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	13.29	14.80	16.01	16.57	17.04
Handlers, equipment cleaners, helpers, and laborers	8.15	12.47	14.62	14.99	19.15
Service	11.18	14.38	20.95	23.48	24.60
Protective service	19.80	20.95	22.84	23.79	27.19
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Health service	—	—	—	—	—
Cleaning and building service	9.17	10.72	13.19	14.17	17.02
Janitors and cleaners	9.17	10.69	13.22	14.30	17.02
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.75	\$12.15	\$17.02	\$24.60	\$32.71
All excluding sales	9.84	12.25	17.10	24.70	33.15
White collar	10.10	12.32	18.32	28.00	39.91
White collar excluding sales	10.22	12.74	18.77	28.90	40.38
Professional specialty and technical	14.00	18.91	26.54	35.97	46.88
Professional specialty	18.19	22.18	29.14	38.65	49.18
Engineers, architects, and surveyors	25.00	27.28	33.54	38.93	45.68
Mathematical and computer scientists	18.32	18.32	24.40	27.49	34.10
Computer systems analysts and scientists	18.32	18.32	23.43	27.12	34.10
Natural scientists	—	—	—	—	—
Health related	18.19	21.58	24.44	30.39	40.00
Registered nurses	17.57	20.05	23.13	25.69	27.47
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	16.54	23.16	29.99	42.66	53.27
Elementary school teachers	11.79	17.38	32.01	46.77	56.88
Secondary school teachers	21.54	26.92	33.86	43.15	52.36
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.75	13.75	19.24	21.65	28.09
Social workers	13.75	13.75	19.23	21.65	28.09
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.25	16.42	30.58	31.55	33.89
Technical	11.50	12.65	15.17	18.91	24.62
Licensed practical nurses	11.33	11.67	13.73	15.17	16.22
Executive, administrative, and managerial	13.94	19.76	25.94	34.95	44.53
Executives, administrators, and managers	23.00	24.75	33.56	42.64	49.46
Administrators, education and related fields	22.62	31.00	36.46	38.19	42.86
Managers and administrators, n.e.c.	23.00	24.16	30.05	42.64	43.78
Management related	12.25	15.58	19.29	25.91	30.35
Management related, n.e.c.	18.42	18.69	19.29	25.64	28.78
Sales	9.10	10.65	12.36	17.87	25.51
Supervisors, sales	9.75	10.65	12.15	18.00	28.27
Administrative support, including clerical	8.76	10.43	12.51	15.49	18.95
Secretaries	11.50	13.44	15.83	17.95	18.50
Typists	10.16	12.31	14.04	14.91	16.06
Bookkeepers, accounting and auditing clerks	11.00	11.00	13.75	15.74	16.38
Stock and inventory clerks	8.03	10.24	18.95	24.62	24.62
General office clerks	10.50	11.06	12.02	13.58	14.48
Data entry keyers	10.82	11.22	13.05	13.67	13.99
Administrative support, n.e.c.	8.37	8.77	10.50	12.93	15.25
Blue collar	10.79	13.04	17.05	24.17	28.08
Precision production, craft, and repair	15.00	17.34	21.33	28.10	29.60
Industrial machinery repairers	14.73	17.04	18.79	21.45	28.37
Mechanics and repairers, n.e.c.	15.21	16.60	18.40	19.15	21.72
Supervisors, production	19.00	22.61	27.81	30.29	33.51
Machine operators, assemblers, and inspectors	9.90	11.63	15.74	24.17	24.81
Molding and casting machine operators	9.90	9.90	12.29	13.64	20.45
Packaging and filling machine operators	7.55	8.99	11.07	14.78	16.79
Miscellaneous machine operators, n.e.c.	9.20	10.77	15.29	19.70	21.85
Welders and cutters	9.75	11.96	13.75	24.60	24.60
Assemblers	10.00	11.20	16.55	24.17	24.49
Production inspectors, checkers and examiners ..	8.28	10.05	13.56	15.35	21.65
Transportation and material moving	10.50	14.10	16.01	17.60	20.87
Truck drivers	11.04	13.30	15.48	18.20	20.78
Industrial truck and tractor equipment operators ..	13.50	15.27	17.05	19.54	24.17
Miscellaneous material moving equipment operators, n.e.c.	14.10	14.10	16.03	17.04	19.75
Handlers, equipment cleaners, helpers, and laborers	10.53	12.25	13.01	14.99	16.95
Freight, stock, and material handlers, n.e.c.	11.08	12.25	16.49	22.68	24.17

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Service	\$6.85	\$9.09	\$11.78	\$19.99	\$23.48
Protective service	19.99	21.01	23.37	24.09	27.19
Food service	6.25	7.20	8.50	10.75	13.60
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.25	7.00	8.50	9.36	11.00
Health service	6.70	9.41	10.06	12.21	15.42
Nursing aides, orderlies and attendants	6.65	9.25	10.06	12.36	15.58
Cleaning and building service	6.75	8.91	11.06	13.22	15.12
Janitors and cleaners	7.72	10.00	11.07	13.40	17.02
Personal service	6.35	8.75	11.85	15.33	21.18

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.30	\$8.90	\$11.85	\$18.68
All excluding sales	6.00	7.50	8.95	12.25	19.24
White collar	6.50	8.20	10.54	16.63	22.71
White collar excluding sales	8.00	8.90	13.39	19.19	23.48
Professional specialty and technical	13.98	15.47	20.74	23.53	26.96
Professional specialty	15.17	18.68	21.97	24.34	26.99
Health related	18.00	20.27	22.71	24.66	26.99
Registered nurses	17.89	20.92	22.71	24.66	26.99
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	13.72	13.98	14.15	15.47	16.46
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	5.80	6.25	7.80	9.30	11.59
Cashiers	5.70	6.00	6.25	8.50	14.00
Administrative support, including clerical	8.00	8.25	9.50	13.05	16.63
General office clerks	5.15	6.25	9.00	10.54	17.06
Administrative support, n.e.c.	6.25	7.50	14.31	16.63	16.63
Blue collar	6.25	7.00	8.70	11.49	15.08
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	6.00	8.70	10.10	13.53	17.58
Bus drivers	8.70	8.70	9.95	12.25	15.64
Handlers, equipment cleaners, helpers, and laborers	6.00	6.49	7.50	8.60	10.79
Freight, stock, and material handlers, n.e.c.	7.20	7.50	9.80	11.86	18.03
Service	3.30	6.00	8.15	9.15	10.06
Protective service	-	-	-	-	-
Food service	3.30	3.30	6.00	7.20	8.90
Waiters, waitresses, and bartenders	-	-	-	-	-
Other food service	6.00	6.00	6.75	8.00	9.00
Health service	-	-	-	-	-
Cleaning and building service	5.15	6.15	7.07	9.40	11.30
Personal service	3.30	7.15	8.14	9.33	11.55

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Buffalo–Niagara Falls, NY, Metropolitan Statistical Area includes Erie and Niagara Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. 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 Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG 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 an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

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 room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, 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 that the employer considers to be full time.

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.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

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

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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, 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,609
Total in sample	260
Responding	147
Out of business or not in survey scope	24
Unable or refused to provide data	89

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

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.

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 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. 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. For example, at the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Buffalo-Niagara Falls, NY, July 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	272,200	203,300	68,900
All excluding sales	258,100	189,500	68,600
White collar	142,600	98,300	44,300
White-collar excluding sales	128,400	84,500	44,000
Professional specialty and technical	60,500	34,200	26,200
Professional specialty	50,500	26,200	24,400
Technical	9,900	8,000	1,900
Executive, administrative, and managerial	15,500	10,900	4,600
Sales	14,100	13,800	–
Administrative support, including clerical	52,500	39,300	13,200
Blue collar	78,100	67,800	10,300
Precision production, craft, and repair	24,700	21,300	3,400
Machine operators, assemblers, and inspectors	26,600	26,400	–
Transportation and material moving	16,800	11,800	5,000
Handlers, equipment cleaners, helpers, and laborers	10,000	8,200	1,700
Service	51,500	37,200	14,300

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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