

National Compensation Survey: Occupational Wages in the United States, 1999



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Summary 01-03

Earnings averaged \$15.36 per hour in 1999 for all private industry and State and local government workers. This summary presents aggregated national earnings data from the National Compensation Survey (NCS) by:

- Sector of the economy (private industry, State and local government, and total)
- Worker characteristics, including occupational detail
- Establishment characteristics
- Geographic areas

NCS provides comprehensive measures of occupational earnings, compensation cost trends, and details of benefit provisions.¹ When fully integrated, the NCS will encompass wages as well as benefit costs and provisions. The focus of this summary is occupational earnings.

Data in this summary are a subset of occupational earnings data tabulated for the National Compensation Survey. Table 1 highlights the major types of data available by sector of the economy, private industry, State and local government, and total. Table 2 shows similar data by metropolitan and nonmetropolitan area. Table 3 provides data for specific occupations for all workers, as well as for full- and part-time workers.

Hourly earnings were lower for private industry workers than for State and local government workers, averaging \$14.71 and \$19.34, respectively. Part of this difference can be explained by differences in the occupational and industrial composition of the two sectors. For example, professional specialty and technical occupations are proportionally more prevalent in State and local government than in private industry. With the exception of the construction industry, few State and local government workers are in goods-producing industries.

¹ NCS integrates data from three BLS programs—the Occupational Compensation Survey (OCS), the Employment Cost Index (ECI), and the Employee Benefits Survey (EBS). The OCS provided data on occupational earnings; the ECI measures changes in labor costs as well as the average hourly employer costs for employee compensation, and the EBS provides information on detailed benefit provisions.

Worker characteristics. Earnings varied by occupational group; full- and part-time status; union and nonunion status; and time and incentive pay. White-collar pay, which averaged \$18.78 per hour, was the highest. Blue-collar pay averaged \$13.03 per hour, while the average pay of workers in service occupations was \$9.21.

Among occupations, average hourly earnings ranged from \$27.67 for executive, administrative, and managerial workers to \$9.21 for service workers. Similarly, there were differences between occupations within occupational groups. Table 3 presents data on hourly earnings for detailed occupations.

Earnings were higher for full-time than for part-time workers, averaging \$16.20 per hour and \$8.87 per hour, respectively. This difference reflects, in part, the occupational composition of the two groups. NCS classifies workers as full and part time based on the employer's classification of the occupation.

Pay also was higher for union workers (\$18.31 per hour) than for nonunion workers (\$14.76). Incentive workers (whose wages are based at least partially on productivity payments such as piece rates, commissions, and production bonuses) earned, on average, \$19.60 per hour. In contrast, time workers (whose wages are based solely on an hourly rate or salary) earned \$15.13 per hour.

Establishment characteristics. Earnings generally varied by size of the establishment and industry.² Average hourly earnings ranged from \$13.46 in establishments employing between 1 and 99 workers to \$21.02 in those with 2,500 or more workers. In private industry, workers employed in goods-producing industries earned more than those in service-producing industries, averaging \$16.17 versus \$14.16 per hour. (See the boxnote on p. 2 and the Technical Note for information on the expansion of NCS coverage to private establishments with one worker or more in 1999.)

Geographic area. In general, earnings varied by type of area and geographic region. Workers in metropolitan areas earned an average of \$15.63, while those in nonmetropolitan

² Data collection of industry classification for State and local government does not permit estimates for goods-producing and service-producing industries.

areas earned \$12.86. By geographic region, average hourly earnings ranged from \$17.84 in the Middle Atlantic region to \$12.13 in the East South Central region.

Additional occupational earnings data. More detailed information on occupational average hourly earnings will become available online at <http://www.bls.gov/comhome.htm> in summer 2001. These data include:

- Major industry division (such as construction and wholesale trade)
- Occupational detail
- Occupational earnings by work level
- Top 10 metropolitan areas
- Occupational wage percentiles

NCS coverage expanded to smaller private sector establishments

Before 1999, the NCS included only establishments with 50 or more workers. Beginning with the 1999 NCS, private sector establishments with one or more workers are included in the survey. For this reason, the 1999 National Compensation Survey should not be used for comparisons with earlier NCS surveys.

The State and local government portion of the survey continues to include only establishments with 50 or more workers.

TABLE 1. Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, United States, National Compensation Survey,² 1999

Worker and establishment characteristics and geographic areas	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ³ (percent)		Mean	Relative error ³ (percent)		Mean	Relative error ³ (percent)	
Total	\$15.36	1.3	35.8	\$14.71	1.4	35.7	\$19.34	0.7	36.6
Worker characteristics:⁴									
White-collar occupations ⁵	18.78	1.4	35.9	18.12	1.7	35.8	21.84	.8	36.4
Professional specialty and technical ...	24.75	2.3	35.7	24.17	3.4	35.7	26.04	.8	35.9
Executive, administrative, and managerial	27.67	1.9	39.9	28.01	2.1	40.2	25.89	2.5	38.5
Sales	12.84	2.7	32.9	12.84	2.7	32.8	12.16	6.2	33.9
Administrative support	12.20	.9	36.1	12.17	1.1	36.0	12.37	.8	36.4
Blue-collar occupations ⁵	13.03	1.0	38.2	12.93	1.1	38.3	15.02	1.2	37.5
Precision production, craft, and repair	16.51	1.2	39.6	16.47	1.3	39.6	17.06	1.7	39.8
Machine operators, assemblers, and inspectors	11.41	2.1	39.4	11.39	2.1	39.4	14.38	6.5	38.4
Transportation and material moving ...	12.92	1.8	37.6	12.79	2.0	38.1	13.96	1.7	34.0
Handlers, equipment cleaners, helpers, and laborers	9.86	2.3	35.5	9.73	2.4	35.4	12.44	2.5	38.5
Service occupations ⁵	9.21	1.1	31.6	7.94	.9	30.6	14.41	1.3	36.8
Full time	16.20	1.4	39.6	15.59	1.6	39.7	19.72	.8	38.8
Part time	8.87	1.7	20.5	8.51	1.9	20.6	13.43	2.5	19.2
Union	18.31	1.2	36.5	16.57	1.6	36.3	21.07	1.1	36.7
Nonunion	14.76	1.5	35.6	14.46	1.6	35.6	17.80	1.5	36.5
Time	15.13	1.2	35.7	14.40	1.4	35.5	19.34	.7	36.6
Incentive	19.60	5.2	37.9	19.60	5.2	37.9	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	16.17	1.5	39.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	14.16	1.8	34.4	(⁶)	(⁶)	(⁶)
1 to 99 workers ⁷	13.46	2.2	34.5	13.44	2.2	34.5	15.03	3.8	36.1
100 to 499 workers	14.71	2.3	36.5	14.37	2.5	36.6	17.99	1.5	35.6
500 to 999 workers	17.35	1.5	37.0	16.61	1.9	37.3	19.89	2.1	35.9
1,000 to 2,499 workers	17.05	6.2	36.8	16.34	8.1	37.1	19.02	1.8	36.0
2,500 workers or more	21.02	1.0	37.4	21.96	1.6	37.2	20.23	1.1	37.6
Geographic areas:⁸									
Metropolitan	15.63	1.2	35.7	14.99	1.4	35.5	20.06	.7	36.6
Nonmetropolitan	12.86	4.9	37.0	11.54	5.7	37.1	16.29	2.3	36.6
New England	17.18	4.2	34.6	16.54	5.2	34.5	21.82	2.2	35.4
Middle Atlantic	17.84	3.7	34.8	17.05	4.5	34.7	22.45	1.6	35.5
East North Central	15.55	1.8	35.6	14.82	2.0	35.5	20.32	2.1	36.0
West North Central	14.37	2.8	35.3	13.84	3.2	35.1	18.11	2.2	36.9
South Atlantic	14.49	2.9	36.3	14.04	3.5	36.0	16.84	1.5	38.0
East South Central	12.13	5.0	37.6	11.76	5.5	37.6	16.23	2.7	37.0
West South Central	14.38	3.5	36.8	13.98	4.0	36.6	16.38	2.0	38.0
Mountain	14.10	2.9	35.7	13.26	3.2	35.5	19.00	3.5	36.9
Pacific	16.87	1.7	35.3	16.01	2.0	35.3	22.13	1.2	35.6

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, 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 This survey covers all 50 States. Collection was conducted between September 1998 and April 2000. The average reference period was September 1999. For the first time, estimates include workers in private establishments employing fewer than 50 workers.

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

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.

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

⁷ Estimates include private establishments employing 1 to 99 workers and State and local government establishments employing 50 to 99 workers.

⁸ Data are presented for metropolitan and nonmetropolitan area divisions as well as nine census divisions. See Technical Note for a list of survey areas and States comprising the nine census divisions.

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

TABLE 2. Mean hourly earnings¹ and weekly hours by selected characteristics, metropolitan and nonmetropolitan areas,² United States, National Compensation Survey,³ 1999

Worker and establishment characteristics and geographic areas	Total			Metropolitan areas			Nonmetropolitan areas		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Total	\$15.36	1.3	35.8	\$15.63	1.2	35.7	\$12.86	4.9	37.0
Private industry	14.71	1.4	35.7	14.99	1.4	35.5	11.54	5.7	37.1
State and local government	19.34	.7	36.6	20.06	.7	36.6	16.29	2.3	36.6
Worker characteristics:⁵									
White-collar occupations ⁶	18.78	1.4	35.9	18.96	1.4	35.8	16.40	5.0	36.8
Professional specialty and technical ...	24.75	2.3	35.7	25.13	2.5	35.7	21.08	2.0	36.3
Executive, administrative, and managerial	27.67	1.9	39.9	27.83	1.9	40.0	24.80	3.1	39.4
Sales	12.84	2.7	32.9	13.07	2.5	32.7	9.60	9.2	35.7
Administrative support	12.20	.9	36.1	12.30	1.0	36.0	10.81	2.2	37.1
Blue-collar occupations ⁶	13.03	1.0	38.2	13.19	1.1	38.1	11.81	3.8	38.9
Precision production, craft, and repair	16.51	1.2	39.6	16.63	1.2	39.6	15.12	4.5	40.1
Machine operators, assemblers, and inspectors	11.41	2.1	39.4	11.47	2.3	39.3	11.08	4.3	39.8
Transportation and material moving ...	12.92	1.8	37.6	12.95	1.9	37.7	12.60	3.4	36.6
Handlers, equipment cleaners, helpers, and laborers	9.86	2.3	35.5	9.92	2.6	35.3	9.36	4.1	37.3
Service occupations ⁶	9.21	1.1	31.6	9.29	1.1	31.2	8.73	3.0	34.8
Full time	16.20	1.4	39.6	16.53	1.4	39.6	13.20	5.3	39.6
Part time	8.87	1.7	20.5	8.87	1.8	20.5	8.85	4.8	20.8
Union	18.31	1.2	36.5	18.62	1.2	36.3	15.60	3.9	38.1
Nonunion	14.76	1.5	35.6	15.02	1.5	35.5	12.25	5.1	36.8
Time	15.13	1.2	35.7	15.38	1.2	35.5	12.86	5.0	36.9
Incentive	19.60	5.2	37.9	19.87	5.3	37.8	12.69	15.7	39.9
Establishment characteristics:									
Goods producing ⁷	16.17	1.5	39.5	16.70	1.5	39.5	12.68	4.5	40.0
Service producing ⁷	14.16	1.8	34.4	14.39	1.7	34.3	10.59	7.3	35.1
1 to 99 workers ⁸	13.46	2.2	34.5	13.54	2.3	34.5	11.54	2.5	35.2
100 to 499 workers	14.71	2.3	36.5	15.03	2.7	36.5	12.84	3.1	36.6
500 to 999 workers	17.35	1.5	37.0	17.76	1.5	36.8	15.47	4.6	38.1
1,000 to 2,499 workers	17.05	6.2	36.8	18.70	1.3	36.4	11.60	15.6	38.2
2,500 workers or more	21.02	1.0	37.4	21.03	1.1	37.3	20.30	5.1	40.1
Geographic areas:⁹									
New England	17.18	4.2	34.6	17.35	4.4	34.6	15.21	6.9	34.8
Middle Atlantic	17.84	3.7	34.8	17.93	3.8	34.8	14.93	3.6	35.6
East North Central	15.55	1.8	35.6	15.75	1.9	35.4	13.83	3.7	36.7
West North Central	14.37	2.8	35.3	14.73	3.0	35.1	12.70	5.8	36.5
South Atlantic	14.49	2.9	36.3	14.71	3.0	36.2	12.60	6.3	37.4
East South Central	12.13	5.0	37.6	12.87	1.5	37.4	9.72	9.6	38.1
West South Central	14.38	3.5	36.8	14.42	3.7	36.8	13.90	5.1	37.3
Mountain	14.10	2.9	35.7	13.94	3.2	35.6	15.78	2.4	36.2
Pacific	16.87	1.7	35.3	16.92	1.8	35.3	15.45	4.7	36.8

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, 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 Metropolitan areas can be a Metropolitan Statistical Area (MSA) or Consolidated Metropolitan Statistical Area (CMSA) as defined by the Office of Management and Budget, 1994. Nonmetropolitan areas are counties that do not fit the definitions above.

³ This survey covers all 50 States. Collection was conducted between September 1998 and April 2000. The average reference period was September 1999. For the first time, estimates include workers in private establishments employing fewer than 50 workers.

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 Technical Note.

⁵ 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.

⁶ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁷ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁸ Estimates include private establishments employing 1 to 99 workers and State and local government establishments employing 50 to 99 workers.

⁹ See Technical Note for a list of survey areas and States comprising the nine census divisions.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
All	\$15.36	1.3	35.8	\$16.20	1.4	39.6	\$8.87	1.7	20.5
All, excluding sales	15.63	1.3	36.1	16.33	1.4	39.6	9.37	2.0	20.4
White collar	18.78	1.4	35.9	19.70	1.4	39.5	10.89	2.4	20.0
White collar, excluding sales	20.16	1.4	36.7	20.64	1.4	39.4	14.02	2.8	19.3
Professional specialty and technical	24.75	2.3	35.7	25.11	2.5	38.9	20.27	4.6	17.7
Professional specialty	26.87	2.8	35.7	27.17	2.9	38.9	22.75	5.3	16.9
Engineers, architects, and surveyors	29.36	3.4	40.5	29.36	3.4	40.6	28.93	7.4	22.9
Architects	20.94	8.5	39.7	20.91	8.5	39.8	—	—	—
Aerospace engineers	32.75	3.9	40.1	32.75	3.9	40.1	—	—	—
Metallurgical and materials engineers	27.98	4.8	40.2	27.98	4.8	40.2	—	—	—
Petroleum engineers	33.58	8.7	40.2	33.58	8.7	40.2	—	—	—
Chemical engineers	35.42	3.4	40.0	35.44	3.4	40.1	—	—	—
Nuclear engineers	34.01	2.2	40.7	34.01	2.2	40.7	—	—	—
Civil engineers	26.57	3.4	40.4	26.57	3.4	40.4	—	—	—
Electrical and electronic engineers	32.10	3.5	41.0	32.10	3.5	41.0	—	—	—
Industrial engineers	24.85	4.9	40.6	24.85	5.0	40.6	—	—	—
Mechanical engineers	24.89	3.5	41.1	24.89	3.5	41.2	—	—	—
Engineers, n.e.c.	34.34	8.5	40.4	34.34	8.5	40.5	—	—	—
Surveyors and mapping scientists	28.52	8.4	39.8	28.56	8.4	39.9	—	—	—
Mathematical and computer scientists	28.34	2.3	40.0	28.23	2.2	40.1	48.98	30.4	29.6
Computer systems analysts and scientists	28.49	2.4	40.0	28.50	2.4	40.1	23.33	8.7	26.4
Operations and systems researchers and analysts	27.70	6.2	39.8	26.96	5.0	40.0	—	—	—
Actuaries	30.75	8.8	38.6	30.75	8.8	38.6	—	—	—
Statisticians	23.93	7.9	38.3	23.93	7.9	38.3	—	—	—
Mathematical scientists, n.e.c.	33.44	18.1	40.0	33.44	18.1	40.0	—	—	—
Natural scientists	26.23	2.3	39.7	26.23	2.3	40.0	26.92	11.1	20.6
Physicists and astronomers	37.84	7.6	40.0	37.84	7.6	40.0	—	—	—
Chemists, except biochemists	29.16	3.9	40.2	29.16	3.9	40.2	—	—	—
Atmospheric and space scientists	23.21	14.5	41.3	23.21	14.5	41.3	—	—	—
Geologists and geodesists	28.27	8.4	41.4	28.27	8.4	41.4	—	—	—
Physical scientists, n.e.c.	26.44	4.3	39.8	26.45	4.3	39.8	—	—	—
Agricultural and food scientists	22.91	8.6	39.8	22.56	8.4	39.9	—	—	—
Biological and life scientists	23.03	4.4	39.4	23.08	4.5	39.6	—	—	—
Forestry and conservation scientists	21.26	5.9	40.1	21.26	5.9	40.1	—	—	—
Medical scientists	25.04	7.0	38.5	24.98	7.3	39.7	27.02	11.2	19.6
Health related	27.12	10.7	34.1	27.39	12.6	39.5	25.79	7.5	20.4
Physicians	63.07	23.0	36.7	62.10	25.8	41.5	73.25	4.0	16.5
Dentists	40.34	11.0	30.9	42.44	12.2	39.6	—	—	—
Optometrists	38.37	4.3	37.3	37.78	5.6	39.9	—	—	—
Registered nurses	21.14	1.2	33.4	20.95	1.4	39.1	21.93	1.6	20.8
Pharmacists	27.17	7.3	33.2	27.57	8.3	39.2	24.94	13.5	17.9
Dietitians	17.68	3.7	36.7	17.56	4.2	39.7	18.81	4.6	20.8
Respiratory therapists	18.07	1.8	34.8	18.10	2.0	39.2	17.90	3.5	20.8
Occupational therapists	22.38	7.1	34.0	22.19	8.4	39.0	23.46	4.7	19.9
Physical therapists	23.84	4.4	36.0	23.15	4.6	39.6	27.95	5.1	23.1
Speech therapists	24.72	5.6	33.7	24.61	6.3	38.0	25.52	5.9	18.3
Therapists, n.e.c.	18.43	6.0	35.8	17.42	3.1	39.0	25.44	23.8	23.0
Physicians' assistants	32.55	6.8	39.3	32.75	6.5	39.8	—	—	—
Teachers, college and university	35.61	2.0	32.4	36.03	2.0	39.1	31.13	5.0	11.5
Earth, environmental, and marine science teachers	34.21	10.3	37.0	34.15	10.4	37.7	—	—	—
Biological science teachers	37.78	7.5	36.8	37.42	7.7	39.1	48.65	15.7	13.2
Chemistry teachers	37.45	12.4	40.3	37.36	12.6	41.5	—	—	—
Physics teachers	49.29	12.0	37.0	49.29	12.0	37.2	—	—	—
Natural science teachers, n.e.c.	41.45	5.3	37.9	41.61	5.4	38.9	—	—	—
Psychology teachers	33.91	8.7	34.9	34.31	9.0	39.5	22.95	6.9	8.5
Economics teachers	40.51	7.1	48.0	40.51	7.1	48.0	—	—	—
History teachers	35.25	6.1	37.9	35.25	6.2	40.7	—	—	—
Political science teachers	38.49	14.0	37.0	34.52	10.1	39.7	—	—	—
Sociology teachers	40.51	7.8	37.4	40.71	7.7	39.3	—	—	—
Social science teachers, n.e.c.	36.69	3.4	38.2	36.85	3.4	39.5	22.93	31.2	9.5
Engineering teachers	43.57	10.0	38.7	43.67	10.4	41.8	41.51	14.2	16.0

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	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, college and university—Continued									
Mathematical science teachers	\$35.92	8.3	34.9	\$36.65	8.3	38.7	\$23.60	8.3	13.0
Computer science teachers	30.93	12.6	29.6	33.37	13.3	38.9	24.78	4.2	18.4
Medical science teachers	49.02	6.7	36.8	46.83	7.6	41.4	68.44	11.5	18.5
Health specialties teachers	33.85	8.0	36.1	34.16	8.2	38.7	24.91	8.6	12.4
Business, commerce, and marketing teachers ..	37.46	7.4	35.2	37.59	7.6	38.8	33.00	9.3	8.4
Agriculture and forestry teachers	43.40	24.3	35.3	43.40	24.3	35.3	—	—	—
Art, drama, and music teachers	29.65	6.2	32.2	30.13	6.7	38.5	26.02	5.1	14.4
Physical education teachers	34.03	9.0	28.3	34.80	9.7	37.8	27.21	9.8	8.7
Education teachers	35.69	8.5	33.3	36.26	8.4	38.9	23.28	11.2	8.1
English teachers	37.74	9.8	34.6	38.18	10.1	38.3	27.50	5.0	10.5
Foreign language teachers	26.98	18.9	31.1	25.59	19.8	40.9	37.50	28.3	11.1
Law teachers	48.64	9.4	36.8	50.54	9.1	41.2	—	—	—
Social work teachers	25.91	9.9	26.6	27.15	10.8	40.1	—	—	—
Theology teachers	37.94	11.6	38.4	38.01	11.6	39.1	—	—	—
Trade and industrial teachers	29.04	3.5	17.3	28.96	3.5	38.1	—	—	—
Other post-secondary teachers	32.28	2.5	29.4	33.07	2.6	38.7	26.98	5.7	11.3
Teachers, except college and university	26.42	1.4	34.6	26.95	1.3	36.8	15.98	7.4	16.0
Prekindergarten and kindergarten	16.33	8.1	35.2	17.32	8.3	38.1	10.48	8.0	24.4
Elementary school teachers	27.82	1.2	36.1	27.90	1.2	36.7	22.41	8.3	17.9
Secondary school teachers	28.70	1.3	36.7	28.68	1.3	37.1	30.07	5.4	21.3
Teachers, special education	27.24	6.1	35.5	27.35	6.3	36.4	23.09	14.5	18.7
Teachers, n.e.c.	26.19	3.5	30.2	27.04	3.8	36.1	17.76	8.8	11.6
Substitute teachers	10.55	4.4	15.4	11.73	14.0	32.3	10.39	4.7	14.3
Vocational and educational counselors	23.79	4.9	36.8	23.88	5.1	38.0	21.46	10.8	19.9
Librarians, archivists, and curators	21.65	4.3	37.3	21.77	4.4	38.6	18.22	9.9	18.5
Librarians	22.01	3.9	37.1	22.16	4.0	38.5	18.33	10.5	19.3
Archivists and curators	19.87	12.3	38.1	19.92	12.5	39.4	—	—	—
Social scientists and urban planners	25.11	3.3	36.7	25.04	3.5	39.1	26.57	11.1	15.0
Economists	28.14	4.7	39.8	28.14	4.7	39.8	—	—	—
Psychologists	25.19	4.0	35.8	25.11	4.2	38.9	26.63	11.1	15.7
Sociologists	18.32	4.9	39.3	18.32	4.9	39.3	—	—	—
Social scientists, n.e.c.	16.10	19.2	37.5	16.08	19.2	39.2	—	—	—
Urban planners	22.69	4.3	36.3	22.73	4.3	39.3	—	—	—
Social, recreation, and religious workers	14.46	6.7	35.0	14.49	6.7	39.3	13.91	8.9	10.4
Social workers	14.51	7.2	35.0	14.53	7.1	39.2	—	—	—
Recreation workers	13.64	3.7	33.1	13.85	4.1	39.3	11.84	8.5	14.2
Clergy	12.89	13.7	42.9	12.82	14.2	45.7	14.84	9.1	16.6
Religious workers, n.e.c.	18.70	18.2	37.1	18.66	18.4	39.7	—	—	—
Lawyers and judges	38.51	3.3	39.4	38.62	3.3	40.2	29.14	11.5	14.6
Lawyers	38.30	3.3	39.5	38.40	3.3	40.2	29.07	12.1	15.3
Judges	48.21	9.7	36.0	48.58	9.7	39.7	30.83	11.4	6.8
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.86	3.9	32.2	23.76	3.9	37.8	15.22	11.7	14.2
Technical writers	20.71	9.1	38.5	20.64	9.5	39.9	—	—	—
Designers	21.03	6.9	38.9	21.33	6.9	39.9	—	—	—
Musicians and composers	17.27	16.9	17.4	—	—	—	16.78	19.3	10.4
Actors and directors	24.86	20.2	35.4	26.19	21.4	40.5	14.81	29.8	18.1
Painters, sculptors, craft artists, and artist printmakers	19.24	13.6	39.1	19.40	13.9	40.1	—	—	—
Photographers	18.26	8.2	39.5	18.13	8.4	40.1	—	—	—
Dancers	15.82	17.0	19.7	—	—	—	12.90	16.8	17.7
Artists, performers, and related workers, n.e.c.	12.55	10.4	28.7	13.24	15.6	38.9	11.54	10.4	20.7
Editors and reporters	24.30	6.2	38.5	24.49	6.2	39.6	13.49	18.1	15.5
Public relations specialists	22.07	7.5	38.2	22.13	7.6	39.3	17.26	9.2	12.8
Announcers	17.55	29.3	26.2	20.09	32.0	35.9	8.60	14.9	13.4
Professional, n.e.c.	26.65	4.9	39.2	26.70	4.8	39.8	24.86	21.6	24.7
Technical	17.91	1.5	35.7	18.26	1.5	39.1	14.59	4.4	19.7
Clinical laboratory technologists and technicians	15.69	3.6	36.9	15.59	3.7	38.5	17.42	4.5	21.4

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Dental hygienists	\$25.72	6.0	22.3	\$27.15	5.2	35.1	\$23.32	11.3	13.8
Health record technologists and technicians	11.67	7.2	35.9	11.52	7.7	39.0	13.15	8.6	20.2
Radiological technicians	19.02	5.4	35.6	19.12	5.9	39.6	18.28	5.6	20.7
Licensed practical nurses	13.40	1.2	34.4	13.37	1.3	39.4	13.57	2.4	20.7
Health technologists and technicians, n.e.c.	13.31	2.2	31.8	13.76	1.7	39.5	11.33	5.0	17.2
Electrical and electronic technicians	18.07	3.5	38.8	18.60	2.4	40.0	—	—	—
Industrial engineering technicians	19.37	5.0	40.4	19.37	5.0	40.4	—	—	—
Mechanical engineering technicians	20.88	4.3	40.0	20.93	4.3	40.2	—	—	—
Engineering technicians, n.e.c.	19.01	2.7	39.4	18.95	2.6	39.9	21.05	10.4	27.8
Drafters	17.95	2.8	39.7	18.01	2.8	40.1	12.03	19.3	21.2
Surveying and mapping technicians	15.27	8.8	39.9	15.27	8.8	39.9	—	—	—
Biological technicians	14.99	8.0	31.1	16.57	5.3	39.6	—	—	—
Chemical technicians	17.84	3.4	39.8	17.87	3.4	40.0	—	—	—
Science technicians, n.e.c.	17.40	2.7	37.4	17.34	2.7	38.6	18.88	16.2	20.1
Airplane pilots and navigators	85.03	10.1	22.6	89.91	9.0	23.3	—	—	—
Broadcast equipment operators	15.31	11.5	36.7	16.13	12.2	39.9	8.56	6.7	22.3
Computer programmers	22.29	3.5	38.8	22.11	3.5	39.7	—	—	—
Tool programmers, numerical control	17.87	5.9	40.2	17.87	5.9	40.2	—	—	—
Legal assistants	16.30	3.5	37.1	16.56	3.3	39.5	—	—	—
Technical and related, n.e.c.	18.15	2.9	38.5	18.34	3.0	39.7	13.54	5.4	22.4
Executive, administrative, and managerial									
Executives, administrators, and managers	30.69	2.2	40.5	30.75	2.2	40.9	19.99	6.2	14.8
Legislators	15.74	19.1	12.4	12.97	27.1	33.5	20.05	22.4	6.3
Chief executives and general administrators, public administration	28.96	41.3	45.1	28.96	41.3	45.1	—	—	—
Administrators and officials, public administration	26.87	2.6	38.9	26.88	2.5	39.5	24.63	42.4	9.9
Financial managers	32.32	6.8	40.4	32.36	6.8	40.7	—	—	—
Personnel and labor relations managers	29.92	8.7	41.1	29.95	8.7	41.2	—	—	—
Purchasing managers	27.96	3.0	42.8	27.96	3.0	42.8	—	—	—
Managers, marketing, advertising, and public relations	38.03	6.5	40.9	38.05	6.4	41.0	—	—	—
Administrators, education and related fields	32.26	2.7	39.2	32.36	2.7	39.6	24.20	14.6	20.8
Managers, medicine and health	29.73	4.2	38.8	29.77	4.3	39.8	—	—	—
Managers, food servicing and lodging establishments	15.91	4.3	42.3	16.09	4.4	43.3	10.30	5.8	24.9
Managers, properties and real estate	20.74	7.4	39.8	20.81	7.4	40.4	—	—	—
Funeral directors	22.38	10.7	44.9	22.38	10.7	44.9	—	—	—
Managers, service organizations, n.e.c.	28.06	8.4	39.1	28.11	8.6	39.7	—	—	—
Managers and administrators, n.e.c.	31.42	3.5	41.1	31.44	3.5	41.2	18.53	30.3	19.2
Management related	22.19	2.3	39.0	22.23	2.3	39.9	18.73	8.3	13.4
Accountants and auditors	21.14	2.4	39.4	21.12	2.4	39.7	23.07	18.3	21.2
Underwriters	22.24	7.1	39.2	22.24	7.1	39.2	—	—	—
Other financial officers	23.40	4.5	39.7	23.39	4.6	39.8	26.06	14.2	24.1
Management analysts	25.03	4.1	40.1	25.00	4.1	40.2	—	—	—
Personnel, training, and labor relations specialists	20.64	3.3	36.3	20.74	3.2	39.7	—	—	—
Purchasing agents and buyers, farm products ..	16.20	19.0	39.8	16.20	19.0	39.8	—	—	—
Buyers, wholesale and retail trade, except farm products	19.39	5.4	39.9	19.29	5.3	41.1	—	—	—
Purchasing agents and buyers, n.e.c.	23.89	7.0	40.0	23.89	7.0	40.0	—	—	—
Business and promotional agents	14.86	18.7	39.2	14.86	18.7	39.2	—	—	—
Construction inspectors	20.69	3.5	39.4	20.75	3.5	40.0	17.53	25.1	20.8
Inspectors and compliance officers, except construction	20.47	3.6	39.0	20.50	3.6	39.3	—	—	—
Management related, n.e.c.	23.18	6.4	39.0	23.32	6.5	40.1	16.92	7.3	17.3
Sales									
Supervisors, sales	16.10	3.6	41.1	16.20	3.6	41.5	8.69	20.7	23.8

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar —Continued									
Sales —Continued									
Insurance sales	\$20.13	6.6	38.1	\$20.44	7.1	39.3	\$13.20	19.7	22.8
Real estate sales	21.20	17.4	34.1	21.90	19.1	37.5	—	—	—
Securities and financial services sales	32.51	12.0	39.5	32.64	12.0	39.6	—	—	—
Advertising and related sales	23.46	17.2	38.5	23.96	17.1	39.5	8.72	5.9	21.8
Sales, other business services	19.31	6.5	37.7	20.11	7.1	40.5	9.89	14.2	20.9
Sales engineers	30.60	5.1	41.3	30.60	5.1	41.3	—	—	—
Sales representatives, mining, manufacturing, and wholesale	22.95	4.5	40.4	23.13	4.5	40.6	—	—	—
Sales workers, motor vehicles and boats	20.71	4.5	45.4	20.71	4.5	45.5	—	—	—
Sales workers, apparel	8.99	11.2	26.5	11.15	16.3	38.5	6.86	3.0	20.4
Sales workers, shoes	7.97	6.3	26.6	10.33	13.4	38.9	6.61	3.5	22.5
Sales workers, furniture and home furnishings ..	11.36	13.4	30.0	14.27	15.6	39.8	7.01	5.0	21.9
Sales workers, radio, tv, hi-fi, and appliances ...	13.80	11.7	35.4	14.85	10.9	39.7	7.03	5.4	20.8
Sales workers, hardware and building supplies ..	11.61	5.0	37.4	12.06	5.3	40.6	8.18	3.1	23.7
Sales workers, parts	12.95	7.6	38.7	13.47	7.0	40.6	6.00	2.1	23.8
Sales workers, other commodities	10.62	7.9	29.6	12.59	8.9	39.7	7.14	2.5	20.5
Sales counter clerks	7.35	4.2	30.1	7.92	4.8	39.2	6.32	3.5	21.2
Cashiers	7.96	6.8	29.7	8.76	8.9	39.3	6.61	1.2	21.0
Street and door-to-door sales workers	11.50	22.3	22.7	19.91	19.5	37.0	7.25	14.2	19.0
News vendors	8.50	5.8	23.7	—	—	—	8.09	6.5	22.5
Demonstrators, promoters, and models, sales ..	23.21	27.4	30.3	—	—	—	7.72	5.6	15.2
Sales support, n.e.c.	11.97	5.2	35.3	12.89	5.5	40.3	7.69	5.8	22.5
Administrative support, including clerical	12.20	.9	36.1	12.50	.9	39.3	9.50	1.5	20.9
Supervisors, general office	16.35	3.2	39.8	16.32	3.2	40.0	19.53	10.4	26.7
Supervisors, computer equipment operators	19.44	10.9	40.3	19.44	10.9	40.3	—	—	—
Supervisors, financial records processing	18.07	4.2	39.3	18.07	4.2	39.4	—	—	—
Chief communications operators	19.73	8.0	40.0	19.73	8.0	40.0	—	—	—
Supervisors, distribution, scheduling, and adjusting clerks	18.83	3.9	40.1	18.84	3.9	40.2	—	—	—
Computer operators	14.54	2.4	39.3	14.57	2.4	39.7	10.37	18.4	18.3
Peripheral equipment operators	11.33	4.8	38.5	11.26	4.9	39.7	—	—	—
Secretaries	13.55	3.0	37.6	13.69	3.1	39.0	11.24	3.6	23.4
Stenographers	13.73	5.2	36.2	13.77	5.7	39.1	13.43	5.9	21.5
Typists	12.29	2.0	36.2	12.38	2.1	38.5	11.10	3.3	20.5
Interviewers	9.50	3.5	28.5	10.39	2.3	39.1	8.16	4.3	20.2
Hotel clerks	8.73	3.7	36.2	8.90	3.7	40.6	7.64	9.5	21.4
Transportation ticket and reservation agents	12.97	4.0	36.0	13.22	4.0	39.8	11.37	6.0	22.4
Receptionists	9.74	2.4	33.2	10.07	2.7	39.2	8.10	2.3	18.9
Information clerks, n.e.c.	11.48	5.9	34.6	11.52	3.5	39.1	11.33	19.8	24.3
Classified ad clerks	11.38	5.8	35.4	11.68	6.6	38.2	—	—	—
Correspondence clerks	11.59	4.5	36.1	11.86	4.6	39.8	—	—	—
Order clerks	12.37	2.4	37.2	12.75	2.3	39.8	8.79	5.0	22.8
Personnel clerks, except payroll and timekeeping	13.09	2.5	38.5	13.14	2.6	39.5	11.59	5.3	22.2
Library clerks	10.87	2.1	30.2	11.34	2.5	37.9	9.34	3.2	18.3
File clerks	8.80	3.7	34.2	9.07	4.3	39.5	7.41	5.5	19.8
Records clerks, n.e.c.	11.69	2.1	37.9	11.79	2.1	39.4	9.89	5.2	23.0
Bookkeepers, accounting and auditing clerks ...	12.06	1.2	36.6	12.25	1.3	39.5	9.76	3.5	19.1
Payroll and timekeeping clerks	13.36	2.4	33.5	13.57	2.4	39.7	10.81	16.9	11.7
Billing clerks	10.83	4.5	37.9	10.88	4.8	39.7	10.04	3.2	20.7
Cost and rate clerks	15.61	14.4	40.0	15.61	14.4	40.0	—	—	—
Billing, posting, and calculating machine operators	9.83	4.4	34.6	9.89	5.7	39.1	9.64	4.4	24.8
Duplicating machine operators	10.46	4.7	37.1	10.69	5.4	39.8	8.91	4.3	25.5
Mail preparing and paper handling machine operators	9.74	6.2	35.2	10.03	6.4	39.0	7.46	5.1	20.1
Office machine operators, n.e.c.	8.62	3.9	37.7	8.71	4.2	39.7	7.26	5.4	21.4
Telephone operators	11.38	2.6	34.8	11.91	2.6	39.0	8.65	2.9	22.3
Communications equipment operators, n.e.c. ...	10.86	4.6	26.2	11.42	3.9	39.5	8.61	9.2	11.2
Mail clerks, except postal service	9.31	4.2	36.6	9.56	5.1	39.0	7.52	3.8	25.2

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Messengers	\$8.70	6.1	30.4	\$8.86	7.7	39.0	\$8.28	10.9	19.0
Dispatchers	13.21	3.5	38.7	13.33	3.7	40.1	10.29	7.9	20.0
Production coordinators	14.96	5.6	39.4	15.03	5.7	40.0	7.89	4.4	15.8
Traffic, shipping and receiving clerks	11.36	2.8	37.9	11.46	2.9	39.8	9.81	6.4	21.9
Stock and inventory clerks	11.20	2.2	36.0	11.57	2.2	39.6	8.10	5.5	20.5
Meter readers	14.75	3.0	39.6	14.79	3.1	40.0	13.98	6.7	32.3
Weighers, measurers, checkers, and samplers	13.81	6.8	36.1	14.13	7.2	40.0	9.94	16.7	16.8
Expeditors	11.94	4.4	38.3	12.15	4.6	39.8	8.84	8.5	24.0
Material recording, scheduling, and distribution clerks, n.e.c.	12.25	8.9	37.3	12.70	9.7	39.9	7.85	6.3	22.7
Insurance adjusters, examiners, and investigators	16.70	2.4	38.1	16.77	2.3	38.5	—	—	—
Investigators and adjusters, except insurance ...	12.59	2.4	38.6	12.69	2.5	39.8	9.98	7.5	21.2
Eligibility clerks, social welfare	14.31	4.8	38.7	14.42	4.7	39.3	9.84	6.1	24.6
Bill and account collectors	11.90	3.9	37.8	11.97	4.0	39.4	10.39	14.3	20.3
General office clerks	11.14	1.3	34.1	11.49	1.4	39.3	9.24	5.1	20.0
Bank tellers	9.22	2.2	32.6	9.47	2.2	39.1	8.39	2.3	21.0
Proofreaders	13.42	13.8	37.4	13.67	13.7	39.7	—	—	—
Data entry keyers	10.55	2.1	36.4	10.68	2.3	39.5	9.56	7.3	23.3
Statistical clerks	11.39	4.4	38.6	11.41	4.5	39.7	10.20	7.4	17.7
Teachers' aides	9.76	2.0	30.8	9.40	2.0	35.4	10.81	4.4	22.2
Administrative support, n.e.c.	11.74	1.8	36.3	12.01	2.0	39.3	9.53	4.8	22.2
Blue collar	13.03	1.0	38.2	13.30	1.2	40.0	8.43	3.6	21.7
Precision production, craft, and repair									
Supervisors, mechanics and repairers	21.03	2.5	40.7	21.03	2.5	40.7	—	—	—
Automobile mechanics	15.26	4.6	40.2	15.26	4.6	40.2	—	—	—
Automobile mechanic apprentices	11.22	10.5	36.7	11.34	11.4	40.0	—	—	—
Bus, truck, and stationary engine mechanics	14.30	6.8	39.6	14.35	6.9	40.1	—	—	—
Aircraft engine mechanics	21.19	4.9	40.0	21.19	4.9	40.0	—	—	—
Small engine repairers	11.60	6.7	39.7	11.64	6.7	40.0	—	—	—
Automobile body and related repairers	16.86	9.2	40.7	16.86	9.2	40.7	—	—	—
Aircraft mechanics, except engine	20.61	3.4	40.1	20.61	3.4	40.1	—	—	—
Heavy equipment mechanics	17.53	3.8	40.0	17.54	3.8	40.0	—	—	—
Farm equipment mechanics	12.40	8.9	40.7	12.40	8.9	40.7	—	—	—
Industrial machinery repairers	17.17	2.0	39.9	17.17	2.0	39.9	—	—	—
Machinery maintenance	13.61	4.7	38.0	14.06	3.6	39.9	—	—	—
Electronic repairers, communications and industrial equipment	18.61	3.7	37.3	18.62	3.7	39.9	—	—	—
Data processing equipment repairers	15.63	5.7	36.3	15.40	5.8	40.0	—	—	—
Household appliance and power tool repairers	12.46	10.2	40.0	12.46	10.2	40.0	—	—	—
Telephone line installers and repairers	19.65	4.1	39.9	19.65	4.1	40.0	—	—	—
Telephone installers and repairers	18.21	3.8	40.0	18.21	3.8	40.0	—	—	—
Heating, air conditioning, and refrigeration mechanics	15.09	3.0	39.8	14.91	2.9	40.0	—	—	—
Camera, watch, and musical instrument repairers	17.75	12.9	40.0	17.75	12.9	40.0	—	—	—
Locksmiths and safe repairers	16.90	5.7	40.0	16.90	5.7	40.0	—	—	—
Office machine repairers	14.67	8.0	40.3	14.67	8.0	40.3	—	—	—
Mechanical controls and valve repairers	16.38	14.4	39.7	16.44	14.5	40.0	—	—	—
Millwrights	17.68	5.2	40.1	17.68	5.2	40.1	—	—	—
Mechanics and repairers, n.e.c.	—	—	—	—	—	—	16.20	19.8	17.1
Supervisors, brickmasons, stonemasons, and tilesetters	19.97	11.0	40.0	19.97	11.0	40.0	—	—	—
Supervisors, carpenters and related workers	23.51	8.2	40.1	23.51	8.2	40.1	—	—	—
Supervisors, electricians and power transmission installers	24.66	3.4	40.1	24.66	3.4	40.1	—	—	—
Supervisors, painters, paperhangers, and plasterers	17.70	5.4	40.3	17.70	5.4	40.3	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Blue collar—Continued									
Precision production, craft, and repair—Continued									
Supervisors, plumbers, pipefitters, and steamfitters	\$25.56	6.8	40.0	\$25.56	6.8	40.0	—	—	—
Supervisors, construction trades, n.e.c.	19.75	4.4	40.2	19.74	4.5	40.2	—	—	—
Brickmasons and stonemasons	20.33	10.5	39.2	20.33	10.5	39.2	—	—	—
Brickmason and stonemason apprentices	11.13	11.4	40.0	11.13	11.4	40.0	—	—	—
Carpet installers	18.70	9.6	39.7	18.70	9.6	39.7	—	—	—
Carpenters	17.25	3.6	40.0	17.27	3.6	40.1	\$13.18	14.8	25.4
Carpenter apprentices	12.88	6.3	40.6	12.88	6.3	40.6	—	—	—
Drywall installers	19.72	10.9	39.0	19.73	10.9	39.0	—	—	—
Electricians	19.12	5.0	39.8	19.12	5.0	39.8	—	—	—
Electrician apprentices	12.39	4.8	40.0	12.39	4.8	40.0	—	—	—
Electrical power installers and repairers	22.57	2.6	40.0	22.57	2.6	40.0	—	—	—
Painters, construction and maintenance	13.59	5.7	39.5	13.59	5.7	39.5	—	—	—
Plasterers	18.33	19.2	40.0	18.33	19.2	40.0	—	—	—
Plumbers, pipefitters and steamfitters	20.37	5.6	39.4	19.96	5.4	39.7	—	—	—
Plumber, pipefitter, and steamfitter apprentices	17.28	14.3	39.8	17.28	14.3	39.8	—	—	—
Concrete and terrazzo finishers	15.47	13.2	37.6	15.47	13.2	37.7	—	—	—
Glaziers	14.17	4.8	38.4	14.18	4.9	39.7	—	—	—
Insulation workers	15.13	10.1	37.9	15.43	9.8	40.0	—	—	—
Paving, surfacing, and tamping equipment operators	11.93	11.8	40.0	11.93	11.8	40.0	—	—	—
Roofers	16.56	14.5	37.5	16.52	14.9	37.7	—	—	—
Sheetmetal duct installers	18.67	11.4	39.6	18.67	11.4	39.6	—	—	—
Structural metal workers	16.05	5.0	39.7	16.05	5.1	40.1	—	—	—
Construction trades, n.e.c.	14.75	5.5	39.5	14.75	5.5	39.6	—	—	—
Supervisors, extractive	21.55	17.6	41.6	21.94	17.1	42.2	—	—	—
Drillers, oil well	15.20	28.5	40.3	15.20	28.5	40.3	—	—	—
Mining machine operators	16.50	8.2	40.0	16.50	8.2	40.0	—	—	—
Supervisors, production	19.31	2.8	40.6	19.31	2.8	40.7	—	—	—
Tool and die makers	19.84	2.5	40.1	19.84	2.5	40.1	—	—	—
Tool and die maker apprentices	15.61	8.2	39.8	15.61	8.2	39.8	—	—	—
Precision assemblers, metal	13.28	11.1	40.0	13.28	11.1	40.0	—	—	—
Machinists	16.03	4.6	39.5	16.10	4.7	40.0	—	—	—
Machinist apprentices	13.04	5.8	38.6	13.27	5.6	40.0	—	—	—
Precision grinders, filers, and tool sharpeners	15.55	10.9	40.0	15.55	10.9	40.0	—	—	—
Patternmakers and modelmakers, metal	18.89	6.2	40.0	18.89	6.2	40.0	—	—	—
Layout workers	15.19	6.5	40.0	15.19	6.5	40.0	—	—	—
Engravers, metal	15.09	23.1	39.4	14.87	24.0	40.0	—	—	—
Sheet metal workers	17.74	6.6	39.1	17.74	6.6	39.1	—	—	—
Sheet metal worker apprentices	13.40	10.3	39.3	13.40	10.3	39.3	—	—	—
Cabinet makers and bench carpenters	11.88	11.0	40.0	11.88	11.0	40.0	—	—	—
Furniture and wood finishers	11.23	5.9	40.0	11.23	5.9	40.0	—	—	—
Dressmakers	10.31	9.6	38.5	10.31	9.6	38.5	—	—	—
Tailors	12.41	5.9	39.7	12.41	5.9	39.7	—	—	—
Upholsterers	13.32	13.9	39.4	13.32	13.9	39.4	—	—	—
Hand molders and shapers, except jewelers	16.31	5.1	40.0	16.31	5.1	40.0	—	—	—
Patternmakers, layout workers, and cutters	13.97	14.5	40.0	13.97	14.5	40.0	—	—	—
Optical goods workers	11.13	10.0	39.9	11.13	10.0	39.9	—	—	—
Dental laboratory and medical appliance technicians	14.21	1.3	39.0	14.21	1.3	39.0	—	—	—
Bookbinders	11.38	3.9	39.8	11.38	3.9	39.8	—	—	—
Electrical and electronic equipment assemblers	10.72	3.3	39.7	10.75	3.3	40.0	7.21	4.6	24.7
Miscellaneous precision workers, n.e.c.	15.90	8.0	39.8	15.92	7.9	40.0	—	—	—
Precision food production	12.42	20.4	30.5	14.57	18.9	37.0	—	—	—
Butchers and meat cutters	10.37	3.7	38.5	10.34	3.7	39.7	11.50	10.2	18.3
Bakers	10.11	7.1	34.5	10.23	7.9	37.0	9.03	7.8	21.4
Food batchmakers	10.39	6.6	38.1	10.43	6.8	39.8	—	—	—
Inspectors, testers, and graders	16.95	2.6	40.3	16.96	2.6	40.3	—	—	—
Precision inspectors, testers, and related workers, n.e.c.	20.33	7.6	40.0	20.33	7.6	40.0	—	—	—
Adjusters and calibrators	14.69	11.8	39.6	14.65	12.0	40.0	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Blue collar—Continued									
Precision production, craft, and repair—Continued									
Water and sewer treatment plant operators	\$15.92	3.0	39.0	\$16.06	2.9	40.0	—	—	—
Power plant operators	21.77	2.1	39.8	21.77	2.1	39.8	—	—	—
Stationary engineers	19.58	3.5	39.3	19.59	3.5	39.9	—	—	—
Miscellaneous plant and system operators, n.e.c.	20.87	4.8	40.1	20.87	4.8	40.1	—	—	—
Machine operators, assemblers, and inspectors	11.41	2.1	39.4	11.49	2.1	39.9	\$7.47	1.9	24.3
Lathe and turning machine set-up operators	14.51	3.6	40.0	14.51	3.6	40.0	—	—	—
Lathe and turning machine operators	13.32	5.8	39.9	13.32	5.8	39.9	—	—	—
Milling and planing machine operators	12.56	7.0	40.0	12.56	7.0	40.0	—	—	—
Punching and stamping press operators	12.45	3.3	39.9	12.46	3.4	40.0	—	—	—
Rolling machine operators	14.51	8.1	40.3	14.51	8.1	40.3	—	—	—
Drilling and boring machine operators	11.41	14.2	40.0	11.41	14.2	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	12.12	2.8	39.9	12.14	2.8	40.0	—	—	—
Forging machine operators	12.99	4.5	39.8	12.99	4.5	39.8	—	—	—
Numerical control machine operators	13.95	3.5	40.0	13.95	3.5	40.0	—	—	—
Fabricating machine operators, n.e.c.	13.18	2.9	39.4	13.42	2.3	39.9	—	—	—
Molding and casting machine operators	10.91	5.4	39.8	10.96	5.4	39.9	6.25	6.5	34.7
Metal plating machine operators	13.56	4.5	39.7	13.61	4.3	39.9	—	—	—
Heat treating equipment operators	13.99	2.7	40.0	13.99	2.7	40.0	—	—	—
Wood lathe, routing, and planing machine operators	8.82	11.1	39.2	8.80	11.3	39.8	—	—	—
Sawing machine operators	10.35	7.9	39.8	10.37	8.0	40.0	—	—	—
Shaping and jointing machine operators	10.19	7.7	39.9	10.19	7.7	39.9	—	—	—
Printing press operators	14.19	3.1	39.4	14.21	3.1	39.7	10.84	18.6	22.2
Photoengravers and lithographers	16.24	11.2	39.1	16.32	11.2	39.3	—	—	—
Typesetters and compositors	13.19	6.2	35.3	13.61	6.1	39.3	—	—	—
Winding and twisting machine operators	11.99	7.2	39.8	11.99	7.2	39.8	—	—	—
Knitting, looping, taping, and weaving machine operators	10.14	2.9	40.0	10.14	2.9	40.0	—	—	—
Textile cutting machine operators	8.65	8.2	40.0	8.65	8.2	40.0	—	—	—
Textile sewing machine operators	7.73	5.0	39.1	7.78	5.1	39.9	—	—	—
Shoe machine operators	9.64	10.7	39.8	9.64	10.7	39.8	—	—	—
Pressing machine operators	7.55	4.1	37.9	7.58	4.2	39.9	—	—	—
Laundering and dry cleaning machine operators	7.21	2.1	37.5	7.23	2.2	39.3	6.89	5.0	22.6
Cementing and gluing machine operators	10.50	10.1	40.0	10.50	10.1	40.0	—	—	—
Packaging and filling machine operators	10.78	4.8	39.3	10.91	4.3	40.0	—	—	—
Extruding and forming machine operators	11.81	4.2	39.8	11.81	4.2	39.8	—	—	—
Mixing and blending machine operators	13.31	3.9	39.7	13.31	3.9	39.8	—	—	—
Separating, filtering, and clarifying machine operators	16.69	3.0	39.6	16.74	3.0	39.8	—	—	—
Compressing and compacting machine operators	10.65	2.4	39.5	10.69	2.4	40.0	—	—	—
Painting and paint spraying machine operators	11.32	8.0	40.0	11.32	8.0	40.0	—	—	—
Roasting and baking machine operators, food ..	11.83	9.5	39.7	11.85	9.5	40.0	—	—	—
Washing, cleaning, and pickling machine operators	11.26	8.7	40.1	11.26	8.7	40.1	—	—	—
Folding machine operators	11.81	4.2	39.7	11.85	4.2	39.8	—	—	—
Furnace, kiln, and oven operators, except food ..	13.36	5.5	39.9	13.36	5.5	40.0	—	—	—
Crushing and grinding machine operators	12.37	5.7	39.9	12.37	5.7	39.9	—	—	—
Slicing and cutting machine operators	12.50	4.6	39.9	12.51	4.6	40.0	—	—	—
Photographic process machine operators	10.77	6.4	31.0	12.20	4.0	39.9	7.34	4.8	20.2
Miscellaneous machine operators, n.e.c.	10.87	6.4	39.6	10.90	6.5	39.9	7.98	5.6	19.3
Welders and cutters	14.41	2.5	40.0	14.42	2.5	40.0	—	—	—
Solders and braziers	9.54	8.2	40.0	9.54	8.2	40.0	—	—	—
Assemblers	11.44	3.7	39.3	11.60	3.8	39.9	7.32	2.5	28.1
Hand cutting and trimming	7.71	10.5	39.8	7.72	10.5	40.0	—	—	—
Hand molding, casting, and forming	11.50	2.4	39.9	11.53	2.3	40.0	—	—	—
Hand painting, coating, and decorating	10.14	5.5	39.8	10.14	5.6	40.0	—	—	—
Hand engraving and printing	11.54	8.7	35.2	—	—	—	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Blue collar—Continued									
Machine operators, assemblers, and inspectors—Continued									
Miscellaneous hand working, n.e.c.	\$10.19	4.5	38.8	\$10.31	4.6	39.6	\$5.86	7.2	21.8
Production inspectors, checkers and examiners	11.49	2.9	39.9	11.50	2.9	40.0	8.69	10.7	23.1
Production testers	12.55	3.6	40.0	12.55	3.6	40.0	—	—	—
Production samplers and weighers	14.53	3.5	39.6	14.53	3.5	39.6	—	—	—
Graders and sorters, except agricultural	9.55	5.7	39.9	9.58	5.7	39.9	—	—	—
Hand inspectors, n.e.c.	10.36	5.4	39.9	10.36	5.4	39.9	—	—	—
Transportation and material moving	12.92	1.8	37.6	13.26	1.8	40.8	9.86	9.7	21.8
Supervisors, motor vehicle operators	17.24	4.2	41.8	17.29	4.2	41.9	—	—	—
Truck drivers	12.72	2.3	40.3	12.72	2.2	42.0	12.73	20.1	24.4
Driver-sales workers	11.90	5.6	34.2	13.27	5.2	40.7	5.97	5.9	20.1
Bus drivers	12.38	2.8	28.0	13.26	4.4	36.8	11.08	2.7	20.8
Taxicab drivers and chauffeurs	8.31	4.7	30.0	8.95	6.0	39.7	7.00	4.4	20.0
Parking lot attendants	7.71	7.1	32.3	8.49	5.2	40.0	5.77	6.3	22.0
Motor transportation, n.e.c.	7.69	6.9	30.5	8.58	6.8	38.3	5.76	10.2	21.2
Locomotive operating	27.01	14.8	40.5	27.02	14.8	40.5	—	—	—
Railroad brake, signal and switch operators	19.69	16.5	40.0	19.69	16.5	40.0	—	—	—
Ship captains and mates, except fishing boats ..	17.99	7.3	51.2	18.06	7.4	52.0	—	—	—
Sailors and deckhands	12.17	14.4	43.6	11.92	14.1	47.5	—	—	—
Marine engineers	15.56	29.8	51.4	15.56	29.8	51.4	—	—	—
Bridge, lock and lighthouse tenders	11.74	2.5	40.0	—	—	—	—	—	—
Supervisors, material moving equipment	16.65	6.7	40.4	16.65	6.7	40.4	—	—	—
Operating engineers	18.68	6.1	40.0	18.68	6.1	40.0	—	—	—
Longshore equipment operators	27.42	6.9	37.5	—	—	—	—	—	—
Hoist and winch operators	14.92	9.7	40.0	14.92	9.7	40.0	—	—	—
Crane and tower operators	16.01	4.8	40.1	16.01	4.8	40.1	—	—	—
Excavating and loading machine operators	13.85	3.7	40.0	13.85	3.7	40.0	—	—	—
Grader, dozer, and scraper operators	14.41	4.1	40.0	14.41	4.1	40.0	—	—	—
Industrial truck and tractor equipment operators	12.24	2.6	39.7	12.28	2.6	39.9	9.35	8.7	30.7
Miscellaneous material moving equipment operators, n.e.c.	14.31	3.8	38.4	14.45	3.9	39.9	11.21	3.0	20.3
Handlers, equipment cleaners, helpers, and laborers	9.86	2.3	35.5	10.26	2.9	39.7	7.33	1.4	21.2
Nursery workers	7.37	5.1	34.6	7.84	5.2	40.0	—	—	—
Supervisors, agriculture-related workers	16.80	9.9	38.8	16.81	10.0	38.9	—	—	—
Groundskeepers and gardeners, except farm ...	9.29	4.2	37.1	9.45	4.8	39.8	7.45	4.4	20.1
Animal caretakers, except farm	10.22	11.8	32.8	11.06	10.1	38.6	6.33	7.2	19.5
Inspectors, agricultural products	8.74	11.3	37.2	9.08	15.5	40.0	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.02	7.4	38.9	16.06	7.5	39.1	—	—	—
Helpers, mechanics and repairers	10.40	4.1	38.4	10.59	4.5	39.8	7.20	8.9	24.7
Helpers, construction trades	10.13	3.5	39.1	10.13	3.6	39.9	10.35	10.5	22.5
Helpers, extractive	8.85	14.8	38.1	8.85	14.8	38.1	—	—	—
Construction laborers	11.65	4.8	39.3	11.68	4.9	39.9	10.96	16.8	28.6
Production helpers	10.04	3.7	38.9	10.08	3.8	39.8	—	—	—
Garbage collectors	13.94	7.6	39.8	14.09	7.6	40.0	—	—	—
Stevedores	20.47	6.2	39.2	20.47	6.2	39.3	—	—	—
Stock handlers and baggers	9.54	7.4	29.8	11.19	9.3	39.7	6.68	1.6	20.7
Machine feeders and offbearers	9.61	2.7	39.2	9.62	2.7	39.8	8.96	13.6	22.8
Freight, stock, and material handlers, n.e.c.	10.80	3.2	33.9	11.21	3.6	39.7	9.05	2.9	20.8
Garage and service station related	8.83	7.4	34.2	9.11	7.7	39.1	6.36	4.7	16.2
Vehicle washers and equipment cleaners	8.82	4.2	37.5	8.96	4.4	39.9	6.98	4.9	20.9
Hand packers and packagers	8.18	2.5	38.2	8.24	2.9	39.9	6.74	3.4	19.6
Laborers, except construction, n.e.c.	9.57	2.0	36.5	9.88	2.2	39.6	7.36	2.8	23.4
Service	9.21	1.1	31.6	10.16	1.5	39.0	6.56	1.1	20.7
Protective service	14.84	2.1	37.5	15.47	2.2	40.7	8.28	3.4	20.6
Supervisors, firefighters and fire prevention	21.90	4.7	49.5	21.90	4.7	49.5	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999—Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Service —Continued									
Protective service —Continued									
Supervisors, police and detectives	\$25.00	3.3	40.1	\$25.00	3.3	40.1	—	—	—
Supervisors, guards	16.60	7.1	37.8	16.87	6.9	38.6	—	—	—
Fire inspection and fire prevention	18.74	6.5	39.0	18.78	6.6	41.7	—	—	—
Firefighting	16.13	3.0	43.5	16.43	2.8	48.7	\$7.01	7.7	10.3
Police and detectives, public service	20.25	1.4	39.5	20.32	1.4	40.0	11.74	12.2	16.4
Sheriffs, bailiffs, and other law enforcement officers	16.60	2.8	39.2	16.74	2.8	39.9	11.95	7.1	24.9
Correctional institution officers	14.94	3.8	39.8	14.96	3.8	39.9	—	—	—
Crossing guards	8.97	4.5	17.2	—	—	—	8.58	4.6	16.6
Guards and police, except public service	8.89	2.0	34.3	9.07	2.0	39.4	8.15	4.2	22.3
Protective service, n.e.c.	12.03	7.7	29.3	13.95	8.5	39.3	8.08	9.7	19.2
Food service	6.72	1.5	28.8	7.44	2.5	38.5	5.74	1.2	21.6
Waiters, waitresses, and bartenders	4.71	2.8	27.4	4.94	3.7	37.7	4.42	3.4	20.2
Bartenders	6.72	6.6	28.1	7.34	9.2	38.2	5.75	2.7	19.8
Waiters and waitresses	4.04	3.8	27.7	4.09	5.3	37.5	3.98	4.5	20.8
Waiters'/Waitresses' assistants	5.65	2.7	25.3	6.03	4.0	38.3	5.17	3.2	17.9
Other food service	7.63	1.2	29.5	8.57	1.3	38.9	6.36	1.2	22.3
Supervisors, food preparation and service	10.75	2.4	39.3	11.06	2.3	41.4	6.86	11.7	24.2
Cooks	8.24	2.0	33.6	8.65	1.9	38.6	7.00	4.3	24.2
Kitchen workers, food preparation	7.22	2.4	30.2	7.78	2.9	38.9	6.52	3.0	23.4
Food preparation, n.e.c.	6.77	1.3	26.0	7.53	1.4	37.9	6.22	1.3	21.1
Health service	9.35	1.7	33.3	9.51	1.8	38.8	8.56	1.8	19.6
Dental assistants	12.34	8.2	30.4	12.85	8.6	37.0	9.00	11.2	14.0
Health aides, except nursing	10.05	2.2	32.6	10.34	2.3	39.3	8.55	3.2	17.3
Nursing aides, orderlies and attendants	8.79	1.3	33.9	8.85	1.5	38.8	8.52	1.8	21.2
Cleaning and building service	9.14	1.5	33.4	9.52	1.8	39.1	7.26	2.0	19.4
Supervisors, cleaning and building service workers	10.73	7.9	39.3	10.75	8.0	39.5	8.75	2.8	25.3
Maids and housemen	7.44	2.3	33.9	7.52	2.5	37.8	7.04	4.2	22.0
Janitors and cleaners	9.27	1.8	32.3	9.77	2.0	39.4	7.30	2.3	18.9
Elevator operators	13.26	6.3	39.1	—	—	—	—	—	—

See footnotes at end of table.

TABLE 3. Mean hourly earnings¹ and weekly hours for selected occupations, full-time and part-time workers,² United States, National Compensation Survey,³ 1999–Continued

Occupation ⁴	Total			Full time			Part time		
	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours	Hourly earnings		Mean weekly hours
	Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)		Mean	Relative error ⁵ (percent)	
Service –Continued									
Cleaning and building service –Continued									
Pest control	\$11.07	10.0	40.0	\$11.07	10.0	40.0	–	–	–
Personal service	8.93	2.2	29.8	9.66	2.5	37.7	\$7.10	3.2	19.6
Supervisors, personal service	15.89	10.4	39.0	16.06	10.0	40.0	9.28	9.5	19.8
Hairdressers and cosmetologists	9.79	5.6	29.8	9.83	6.1	38.6	9.68	9.1	18.6
Attendants, amusement, and recreation facilities	6.41	5.5	29.0	6.63	5.5	39.5	5.98	6.1	19.3
Guides	11.14	11.2	30.7	12.33	9.3	39.4	7.54	7.5	18.4
Ushers	5.93	4.3	15.7	–	–	–	5.95	4.5	15.3
Public transportation attendants	26.33	7.6	21.4	27.76	6.6	21.6	13.49	17.8	20.1
Baggage porters and bellhops	6.98	5.9	35.3	6.79	6.8	39.4	7.87	9.5	23.8
Welfare service aides	7.59	4.8	29.0	8.36	4.3	39.3	6.35	6.1	20.4
Early childhood teachers' assistants	7.02	3.4	30.4	7.28	4.4	37.7	6.51	3.8	21.9
Child care workers, n.e.c.	8.27	3.2	29.5	8.57	3.6	39.4	7.60	3.4	19.1
Service, n.e.c.	8.28	8.4	30.4	8.64	11.4	39.1	7.22	3.6	18.3

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 Total includes full-time and part-time workers. 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 This survey covers all 50 States. Collection was conducted between September 1998

and April 2000. The average reference period was September 1999. For the first time, estimates include workers in private establishments employing fewer than 50 workers.

⁴ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

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 Technical Note.

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.

Technical Notes

The data in this report are based on the National Compensation Survey (NCS) conducted by the Bureau of Labor Statistics. The National Compensation Survey is locality-based and covers establishments in private industry and State and local governments. Agriculture, private households, and the Federal Government are excluded from the scope of the survey.

Survey scope. The NCS studied 19,481 establishments representing nearly 95 million workers within the scope of the survey. (See table below.) Beginning with the 1999 NCS, private sector establishments with one or more workers are included in the survey. State and local governments with 50 or more workers are included. 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.

Sampling frame. The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports. The reference month for the public sector is June 1994. 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 reference month for the private sector varied by area.

Sample design and data collection. The sample for this survey was selected using a three-stage design. The first stage involved the selection of areas. The NCS sample consisted of 154 metropolitan areas and nonmetropolitan areas that represent the Nation's 326 metropolitan statistical areas (as defined by the U.S. Office of Management and Budget) and the remaining portions of the 50 States. Metropolitan areas are Metropolitan Statistical Areas (MSAs) or Consolidated Metropolitan Statistical Areas (CMSAs), as defined by the Office of Management and Budget in 1994. Nonmetropolitan areas are counties that do not fit the metropolitan area definition.

In the second stage, 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 was approximately proportional to the stratum employment. Each sampled establishment was 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 each establishment represents similar units (in terms of industry and employment size) in the economy that were not selected for collection.

The third stage of sample selection was a probability sample of occupations within a sampled establishment. Collection was conducted between September 1998 and April 2000, with an average reference period of September 1999.

Number of workers¹ represented by the survey, by occupational group,² United States, National Compensation Survey,³ 1999

Occupational group	All industries	Private industry	State and local government
All	94,757,800	80,546,700	14,211,100
All, excluding sales	84,911,500	70,755,500	14,156,100
White collar	49,081,600	39,489,300	9,592,400
White collar, excluding sales	39,235,300	29,698,000	9,537,300
Professional specialty and technical	16,051,400	10,406,800	5,644,600
Professional specialty occupations	12,530,200	7,362,400	5,167,900
Technical occupations	3,521,200	3,044,500	476,700
Executive, administrative, and managerial	7,067,700	5,876,300	1,191,400
Sales	9,846,300	9,791,300	55,000
Administrative support, including clerical	16,116,200	13,414,900	2,701,300
Blue collar	28,026,000	26,552,700	1,473,300
Precision production, craft, and repair	9,358,400	8,764,300	594,100
Machine operators, assemblers, and inspectors	7,466,200	7,433,400	32,800
Transportation and material moving	4,043,000	3,515,300	527,700
Handlers, equipment cleaners, helpers, and laborers	7,158,400	6,839,800	318,600
Service	17,650,200	14,504,800	3,145,400

¹ 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 with 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.

³ This survey covers all 50 States. Collection was conducted between September 1998 and April 2000. The average reference period was September 1999. For the first time, estimates include workers in private establishments employing fewer than 50 workers.

Occupational selection and classification. Identification of the occupations for which wage data were to be collected was a four-step 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 versus part time, union versus nonunion, and time versus incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected for those workers 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 the job's chance of selection.

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.

In step three, certain other job characteristics of the chosen workers were identified. First, the worker was identified as holding either a full- 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.

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

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indi-

cates 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. Tables 1, 2, and 3 contain RSE data for indicated series in this report.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, table 1 shows mean hourly earnings for all workers of \$15.36 per hour and a relative standard error of 1.3 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$15.03 to \$15.69 ($\$15.36 \times 1.645 \times 0.013 = \0.328 , round to \$0.33); ($\$15.36 - .33 = \15.03 ; $\$15.36 + .33 = \15.69). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although such errors were not specifically measured, efforts were made to minimize them through the extensive training of field economists who gathered survey data, computer editing of the data, and detailed data review.

Census divisions. Data are tabulated by census divisions defined as follows: **New England:** Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; **Middle Atlantic:**¹ New Jersey, New York, and Pennsylvania; **East North Central:**² Illinois, Indiana, Michigan, Ohio, and Wisconsin; **West North Central:**³ Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; **South Atlantic:** Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; **East South Central:**⁴ Alabama, Kentucky, Mississippi, and Tennessee; **West South Central:** Arkansas, Louisiana, Oklahoma, and Texas; **Mountain:** Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and **Pacific:** Alaska, California, Hawaii, Oregon, and Washington.

¹ The Middle Atlantic census division also includes the New York, NY, CMSA (which consists of parts of New York, New Jersey, Connecticut, and Pennsylvania) and the Philadelphia, PA, CMSA (which consists of parts of Pennsylvania, New Jersey, Delaware, and Maryland).

² The East North Central census division also includes the Cincinnati, OH, CMSA (which consists of parts of Ohio, Kentucky, and Indiana).

³ The West North Central census division also includes the St. Louis, MO CMSA (which consists of parts of Missouri and Illinois) and the Minneapolis-St. Paul, MN, MSA (which consists of parts of Minnesota and Wisconsin).

⁴ The East South Central census division also includes the Louisville, KY, MSA (which consists of parts of Kentucky and Indiana) and the Memphis, TN, MSA (which consists of parts of Tennessee, Arkansas, and Mississippi).

Additional information about the National Compensation Survey, including a list of occupational classifications and the factors determining work levels, may be obtained by calling (202) 691-6199. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Ave., NE, Room 4175, Washington, DC 20212-0001, or send e-mail to OCLTINFO@bls.gov.

The data contained in this summary are available on the Bureau's Internet site: <http://www.bls.gov/comhome.htm>.

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 database or spreadsheet; and a Portable Document Format (PDF) containing the entire summary.

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