

COMP2000 Pilot Survey Raleigh-Durham-Chapel Hill, NC Metropolitan Statistical Area July–August 1996

U.S. Department of Labor
Robert B. Reich, Secretary

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Katharine G. Abraham, Commissioner

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**Raleigh-Durham-Chapel Hill, NC
Metropolitan Statistical Area**

Preface

This survey of occupational pay was conducted in July/August 1996 in the Raleigh-Durham-Chapel Hill, NC Metropolitan Statistical Area (MSA). The MSA includes the counties of Chatham, Durham, Franklin, Johnston, Orange, and Wake.

Raleigh is the fifth area selected for a series of tests using a new way of identifying and classifying occupations within establishments. The revised data collection procedure introduces a new method for determining the level of duties and responsibilities of surveyed occupations. This method, called “generic leveling,” will replace the job classification system now used in the Occupational Compensation Survey program (OCS). An entirely new statistical program will replace the existing OCS program, Employment Cost Index, and Employee Benefit Survey series. The working title of the program is COMP2000.

Hourly wage rates for various occupational classifications compose the bulk of the information contained in this bulletin. One table contains data on weekly wage rates. Tables showing the number of workers included in the wage data are also presented. The bulletin consists primarily of tables whose data are analyzed in the initial textual section. Also contained in this bulletin is information on the new COMP2000 program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

Survey data were collected and reviewed by Bureau of Labor Statistics (BLS) field economists under the direction

of the Atlanta Regional Office. 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 was responsible for the survey design and data processing and analysis.

Where to find more information

For additional information regarding this survey, please contact the BLS Atlanta Regional Office at (404) 562-2463. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Washington, DC 20212-0001, or call (202) 606-6220.

The data contained in this bulletin are also available on the Internet’s World Wide Web through the BLS site: <http://stats.bls.gov/comhome.htm> Data are in ASCII files containing the exact published table format. Electronic files for future surveys will contain positional columns of data in an ASCII file for easy manipulation as a data base or spreadsheet. A third format will be Portable Document Format that will contain the entire bulletin.

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A New Compensation Survey

This bulletin represents the fifth test results of a new Bureau of Labor Statistics program called COMP2000. COMP2000 integrates three existing programs: the Occupational Compensation Survey (OCS), the Employment Cost Index (ECI), and the Employee Benefits Survey (EBS), into one comprehensive compensation program. Data from the new survey will be jointly collected from one common sample of establishments. The survey has several major goals: To make the most efficient use of available resources—dollars, people, and technology; to minimize the burden of collection on respondents; and to provide a wide range of statistical outputs reflecting up-to-date economic and statistical concepts.

The streamlining of programs and the addition of data will be phased in over time. At first, testing will concentrate on wage level data (such as contained in this bulletin) and the collection of demographic characteristics of workers (e.g., length of service). In Fall 1996, a new area-based sample was put into place that will allow for the collection of wage data based on the methods refined in the early tests. The larger metropolitan area collections will yield bulletins, similar to this one, which will replace the current Occupational Compensation Survey bulletins.

Further testing of benefit data, wage trend data, and other compensation characteristics will begin within the next year. Based on test results, new collection procedures for these types of statistics will be developed. The new procedures will be implemented beginning in 1998. Eventually, wage data and benefit information collected from the sample will be used to produce compensation indexes and statistics on benefit provisions and incidence. These new series will supplant the current ECI and EBS programs.

COMP2000 versus OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Survey bulletins by providing broader coverage of occupations and establishments within the survey area. The same holds for all future COMP2000 products.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications, such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

In tables containing job levels within occupational series, the levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

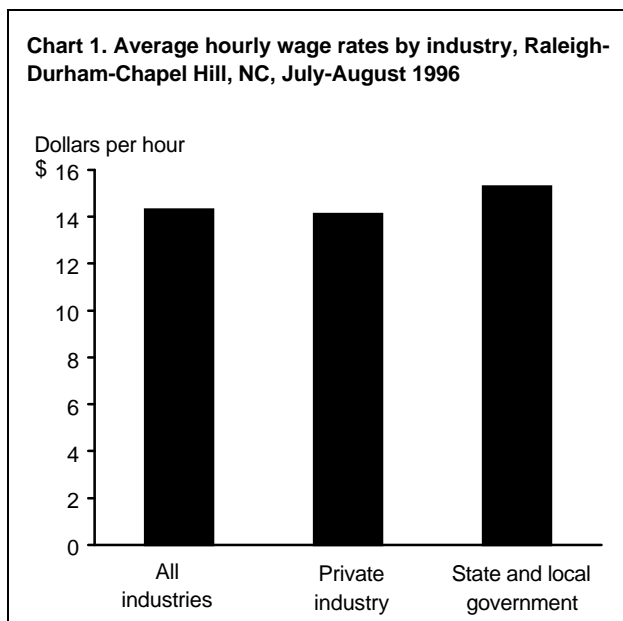
Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time status, union versus nonunion status, and establishment employment size. Not all of these series were generated by the OCS program.

Finally, the establishments surveyed in this bulletin were selected from among all private and State and local government establishments. Previous OCS samples were limited to establishments with 50 or more employees. The wider scope of the COMP2000 program means that virtually all workers in the Raleigh-Durham-Chapel Hill metropolitan statistical area are covered, excluding only private household and farm workers and employees of the Federal Government.

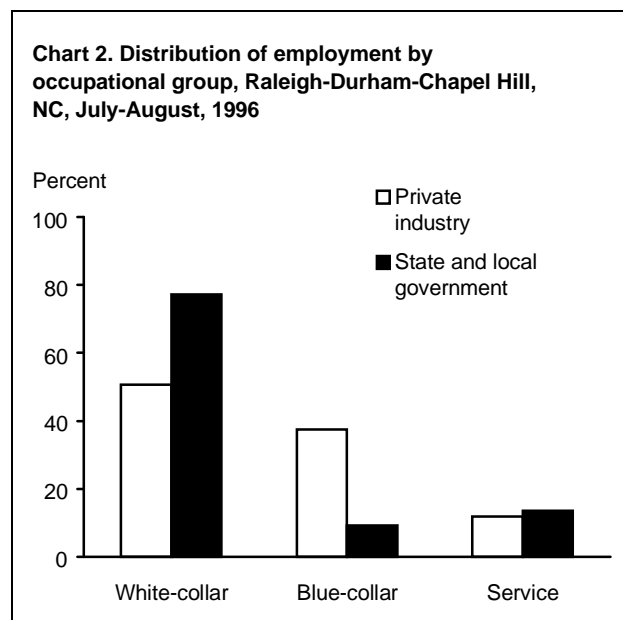
Wages in the Raleigh-Durham- Chapel Hill, NC metropolitan area

Straight-time wages in the Raleigh-Durham-Chapel Hill, NC metropolitan area averaged \$14.30 per hour during July/August, 1996 (table 1). White-collar workers had the highest average wage level, \$17.26 per hour. Blue-collar workers averaged \$11.51 per hour, while service workers had average earnings of \$7.51 per hour.

Within each of these occupational groups, average wages for individual occupations varied. For example, white-collar occupations included financial managers at \$26.39 per hour, chemical technicians at \$12.61 per hour, and sales counter clerks at \$8.93 per hour. Among occupations in the blue-collar category, automobile mechanics averaged \$16.77 per hour while bus drivers averaged \$7.23 per hour. Finally, service workers included supervisors, police and detectives, at \$20.02 and cooks at \$6.73 per hour. Table 1 presents earnings data for 93 detailed occupations; data for other detailed occupations could not be reported separately due to concerns about the confidentiality of survey respondents.



Private industry workers, about 83 percent of the Raleigh area labor force studied, averaged \$14.10 per hour, while State and local government workers earned \$15.29 per hour (chart 1). (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.) Over three-quarters of State and local government workers were in white-collar jobs, with 40 percent in professional specialty and technical occupations (chart 2). About half of private sector employees were white-collar. In contrast, blue-collar workers made up only 9 percent of government employees, while they made up 37 percent of private industry.



Average wages for full-time workers in Raleigh were \$14.98 per hour, compared with an average of \$7.97 per hour for part-time workers (tables 2-3).

Wages for the highest levels of work within major occupational groups usually were greater than for the lowest levels of work (table 5). This general pattern can vary somewhat depending on the mix of specific occupations

(and industries) represented by the broad group. A given level within a group may not have data because no workers were identified at that level or because there were not enough data to guarantee confidentiality.

Work levels for all major groups span several levels, with professional specialty and executive, administrative, and managerial workers typically starting and ending at higher work levels than the other groups. (See chart 3 for an example of wage data by level of work.)

Nonunion workers had hourly wage rates of \$14.39 in Raleigh. Union workers wages averaged \$12.79 (table 6). Only 5 percent of workers in Raleigh were unionized, with just 17 percent of those in the higher-paying, white-collar occupations.

In the private sector, hourly wages averaged \$15.06 in goods-producing industries compared with \$13.47 in service-producing industries (table 9). By industry, wages ranged from \$9.68 per hour in wholesale and retail trade to an average of \$17.23 per hour for workers in transportation, communication, and public utilities.

Chart 3. Average hourly wage rates by work level for administrative support including clerical occupations, Raleigh-Durham-Chapel Hill, NC, July-August 1996

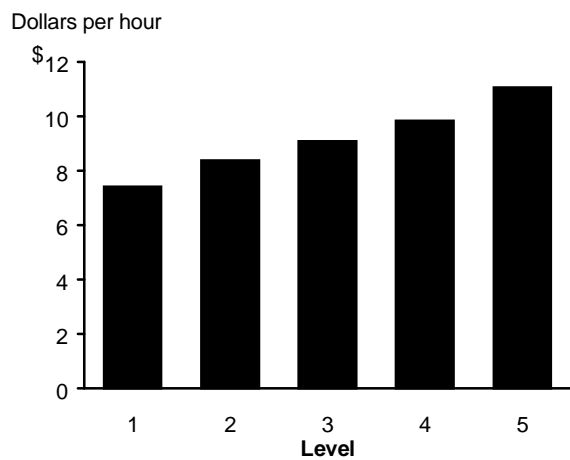


Table 1. Hourly earnings¹ for selected occupations, all workers ², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$14.30	\$12.00	\$8.89 - \$17.00	\$14.10	\$12.00	\$8.75 - \$16.83	\$15.29	\$12.62	\$9.23 - \$18.04
All workers excluding sales	14.32	12.00	9.00 - 17.00	14.10	12.00	8.95 - 16.76	15.30	12.62	9.23 - 18.06
White-collar occupations	17.26	14.48	9.80 - 21.67	17.42	14.48	9.70 - 22.50	16.75	14.47	9.89 - 19.96
Professional specialty and technical occupations	21.80	19.71	15.52 - 25.47	21.87	20.34	15.87 - 26.77	21.66	18.18	15.40 - 23.08
Professional specialty occupations	23.84	21.46	17.12 - 27.81	24.14	22.57	18.09 - 30.00	23.34	19.53	16.46 - 24.19
Engineering occupations	25.18	23.42	19.76 - 29.71	25.77	24.95	20.58 - 30.29	-	-	-
Civil engineers	22.54	-	-	-	-	-	-	-	-
Electrical and electronic engineers	25.81	25.12	20.20 - 31.04	25.81	25.12	20.20 - 31.04	-	-	-
Industrial engineers	30.56	-	-	30.56	-	-	-	-	-
Engineers, N.E.C.	23.56	-	-	21.82	-	-	-	-	-
Computer systems analysts and scientists	30.21	29.66	22.87 - 40.36	30.44	30.05	23.08 - 40.87	-	-	-
Operations and systems researchers and analysts	25.42	-	-	25.42	-	-	-	-	-
Chemists, except biochemists	19.20	-	-	19.34	-	-	-	-	-
Biological and life scientists	25.70	-	-	25.70	-	-	-	-	-
Registered nurses	19.04	18.93	16.22 - 21.40	-	-	-	19.10	18.53	16.49 - 21.64
Teachers	23.95	19.69	15.52 - 25.81	11.16	-	-	25.33	20.69	16.40 - 26.36
Teachers, except college and university	17.63	17.14	14.91 - 20.87	10.03	-	-	18.69	18.17	15.52 - 21.63
Secondary school teachers	18.92	-	-	-	-	-	18.92	-	-
Vocational and educational counselors	16.22	-	-	-	-	-	-	-	-
Librarians	19.29	-	-	-	-	-	-	-	-
Economists	26.62	-	-	26.62	-	-	-	-	-
Social workers	13.71	13.33	11.47 - 15.69	-	-	-	14.21	13.84	12.05 - 16.50
Editors and reporters	15.10	-	-	15.10	-	-	-	-	-
Technical occupations	16.79	16.08	12.69 - 20.62	17.29	17.12	12.74 - 21.67	15.18	15.40	12.20 - 16.85
Clinical laboratory technologists and technicians	14.55	-	-	12.96	-	-	-	-	-
Licensed practical nurses	13.56	-	-	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	10.92	-	-	-	-	-	-	-	-
Electrical and electronic technicians	17.68	17.71	14.26 - 20.02	17.75	17.86	14.13 - 20.10	-	-	-
Drafters	17.24	-	-	-	-	-	-	-	-
Chemical technicians	12.61	-	-	12.25	-	-	-	-	-
Computer programmers	22.43	-	-	22.25	-	-	-	-	-
Technical and related occupations, N.E.C.	9.81	-	-	-	-	-	-	-	-
Executive, administrative, and managerial occupations	23.01	19.87	14.95 - 28.50	23.34	19.72	14.90 - 28.94	20.66	19.87	15.02 - 23.62
Administrators and officials, public administration	20.84	-	-	-	-	-	20.84	-	-
Financial managers	26.39	25.40	17.83 - 32.27	25.90	-	-	-	-	-
Personnel and labor relations managers	24.79	-	-	24.75	-	-	-	-	-
Managers, marketing, advertising and public relations	27.43	-	-	27.76	-	-	-	-	-
Administrators, education and related fields	21.13	-	-	-	-	-	-	-	-
Managers, medicine and health	33.73	-	-	-	-	-	-	-	-
Managers, food servicing and lodging establishments	14.31	-	-	14.31	-	-	-	-	-
Managers, service organizations, N.E.C.	17.75	-	-	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.72	28.94	23.56 - 36.78	31.80	28.94	23.85 - 36.78	-	-	-
Accountants and auditors	15.98	15.39	13.46 - 19.52	15.97	-	-	16.17	-	-
Other financial officers	16.35	-	-	16.39	-	-	-	-	-

See footnotes at end of table.

Table 1. Hourly earnings¹ for selected occupations, all workers², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ³	All industries			Private industry			State and local government			
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range	
Personnel, training, and labor relations specialists	\$17.91	-	-	\$18.02	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	17.94	-	-	-	-	-	-	-	-	-
Management related occupations, N.E.C.	15.65	\$14.38	\$12.50 - \$17.06	15.46	\$14.04	\$12.38 - \$16.49	-	-	-	-
Sales occupations	14.06	11.03	7.00 - 17.01	14.08	11.03	6.96 - 17.01	\$11.00	-	-	-
Supervisors, sales occupations	19.55	-	-	19.72	-	-	-	-	-	-
Sales occupations, other business services	23.33	-	-	23.42	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	20.04	16.35	14.91 - 21.01	20.04	16.35	14.91 - 21.01	-	-	-	-
Sales workers, other commodities	13.07	8.65	6.00 - 19.23	13.07	8.65	6.00 - 19.23	-	-	-	-
Sales counter clerks	8.93	-	-	8.93	-	-	-	-	-	-
Cashiers	6.65	6.00	5.50 - 7.00	6.58	6.00	5.50 - 7.00	-	-	-	-
Administrative support including clerical occupations	10.32	9.91	8.65 - 11.52	10.44	10.00	8.52 - 11.93	10.03	\$9.75	\$8.83 - \$10.75	-
Supervisors, general office	16.37	-	-	16.37	-	-	-	-	-	-
Computer operators	11.35	-	-	-	-	-	-	-	-	-
Secretaries	11.52	10.76	10.34 - 12.72	11.76	12.50	10.00 - 13.03	-	-	-	-
Typists	10.17	-	-	10.54	-	-	-	-	-	-
Receptionists	9.02	-	-	9.04	-	-	-	-	-	-
Order clerks	9.77	-	-	9.77	-	-	-	-	-	-
Records clerks, N.E.C.	10.09	9.94	8.00 - 11.73	8.64	-	-	11.42	-	-	-
Bookkeepers, accounting and auditing clerks	10.68	10.00	9.00 - 12.00	10.65	10.00	8.89 - 12.00	11.19	-	-	-
Traffic, shipping and receiving clerks	10.56	-	-	10.56	-	-	-	-	-	-
Stock and inventory clerks ..	9.34	-	-	9.21	-	-	-	-	-	-
Investigators and adjusters except insurance	10.65	10.31	9.05 - 11.85	10.71	10.36	9.05 - 11.95	-	-	-	-
General office clerks	9.92	9.50	8.40 - 11.03	9.86	9.00	7.75 - 13.00	9.96	9.73	8.83 - 10.75	-
Data entry keyers	9.02	8.87	8.60 - 9.13	8.99	-	-	-	-	-	-
Administrative support occupations, N.E.C.	11.18	10.82	10.00 - 12.50	11.16	10.82	10.00 - 12.50	-	-	-	-
White-collar occupations excluding sales	17.72	15.02	10.25 - 22.18	18.09	15.33	10.41 - 23.34	16.77	14.53	9.89 - 19.96	-
Blue-collar occupations	11.51	11.78	9.00 - 13.00	11.52	11.78	9.00 - 13.00	11.29	11.94	8.36 - 13.25	-
Precision production, craft, and repair occupations	-	-	-	-	-	-	13.06	12.92	12.09 - 14.11	-
Supervisors, mechanics and repairers	15.82	-	-	17.59	-	-	-	-	-	-
Automobile mechanics	16.77	-	-	-	-	-	-	-	-	-
Industrial machinery repairers	17.78	-	-	17.78	-	-	-	-	-	-
Heating, air conditioning, and refrigeration mechanics	13.45	-	-	13.92	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	12.71	12.25	11.45 - 14.84	12.59	-	-	-	-	-	-
Carpenters	10.73	-	-	10.73	-	-	-	-	-	-
Supervisors, production occupations	16.42	-	-	16.42	-	-	-	-	-	-
Electrical and electronic equipment assemblers	9.18	8.00	6.67 - 11.27	9.18	8.00	6.67 - 11.27	-	-	-	-
Inspectors, testers, and graders	12.33	-	-	12.33	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.27	10.05	8.50 - 12.03	10.24	10.05	8.50 - 12.00	-	-	-	-
Packaging and filling machine operators	10.19	9.92	9.60 - 10.83	10.19	9.92	9.60 - 10.83	-	-	-	-
Miscellaneous machine operators, N.E.C.	11.14	10.45	8.82 - 12.88	11.14	10.45	8.82 - 12.88	-	-	-	-
Assemblers	9.93	-	-	9.93	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Hourly earnings¹ for selected occupations, all workers², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Production inspectors, checkers and examiners	\$9.93	—	—	\$9.93	—	—	—	—	—
Transportation and material moving occupations	11.65	\$10.20	\$8.25 - \$14.37	11.82	\$10.52	\$8.25 - \$14.75	\$8.91	—	—
Truck drivers	13.93	12.94	9.90 - 19.95	13.93	12.94	9.90 - 19.95	—	—	—
Driver-sales workers	8.27	—	—	8.27	—	—	—	—	—
Bus drivers	7.23	—	—	—	—	—	8.29	—	—
Industrial truck and tractor equipment operators	9.77	—	—	9.77	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.98	8.00	6.80 - 9.10	7.91	8.00	6.58 - 9.10	8.79	\$8.36	\$8.36 - \$8.47
Groundskeepers and gardeners except farm ..	8.08	—	—	—	—	—	—	—	—
Helpers, construction trades	8.58	—	—	—	—	—	—	—	—
Stock handlers and baggers	8.57	9.00	6.70 - 10.50	8.63	9.10	6.50 - 11.00	—	—	—
Freight, stock, and material handlers, N.E.C.	8.58	—	—	8.58	—	—	—	—	—
Laborers except construction, N.E.C.	7.16	7.15	6.05 - 8.15	7.16	7.15	6.05 - 8.15	—	—	—
Service occupations	7.51	6.89	5.70 - 8.75	6.84	6.50	5.50 - 7.75	9.65	8.24	6.90 - 11.33
Protective service occupations	10.99	10.21	7.12 - 13.15	7.74	—	—	13.33	11.89	10.21 - 14.83
Supervisors, police and detectives	20.02	—	—	—	—	—	20.02	—	—
Police and detectives, public service	14.35	13.57	11.88 - 17.75	—	—	—	14.35	13.57	11.88 - 17.75
Guards and police except public service	8.33	—	—	7.75	—	—	—	—	—
Food service occupations	5.66	5.75	5.00 - 6.65	5.60	5.75	5.00 - 6.75	—	—	—
Waiters and waitresses	3.47	2.13	2.13 - 4.25	3.47	2.13	2.13 - 4.25	—	—	—
Cooks	6.73	—	—	6.76	—	—	—	—	—
Food counter, fountain, and related occupations	5.33	—	—	5.33	—	—	—	—	—
Kitchen workers, food preparation	6.50	5.75	5.50 - 7.20	6.34	—	—	—	—	—
Food preparation occupations, N.E.C.	6.06	5.87	5.46 - 6.50	6.14	6.00	5.25 - 6.50	—	—	—
Health service occupations	9.61	8.63	7.32 - 11.35	9.97	8.75	7.11 - 12.50	8.12	—	—
Health aides except nursing	10.01	8.56	7.09 - 14.19	10.10	—	—	—	—	—
Nursing aides, orderlies and attendants	8.23	—	—	—	—	—	—	—	—
Cleaning and building service occupations	7.79	7.50	6.25 - 9.35	7.74	7.50	5.75 - 9.35	7.99	7.28	6.95 - 8.34
Maids and housemen	6.19	—	—	6.19	—	—	—	—	—
Janitors and cleaners	7.92	7.56	6.84 - 9.35	8.04	7.70	6.50 - 9.50	7.60	7.26	6.95 - 7.98
Personal services occupations	7.26	6.89	6.10 - 7.63	7.13	—	—	7.64	7.41	6.73 - 8.24
Attendants, amusement and recreation facilities	6.37	—	—	—	—	—	6.78	—	—
Welfare service aides	6.48	—	—	6.41	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² All workers include 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 2. Hourly earnings¹ for selected occupations, full-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$14.98	\$12.50	\$9.42 - \$17.48	\$14.88	\$12.50	\$9.43 - \$17.26	\$15.39	\$12.72	\$9.31 - \$18.10
All workers excluding sales	14.89	12.50	9.42 - 17.38	14.77	12.50	9.44 - 17.02	15.39	12.72	9.31 - 18.10
White-collar occupations	17.89	15.15	10.38 - 22.50	18.27	15.48	10.60 - 23.54	16.78	14.45	9.89 - 19.98
Professional specialty and technical occupations	22.15	19.96	15.82 - 25.81	22.31	20.71	16.34 - 27.13	21.83	18.26	15.40 - 23.10
Professional specialty occupations	24.16	21.70	17.46 - 27.97	24.52	22.67	18.40 - 30.10	23.58	19.67	16.48 - 24.45
Engineering occupations	25.19	23.42	19.76 - 29.71	25.77	24.73	20.45 - 30.29	-	-	-
Civil engineers	22.54	-	-	-	-	-	-	-	-
Electrical and electronic engineers	25.81	25.12	20.20 - 31.04	25.81	25.12	20.20 - 31.04	-	-	-
Industrial engineers	30.56	-	-	30.56	-	-	-	-	-
Engineers, N.E.C.	23.40	-	-	-	-	-	-	-	-
Computer systems analysts and scientists	30.34	29.81	23.05 - 40.60	30.57	30.15	23.16 - 40.87	-	-	-
Operations and systems researchers and analysts	25.42	-	-	25.42	-	-	-	-	-
Chemists, except biochemists	19.20	-	-	19.34	-	-	-	-	-
Biological and life scientists	25.70	-	-	25.70	-	-	-	-	-
Registered nurses	18.61	18.46	16.16 - 20.98	-	-	-	19.25	-	-
Teachers	24.56	20.09	15.83 - 25.85	12.37	-	-	25.49	20.69	16.46 - 26.61
Teachers, except college and university	18.09	17.46	15.22 - 21.21	11.20	-	-	18.76	18.17	15.52 - 21.64
Secondary school teachers	18.92	-	-	-	-	-	18.92	-	-
Vocational and educational counselors	16.22	-	-	-	-	-	-	-	-
Librarians	19.29	-	-	-	-	-	-	-	-
Economists	26.62	-	-	26.62	-	-	-	-	-
Social workers	13.69	13.33	11.43 - 15.69	-	-	-	14.20	13.64	12.02 - 16.50
Editors and reporters	15.09	-	-	15.09	-	-	-	-	-
Technical occupations	17.10	16.23	12.74 - 21.00	17.75	17.40	12.84 - 21.95	15.18	15.40	12.20 - 16.83
Clinical laboratory technologists and technicians	14.98	-	-	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	12.65	-	-	-	-	-	-	-	-
Electrical and electronic technicians	17.72	17.73	14.26 - 20.08	17.80	17.87	14.42 - 20.11	-	-	-
Drafters	17.24	-	-	-	-	-	-	-	-
Chemical technicians	13.14	-	-	-	-	-	-	-	-
Computer programmers	22.43	-	-	22.25	-	-	-	-	-
Technical and related occupations, N.E.C.	9.81	-	-	-	-	-	-	-	-
Executive, administrative, and managerial occupations	23.08	20.00	15.02 - 28.50	23.40	20.00	14.99 - 28.94	20.71	19.87	15.02 - 23.62
Administrators and officials, public administration	20.84	-	-	-	-	-	20.84	-	-
Financial managers	26.39	25.40	17.83 - 32.27	25.90	-	-	-	-	-
Personnel and labor relations managers	24.79	-	-	24.75	-	-	-	-	-
Managers, marketing, advertising and public relations	27.43	-	-	27.76	-	-	-	-	-
Administrators, education and related fields	21.13	-	-	-	-	-	-	-	-
Managers, medicine and health	33.73	-	-	-	-	-	-	-	-
Managers, food servicing and lodging establishments	14.31	-	-	14.31	-	-	-	-	-
Managers, service organizations, N.E.C.	17.75	-	-	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.72	28.94	23.56 - 36.78	31.80	28.94	23.85 - 36.78	-	-	-
Accountants and auditors	16.29	15.94	13.46 - 19.71	16.31	-	-	-	-	-
Other financial officers	16.30	-	-	16.39	-	-	-	-	-

See footnotes at end of table.

Table 2. Hourly earnings¹ for selected occupations, full-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Personnel, training, and labor relations specialists	\$17.91	-	-	\$18.02	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	17.94	-	-	-	-	-	-	-	-
Management related occupations, N.E.C.	15.65	\$14.38	\$12.50 - \$17.06	15.46	\$14.04	\$12.38 - \$16.49	-	-	-
Sales occupations	16.26	12.98	9.20 - 19.50	16.29	12.98	9.12 - 19.50	-	-	-
Supervisors, sales occupations	19.55	-	-	19.72	-	-	-	-	-
Sales occupations, other business services	23.33	-	-	23.42	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	20.04	16.35	14.91 - 21.01	20.04	16.35	14.91 - 21.01	-	-	-
Sales workers, other commodities	14.43	8.87	6.50 - 20.98	14.43	8.87	6.50 - 20.98	-	-	-
Sales counter clerks	9.84	-	-	9.84	-	-	-	-	-
Cashiers	7.72	-	-	7.56	-	-	-	-	-
Administrative support including clerical occupations	10.40	10.00	8.80 - 11.58	10.59	10.25	8.75 - 12.00	\$10.03	\$9.75	\$8.83 - \$10.75
Supervisors, general office	16.49	-	-	16.49	-	-	-	-	-
Computer operators	11.35	-	-	-	-	-	-	-	-
Secretaries	11.91	11.27	10.34 - 12.86	12.59	12.69	11.40 - 13.30	-	-	-
Receptionists	9.20	-	-	9.24	-	-	-	-	-
Order clerks	10.58	-	-	10.58	-	-	-	-	-
Records clerks, N.E.C.	10.26	10.30	8.25 - 11.89	8.77	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.35	10.00	8.89 - 10.60	10.30	10.00	8.89 - 10.60	11.19	-	-
Traffic, shipping and receiving clerks	10.56	-	-	10.56	-	-	-	-	-
Stock and inventory clerks ..	9.52	-	-	9.39	-	-	-	-	-
Investigators and adjusters except insurance	10.78	10.36	9.05 - 12.02	10.85	-	-	-	-	-
General office clerks	10.05	9.66	8.55 - 11.19	10.19	9.50	7.86 - 13.00	9.96	9.73	8.83 - 10.75
Data entry keyers	9.07	-	-	9.26	-	-	-	-	-
Administrative support occupations, N.E.C.	11.20	10.82	10.00 - 12.50	11.17	10.82	10.00 - 12.50	-	-	-
White-collar occupations excluding sales	18.08	15.36	10.49 - 22.79	18.60	16.02	10.80 - 23.86	16.79	14.45	9.89 - 20.01
Blue-collar occupations	11.78	12.00	9.42 - 13.44	11.79	12.00	9.45 - 13.43	11.63	12.09	8.63 - 13.54
Precision production, craft, and repair occupations	-	-	-	-	-	-	13.06	12.92	12.09 - 14.11
Supervisors, mechanics and repairers	15.82	-	-	17.59	-	-	-	-	-
Automobile mechanics	16.79	-	-	-	-	-	-	-	-
Industrial machinery repairers	17.78	-	-	17.78	-	-	-	-	-
Heating, air conditioning, and refrigeration mechanics	13.45	-	-	13.92	-	-	-	-	-
Mechanics and repairers, N.E.C.	12.71	12.25	11.45 - 14.84	12.59	-	-	-	-	-
Carpenters	10.73	-	-	10.73	-	-	-	-	-
Supervisors, production occupations	16.42	-	-	16.42	-	-	-	-	-
Electrical and electronic equipment assemblers	9.18	8.00	6.67 - 11.27	9.18	8.00	6.67 - 11.27	-	-	-
Inspectors, testers, and graders	12.33	-	-	12.33	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.39	10.05	8.80 - 12.21	10.36	10.05	8.77 - 12.09	-	-	-
Packaging and filling machine operators	10.32	-	-	10.32	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	11.28	10.53	9.11 - 13.13	11.28	10.53	9.11 - 13.13	-	-	-
Assemblers	10.16	-	-	10.16	-	-	-	-	-
Production inspectors, checkers and examiners	9.93	-	-	9.93	-	-	-	-	-

See footnotes at end of table.

Table 2. Hourly earnings¹ for selected occupations, full-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Transportation and material moving occupations	\$12.21	\$10.75	\$9.00 - \$14.81	\$12.24	\$10.82	\$8.97 - \$14.85	-	-	- -
Truck drivers	13.97	13.25	9.80 - 19.95	13.97	13.25	9.80 - 19.95	-	-	- -
Driver-sales workers	9.41	-	- -	9.41	-	- -	-	-	- -
Industrial truck and tractor equipment operators	9.77	-	- -	9.77	-	- -	-	-	- -
Handlers, equipment cleaners, helpers, and laborers	8.33	8.36	7.15 - 9.45	8.29	8.00	7.00 - 9.50	\$8.75	\$8.36	\$8.36 - \$8.43
Groundskeepers and gardeners except farm ..	8.13	-	- -	-	-	- -	-	-	- -
Stock handlers and baggers	9.23	9.25	7.50 - 11.00	9.37	9.50	7.40 - 11.41	-	-	- -
Freight, stock, and material handlers, N.E.C.	8.80	-	- -	8.80	-	- -	-	-	- -
Vehicle washers and equipment cleaners	7.39	-	- -	-	-	- -	-	-	- -
Laborers except construction, N.E.C.	7.57	7.15	6.80 - 8.90	7.57	7.15	6.75 - 9.00	-	-	- -
Service occupations	8.24	7.25	6.00 - 9.50	7.46	7.00	6.00 - 8.75	9.74	8.31	6.95 - 11.44
Protective service occupations	12.04	10.81	9.51 - 13.84	-	-	- -	13.42	12.01	10.21 - 14.95
Supervisors, police and detectives	20.02	-	- -	-	-	- -	20.02	-	- -
Police and detectives, public service	14.52	13.60	12.04 - 17.75	-	-	- -	14.52	13.60	12.04 - 17.75
Guards and police except public service	9.06	-	- -	-	-	- -	-	-	- -
Food service occupations	6.07	6.00	5.46 - 7.00	6.07	6.00	5.25 - 7.00	-	-	- -
Cooks	6.51	-	- -	6.53	-	- -	-	-	- -
Kitchen workers, food preparation	6.87	-	- -	-	-	- -	-	-	- -
Food preparation occupations, N.E.C.	6.14	-	- -	6.37	-	- -	-	-	- -
Health service occupations	9.61	8.65	7.28 - 11.35	9.97	8.75	7.11 - 12.50	8.11	-	- -
Health aides except nursing	10.03	-	- -	10.10	-	- -	-	-	- -
Nursing aides, orderlies and attendants	8.23	-	- -	-	-	- -	-	-	- -
Cleaning and building service occupations	7.75	7.35	6.46 - 9.35	7.65	7.50	5.45 - 9.35	7.99	7.28	6.95 - 8.34
Maids and housemen	6.16	-	- -	6.16	-	- -	-	-	- -
Janitors and cleaners	7.94	7.57	6.95 - 9.35	8.17	-	- -	7.60	7.26	6.95 - 7.98
Personal services occupations	7.86	7.33	6.80 - 8.23	7.85	-	- -	-	-	- -
Welfare service aides	7.47	-	- -	-	-	- -	-	-	- -

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 3. Hourly earnings¹ for selected occupations, part-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$7.97	\$6.89	\$5.55 - \$8.63	\$7.75	\$6.65	\$5.50 - \$8.40	\$11.90	\$8.99	\$7.40 - \$16.18
All workers excluding sales	8.31	7.00	5.75 - 9.00	8.07	7.00	5.75 - 9.00	12.03	9.01	7.40 - 16.30
White-collar occupations	9.85	7.50	6.00 - 10.73	9.49	7.50	6.00 - 9.77	15.32	15.50	9.09 - 18.60
Professional specialty and technical occupations	15.66	15.40	7.50 - 21.01	15.50	15.40	7.40 - 21.40	16.31	15.89	12.00 - 19.84
Professional specialty occupations	17.49	16.23	8.00 - 23.13	17.84	-	-	16.53	16.30	12.00 - 19.93
Registered nurses	20.38	-	-	-	-	-	18.44	-	-
Technical occupations	12.30	-	-	12.06	-	-	-	-	-
Sales occupations	6.21	6.00	5.50 - 6.55	6.21	6.00	5.50 - 6.55	-	-	-
Sales workers, other commodities	6.02	-	-	6.02	-	-	-	-	-
Cashiers	6.11	6.00	5.50 - 6.50	6.11	6.00	5.50 - 6.50	-	-	-
Administrative support including clerical occupations	9.46	8.52	7.35 - 10.00	9.46	8.50	7.25 - 10.50	-	-	-
Bookkeepers, accounting and auditing clerks	12.02	-	-	12.02	-	-	-	-	-
General office clerks	7.89	-	-	7.83	-	-	-	-	-
White-collar occupations excluding sales	11.88	9.00	7.47 - 15.20	11.49	9.00	7.40 - 15.00	15.69	15.52	12.00 - 18.79
Blue-collar occupations	7.15	7.00	5.50 - 8.19	7.06	7.00	5.50 - 8.00	8.29	-	-
Transportation and material moving occupations	7.59	-	-	-	-	-	8.12	-	-
Bus drivers	7.81	-	-	-	-	-	8.12	-	-
Handlers, equipment cleaners, helpers, and laborers	6.81	6.55	5.45 - 8.00	6.78	6.50	5.45 - 8.00	-	-	-
Stock handlers and baggers	5.67	-	-	5.67	-	-	-	-	-
Laborers except construction, N.E.C.	6.27	-	-	6.27	-	-	-	-	-
Service occupations	5.94	6.00	5.00 - 7.00	5.92	6.00	5.00 - 7.00	6.66	6.50	5.53 - 7.93
Protective service occupations	7.16	-	-	-	-	-	-	-	-
Food service occupations	5.15	5.50	4.25 - 6.35	5.15	5.50	4.25 - 6.35	-	-	-
Waiters and waitresses	3.33	-	-	3.33	-	-	-	-	-
Food counter, fountain, and related occupations	5.39	-	-	5.39	-	-	-	-	-
Kitchen workers, food preparation	5.62	-	-	5.62	-	-	-	-	-
Food preparation occupations, N.E.C.	5.97	6.00	5.10 - 6.50	5.97	6.00	5.10 - 6.50	-	-	-
Cleaning and building service occupations	7.90	-	-	7.90	-	-	-	-	-
Janitors and cleaners	7.88	-	-	7.88	-	-	-	-	-
Personal services occupations	5.94	-	-	-	-	-	6.40	-	-
Attendants, amusement and recreation facilities	6.28	-	-	-	-	-	6.78	-	-
Welfare service aides	5.81	-	-	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 4. Mean weekly earnings¹ and hours for selected white-collar occupations, full-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings	
		Mean	Median		Mean	Median		Mean	Median
White-collar occupations	39.9	\$714	\$592	40.3	\$736	\$612	38.8	\$651	\$550
Professional specialty and technical occupations	39.8	881	778	40.6	907	824	38.2	833	702
Professional specialty occupations	39.7	958	828	41.0	1005	914	37.7	890	724
Engineering occupations	40.0	1007	937	40.0	1032	989	-	-	-
Civil engineers	40.1	904	-	-	-	-	-	-	-
Electrical and electronic engineers	40.1	1034	1005	40.1	1034	1005	-	-	-
Industrial engineers	39.1	1194	-	39.1	1194	-	-	-	-
Engineers, N.E.C.	40.3	942	-	-	-	-	-	-	-
Computer systems analysts and scientists	42.7	1295	1147	42.8	1308	1159	-	-	-
Operations and systems researchers and analysts	39.6	1007	-	39.6	1007	-	-	-	-
Chemists, except biochemists	40.0	768	-	40.0	774	-	-	-	-
Biological and life scientists	39.1	1005	-	39.1	1005	-	-	-	-
Registered nurses	39.3	731	706	-	-	-	40.0	770	-
Teachers	37.1	911	713	40.0	495	-	36.9	941	730
Teachers, except college and university	36.1	653	636	40.0	448	-	35.8	671	643
Secondary school teachers	37.1	702	-	-	-	-	37.1	702	-
Vocational and educational counselors	39.0	632	-	-	-	-	-	-	-
Librarians	39.9	770	-	-	-	-	-	-	-
Economists	39.1	1042	-	39.1	1042	-	-	-	-
Social workers	39.1	535	533	-	-	-	38.9	552	543
Editors and reporters	39.4	595	-	39.4	595	-	-	-	-
Technical occupations	40.0	684	654	40.0	710	696	40.0	607	616
Clinical laboratory technologists and technicians	39.9	598	-	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	38.9	492	-	-	-	-	-	-	-
Electrical and electronic technicians	40.0	709	709	40.0	712	715	-	-	-
Drafters	40.0	690	-	-	-	-	-	-	-
Chemical technicians	40.0	526	-	-	-	-	-	-	-
Computer programmers	40.0	897	-	40.0	890	-	-	-	-
Technical and related occupations, N.E.C.	43.2	424	-	-	-	-	-	-	-
Executive, administrative, and managerial occupations	40.7	940	800	40.8	956	800	39.9	826	795
Administrators and officials, public administration	39.9	831	-	-	-	-	39.9	831	-
Financial managers	41.5	1096	1016	42.2	1092	-	-	-	-
Personnel and labor relations managers	39.3	974	-	39.3	973	-	-	-	-
Managers., marketing, advertising and public relations	42.4	1163	-	42.4	1178	-	-	-	-
Administrators, education and related fields	40.5	855	-	-	-	-	-	-	-
Managers, medicine and health ..	41.1	1385	-	-	-	-	-	-	-
Managers, food servicing and lodging establishments	45.4	650	-	45.4	650	-	-	-	-
Managers, service organizations, N.E.C.	39.7	704	-	-	-	-	-	-	-
Managers and administrators, N.E.C.	40.8	1295	1172	40.8	1299	1183	-	-	-
Accountants and auditors	39.8	648	638	39.8	649	-	-	-	-
Other financial officers	40.0	652	-	40.0	656	-	-	-	-
Personnel, training, and labor relations specialists	40.0	715	-	39.9	719	-	-	-	-
Purchasing agents and buyers, N.E.C.	39.9	716	-	-	-	-	-	-	-
Management related occupations, N.E.C.	40.5	634	565	40.6	627	562	-	-	-
Sales occupations	39.6	644	509	39.6	645	509	-	-	-
Supervisors, sales occupations	39.4	770	-	39.4	777	-	-	-	-

See footnotes at end of table.

Table 4. Mean weekly earnings¹ and hours for selected white-collar occupations, full-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings	
		Mean	Median		Mean	Median		Mean	Median
Sales occupations, other business services	40.1	\$935	-	40.1	\$939	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	40.1	804	\$654	40.1	804	\$654	-	-	-
Sales workers, other commodities	38.0	548	350	38.0	548	350	-	-	-
Sales counter clerks	39.0	384	-	39.0	384	-	-	-	-
Cashiers	39.1	302	-	39.1	295	-	-	-	-
Administrative support including clerical occupations	39.7	413	398	39.8	422	404	39.3	\$395	\$382
Supervisors, general office	40.8	673	-	40.8	673	-	-	-	-
Computer operators	39.9	453	-	-	-	-	-	-	-
Secretaries	39.6	472	451	39.4	496	500	-	-	-
Receptionists	40.0	368	-	40.0	370	-	-	-	-
Order clerks	40.0	423	-	40.0	423	-	-	-	-
Records clerks, N.E.C.	39.9	409	412	39.8	349	-	-	-	-
Bookkeepers, accounting and auditing clerks	39.4	408	400	39.4	406	400	39.1	438	-
Traffic, shipping and receiving clerks	40.0	422	-	40.0	422	-	-	-	-
Stock and inventory clerks	40.6	386	-	40.6	381	-	-	-	-
Investigators and adjusters except insurance	40.0	431	414	40.0	434	-	-	-	-
General office clerks	39.6	398	386	39.1	399	381	40.0	398	388
Data entry keyers	40.0	363	-	40.0	370	-	-	-	-
Administrative support occupations, N.E.C.	40.0	447	433	40.0	446	433	-	-	-
White-collar occupations excluding sales	39.9	722	598	40.4	752	628	38.8	652	550

¹ Earnings are the straight-time weekly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 5. Mean hourly earnings¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
White-collar occupations	\$17.26	\$17.42	\$16.75	\$17.89	\$18.27	\$16.78	\$9.85	\$9.49	\$15.32
Professional specialty and technical occupations	21.80	21.87	21.66	22.15	22.31	21.83	15.66	15.50	16.31
Professional specialty occupations	23.84	24.14	23.34	24.16	24.52	23.58	17.49	17.84	16.53
Level 5	14.51	15.45	10.90	16.04	16.76	-	-	-	-
Level 6	13.26	12.89	-	13.47	13.02	-	-	-	-
Level 7	18.63	19.42	17.61	18.63	19.42	17.61	-	-	-
Level 8	17.32	17.27	17.45	17.38	17.39	17.36	16.74	-	-
Level 9	19.84	22.31	18.66	19.60	21.75	18.66	24.26	-	-
Level 10	23.59	24.80	19.25	23.72	24.85	19.45	-	-	-
Level 11	23.69	23.26	-	23.69	23.26	-	-	-	-
Level 12	27.19	27.93	-	27.22	27.98	-	-	-	-
Level 13	44.64	37.25	-	44.64	37.25	-	-	-	-
Engineering occupations	25.18	25.77	-	25.19	25.77	-	-	-	-
Level 7	20.30	-	-	20.30	-	-	-	-	-
Level 9	23.82	23.82	-	23.82	23.82	-	-	-	-
Level 11	26.85	26.91	-	26.85	26.91	-	-	-	-
Level 12	29.71	29.71	-	30.08	30.08	-	-	-	-
Electrical and electronic engineers	25.81	25.81	-	25.81	25.81	-	-	-	-
Registered nurses	19.04	-	19.10	18.61	-	19.25	20.38	-	18.44
Level 9	18.94	-	-	-	-	-	-	-	-
Natural scientists	29.63	29.81	-	29.74	29.92	-	-	-	-
Level 10	25.54	25.54	-	25.54	25.54	-	-	-	-
Level 11	24.26	24.25	-	24.26	24.25	-	-	-	-
Level 12	32.96	32.96	-	32.96	32.96	-	-	-	-
Level 13	37.42	37.42	-	37.42	37.42	-	-	-	-
Teachers	23.95	11.16	25.33	24.56	12.37	25.49	-	-	-
Level 8	17.45	-	17.45	18.02	-	18.02	-	-	-
Teachers, except college and university	17.63	10.03	18.69	18.09	11.20	18.76	-	-	-
Level 8	18.02	-	18.02	18.02	-	18.02	-	-	-
Technical occupations	16.79	17.29	15.18	17.10	17.75	15.18	12.30	12.06	-
Level 4	11.11	11.19	-	11.75	12.05	-	-	-	-
Level 5	13.91	14.05	-	13.69	13.81	-	-	-	-
Level 6	12.62	12.55	-	13.53	13.51	-	-	-	-
Level 7	16.92	17.26	15.45	16.92	17.26	15.45	-	-	-
Level 8	15.21	14.96	-	15.61	15.53	-	-	-	-
Level 9	22.14	22.85	-	22.15	22.85	-	-	-	-
Electrical and electronic technicians	17.68	17.75	-	17.72	17.80	-	-	-	-
Level 7	15.32	-	-	15.32	-	-	-	-	-
Executive, administrative, and managerial occupations	23.01	23.34	20.66	23.08	23.40	20.71	-	-	-
Level 5	17.22	17.23	-	17.22	17.23	-	-	-	-
Level 6	10.67	10.00	-	10.67	10.00	-	-	-	-
Level 7	14.65	13.37	-	14.65	13.37	-	-	-	-
Level 8	16.53	16.66	-	16.52	16.66	-	-	-	-
Level 9	18.98	19.05	-	19.33	19.41	-	-	-	-
Level 10	21.00	21.16	-	21.00	21.16	-	-	-	-
Level 11	21.38	21.47	19.92	21.38	21.47	19.92	-	-	-
Level 12	30.57	31.27	-	30.57	31.27	-	-	-	-
Level 13	31.24	31.57	29.18	31.24	31.57	29.18	-	-	-
Level 14	35.51	41.23	-	35.51	41.23	-	-	-	-
Level 15	48.72	49.30	-	48.72	49.30	-	-	-	-
Executives, managers and administrators	28.33	28.62	25.52	28.33	28.62	25.52	-	-	-
Level 9	20.96	21.01	-	20.96	21.01	-	-	-	-
Level 10	20.86	21.08	-	20.86	21.08	-	-	-	-
Level 11	20.84	20.92	19.34	20.84	20.92	19.34	-	-	-
Level 12	30.54	31.01	24.84	30.54	31.01	24.84	-	-	-
Level 13	31.24	31.57	29.18	31.24	31.57	29.18	-	-	-
Level 14	35.51	41.23	-	35.51	41.23	-	-	-	-
Level 15	48.72	49.30	-	48.72	49.30	-	-	-	-

See footnotes at end of table.

Table 5. Mean hourly earnings¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Managers and administrators, N.E.C.	\$31.72	\$31.80	—	\$31.72	\$31.80	—	—	—	—
Level 10	19.80	19.80	—	19.80	19.80	—	—	—	—
Level 11	22.33	22.31	—	22.33	22.31	—	—	—	—
Level 12	32.38	32.38	—	32.38	32.38	—	—	—	—
Level 13	34.07	34.07	—	34.07	34.07	—	—	—	—
Level 15	54.03	54.00	—	54.03	54.00	—	—	—	—
Personnel, training, and labor relations specialists	17.91	18.02	—	17.91	18.02	—	—	—	—
Sales occupations	14.06	14.08	\$11.00	16.26	16.29	—	\$6.21	\$6.21	—
Level 1	5.92	5.92	—	—	—	—	6.10	6.10	—
Level 2	6.17	6.16	—	—	—	—	5.98	5.97	—
Level 3	7.17	—	—	8.48	—	—	5.98	—	—
Level 4	7.61	7.59	—	8.32	8.30	—	6.25	6.25	—
Level 5	10.41	—	—	10.61	—	—	—	—	—
Level 6	13.36	13.36	—	13.79	13.80	—	—	—	—
Level 7	15.34	15.36	—	15.76	15.79	—	—	—	—
Level 8	23.56	23.65	—	23.56	23.65	—	—	—	—
Level 9	15.26	15.26	—	15.26	15.26	—	—	—	—
Level 10	24.08	—	—	24.08	—	—	—	—	—
Cashiers	6.65	6.58	—	7.72	7.56	—	6.11	6.11	—
Level 1	5.66	5.66	—	—	—	—	—	—	—
Level 2	6.13	6.12	—	—	—	—	5.97	5.95	—
Level 3	7.89	7.96	—	—	—	—	6.00	—	—
Administrative support including clerical occupations	10.32	10.44	10.03	10.40	10.59	\$10.03	9.46	9.46	—
Level 1	7.41	7.41	—	6.76	6.76	—	—	—	—
Level 2	8.36	8.30	—	8.49	8.42	—	7.62	7.62	—
Level 3	9.08	—	—	9.23	—	—	7.44	—	—
Level 4	9.84	—	—	9.94	—	—	8.93	—	—
Level 5	11.06	11.06	11.07	11.15	11.13	11.31	—	—	—
Level 6	11.68	11.36	—	11.46	11.03	—	—	—	—
Level 7	12.64	12.61	—	12.64	12.61	—	—	—	—
Not able to be leveled	9.25	9.25	—	—	—	—	—	—	—
Secretaries	11.52	11.76	—	11.91	12.59	—	—	—	—
Level 4	9.90	—	—	10.46	—	—	—	—	—
Level 5	13.08	13.04	—	13.11	13.06	—	—	—	—
Level 7	14.34	—	—	14.34	—	—	—	—	—
Order clerks	9.77	9.77	—	10.58	10.58	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.68	10.65	11.19	10.35	10.30	11.19	12.02	12.02	—
Level 3	10.26	—	—	10.26	—	—	—	—	—
Level 4	9.37	9.32	—	9.42	9.36	—	—	—	—
Level 5	11.47	11.47	—	11.68	—	—	—	—	—
General office clerks	9.92	9.86	9.96	10.05	10.19	9.96	7.89	7.83	—
Level 2	7.77	7.77	—	—	—	—	—	—	—
Level 3	9.34	9.50	9.22	9.43	9.76	9.22	—	—	—
Level 4	10.22	9.57	10.37	10.26	9.73	10.37	—	—	—
White-collar occupations excluding sales	17.72	18.09	16.77	18.08	18.60	16.79	11.88	11.49	\$15.69
Level 1	7.41	7.41	—	6.76	6.76	—	—	—	—
Level 2	8.37	8.30	—	8.47	8.42	—	7.62	7.62	—
Level 3	9.09	8.82	9.31	9.24	9.14	9.31	7.44	7.42	—
Level 4	9.85	9.67	10.27	9.96	9.79	10.29	8.87	8.89	—
Level 5	12.88	13.00	11.82	12.99	13.07	12.22	11.33	11.82	—
Level 6	12.01	11.71	13.38	11.98	11.66	13.36	12.23	—	—
Level 7	15.77	15.38	16.99	15.77	15.38	16.99	—	—	—
Level 8	16.22	16.19	16.32	16.29	16.32	16.20	14.48	—	—
Level 9	20.00	20.98	18.86	19.93	20.89	18.86	21.65	—	—
Level 10	22.47	22.83	19.02	22.55	22.90	19.16	—	—	—
Level 11	22.55	22.19	24.08	22.75	22.42	24.08	—	—	—
Level 12	28.74	29.60	—	28.77	29.63	—	—	—	—
Level 13	40.52	35.38	—	40.52	35.38	—	—	—	—

See footnotes at end of table.

Table 5. Mean hourly earnings¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Level 14	\$35.54	\$37.50	—	\$35.54	\$37.50	—	—	—	—
Level 15	48.77	48.14	—	48.87	48.31	—	—	—	—
Not able to be leveled	11.58	11.61	—	—	—	—	\$8.99	\$8.99	—
Blue-collar occupations	11.51	11.52	\$11.29	11.78	11.79	\$11.63	7.15	7.06	\$8.29
Precision production, craft, and repair occupations	—	—	13.06	—	—	13.06	—	—	—
Level 6	11.40	11.29	—	11.30	11.18	—	—	—	—
Level 7	14.35	14.66	—	14.35	14.66	—	—	—	—
Level 8	15.47	15.59	—	15.47	15.59	—	—	—	—
Level 9	15.97	15.97	—	15.97	15.97	—	—	—	—
Level 10	18.38	18.38	—	18.38	18.38	—	—	—	—
Level 11	15.56	18.00	—	15.56	18.00	—	—	—	—
Machine operators, assemblers, and inspectors	10.27	10.24	—	10.39	10.36	—	—	—	—
Level 1	7.78	7.78	—	7.82	7.82	—	—	—	—
Level 2	10.21	10.21	—	10.21	10.21	—	—	—	—
Level 3	8.38	8.40	—	8.61	8.63	—	—	—	—
Level 4	10.09	10.09	—	10.09	10.09	—	—	—	—
Level 5	11.92	11.92	—	11.92	11.92	—	—	—	—
Level 6	13.96	13.77	—	13.96	13.77	—	—	—	—
Level 7	13.50	13.50	—	13.50	13.50	—	—	—	—
Transportation and material moving occupations	11.65	11.82	8.91	12.21	12.24	—	7.59	—	8.12
Level 2	7.62	7.61	—	8.00	8.00	—	—	—	—
Level 3	9.72	10.20	—	10.46	10.46	—	—	—	—
Level 4	10.82	10.74	—	10.73	10.62	—	—	—	—
Level 5	15.21	15.21	—	15.21	15.21	—	—	—	—
Truck drivers	13.93	13.93	—	13.97	13.97	—	—	—	—
Level 5	16.41	16.41	—	16.41	16.41	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.98	7.91	8.79	8.33	8.29	8.75	6.81	6.78	—
Level 1	6.88	6.85	—	7.13	7.10	—	6.29	6.29	—
Level 2	7.81	7.73	—	7.97	7.84	—	—	—	—
Level 3	8.11	7.99	—	8.37	8.33	—	6.22	—	—
Level 4	8.54	8.53	—	8.93	8.92	—	—	—	—
Service occupations	7.51	6.84	9.65	8.24	7.46	9.74	5.94	5.92	6.66
Level 1	5.96	5.92	—	6.21	6.23	—	5.51	5.50	—
Level 2	6.59	6.40	7.19	6.91	6.76	7.28	5.43	5.42	—
Level 3	6.78	6.73	7.28	7.56	7.60	7.34	5.95	5.94	—
Level 4	6.50	6.06	9.35	7.29	6.74	9.53	5.24	5.17	—
Level 5	9.18	9.13	—	9.09	9.02	—	—	—	—
Level 6	9.96	11.15	—	9.99	11.25	—	—	—	—
Level 7	11.19	—	11.20	11.29	—	11.20	—	—	—
Level 8	11.66	—	13.13	11.66	—	13.13	—	—	—
Level 9	16.49	—	—	18.38	—	—	—	—	—
Level 11	19.80	—	19.80	19.80	—	19.80	—	—	—
Protective service occupations	10.99	7.74	13.33	12.04	—	13.42	7.16	—	—
Level 6	11.44	—	11.19	11.49	—	11.49	—	—	—
Level 7	11.13	—	11.13	11.13	—	11.13	—	—	—
Level 8	13.26	—	13.13	13.26	—	13.13	—	—	—
Level 11	19.80	—	19.80	19.80	—	19.80	—	—	—
Guards and police except public service	8.33	7.75	—	9.06	—	—	—	—	—
Food service occupations	5.66	5.60	—	6.07	6.07	—	5.15	5.15	—
Level 1	5.60	5.54	—	5.70	5.65	—	5.45	5.45	—
Level 2	5.83	5.83	—	6.07	6.07	—	5.36	5.36	—
Level 3	5.76	5.66	—	7.21	7.40	—	4.75	4.75	—
Level 4	4.62	4.44	—	5.25	4.86	—	4.17	4.17	—
Health service occupations	9.61	9.97	8.12	9.61	9.97	8.11	—	—	—
Nursing aides, orderlies and attendants	8.23	—	—	8.23	—	—	—	—	—
Cleaning and building service occupations	7.79	7.74	7.99	7.75	7.65	7.99	7.90	7.90	—
Level 1	6.55	6.43	—	6.68	6.53	—	—	—	—

See footnotes at end of table.

Table 5. Mean hourly earnings¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Level 2	\$7.60	—	—	\$7.76	—	—	—	—	—
Level 3	9.31	—	—	8.78	—	—	—	—	—
Janitors and cleaners ...	7.92	\$8.04	\$7.60	7.94	\$8.17	\$7.60	\$7.88	\$7.88	—
Level 1	7.07	6.98	—	7.53	7.53	—	—	—	—
Level 2	7.69	—	—	—	—	—	—	—	—
Level 3	9.36	—	—	8.72	—	—	—	—	—
Personal services occupations	7.26	7.13	7.64	7.86	7.85	—	5.94	—	\$6.40
Level 4	7.19	7.04	—	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay—one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 6. Mean hourly earnings¹ by occupational group and selected characteristic, all industries, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers ⁴	Part-time workers ⁴	Time ⁵	Incentive ⁵
All workers	\$12.79	\$14.39	\$14.98	\$7.97	\$14.18	\$17.24
All workers excluding sales	12.79	14.42	14.89	8.31	14.35	12.49
White-collar occupations	15.47	17.29	17.89	9.85	17.13	19.46
Professional specialty and technical occupations	-	21.88	22.15	15.66	21.80	-
Professional specialty occupations	-	23.93	24.16	17.49	23.84	-
Technical occupations	-	16.68	17.10	12.30	16.79	-
Executive, administrative, and managerial occupations	-	23.12	23.08	-	23.19	-
Sales occupations	-	14.06	16.26	6.21	10.61	19.99
Administrative support including clerical occupations	9.99	10.32	10.40	9.46	10.32	-
White-collar excluding sales	15.47	17.77	18.08	11.88	17.74	16.58
Blue-collar occupations	12.22	11.41	11.78	7.15	11.47	13.69
Precision production, craft, and repair occupations	16.10	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.66	10.11	10.39	-	10.30	-
Transportation and material moving occupations	-	10.41	12.21	7.59	11.56	-
Handlers, equipment cleaners, helpers, and laborers	8.81	7.74	8.33	6.81	7.95	-
Service occupations	-	7.46	8.24	5.94	7.60	5.14

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Union workers are those whose wages are determined through

collective bargaining.

⁴ 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.

⁵ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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Table 7. Mean hourly earnings¹ by occupational group and selected characteristic, private industry, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers ⁴	Part-time workers ⁴	Time ⁵	Incentive ⁵
All workers	\$12.64	\$14.19	\$14.88	\$7.75	\$13.93	\$17.24
All workers excluding sales	12.64	14.20	14.77	8.07	14.13	12.49
White-collar occupations	-	17.43	18.27	9.49	17.25	19.46
Professional specialty and technical occupations	-	21.92	22.31	15.50	21.87	-
Professional specialty occupations	-	24.18	24.52	17.84	24.14	-
Technical occupations	-	17.14	17.75	12.06	17.29	-
Executive, administrative, and managerial occupations	-	23.40	23.40	-	23.56	-
Sales occupations	-	14.08	16.29	6.21	10.60	19.99
Administrative support including clerical occupations	-	10.45	10.59	9.46	10.45	-
White-collar excluding sales	-	18.12	18.60	11.49	18.11	16.58
Blue-collar occupations	12.19	11.42	11.79	7.06	11.47	13.69
Precision production, craft, and repair occupations	16.20	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.54	10.12	10.36	-	10.27	-
Transportation and material moving occupations	-	10.52	12.24	-	11.73	-
Handlers, equipment cleaners, helpers, and laborers	8.81	7.63	8.29	6.78	7.88	-
Service occupations	-	6.82	7.46	5.92	6.92	5.14

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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⁵ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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Table 8. Hourly earnings¹ by occupational group by selected characteristics, State and local government, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ²	Nonunion ³	Full-time workers ⁴	Part-time workers ⁴	Time ⁵
All workers	\$15.33	\$15.39	\$11.90	\$15.29
White-collar occupations	16.83	16.78	15.32	16.75
Professional specialty and technical occupations ..	21.81	21.83	16.31	21.66
Professional specialty occupations	23.49	23.58	16.53	23.34
Technical occupations	15.24	15.18	-	15.18
Executive, administrative, and managerial occupations	20.97	20.71	-	20.66
Sales occupations	11.00	-	-	11.00
Administrative support including clerical occupations	10.03	10.03	-	10.03
White-collar excluding sales	16.85	16.79	15.69	16.77
Blue-collar occupations	11.14	11.63	8.29	11.29
Precision production, craft, and repair occupations ...	13.06	13.06	-	13.06
Transportation and material moving occupations ...	8.91	-	8.12	8.91
Handlers, equipment cleaners, helpers, and laborers	8.79	8.75	-	8.79
Service occupations	9.55	9.74	6.66	9.65

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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determined through collective bargaining.

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⁵ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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Table 9. Mean hourly earnings¹ by occupational group, private industry, all workers², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³	All private industries	Goods-producing industries ⁴			Service-producing industries ⁵				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$14.10	\$15.06	–	\$17.12	\$13.47	\$17.23	\$9.68	\$14.04	\$14.53
All workers excluding sales	14.10	14.86	–	16.81	13.55	17.21	9.25	14.18	14.31
White-collar occupations	17.42	23.05	\$14.48	23.86	15.77	19.43	11.53	14.22	17.06
Professional specialty and technical occupations	21.87	24.77	–	24.96	20.30	18.30	–	23.08	20.44
Professional specialty occupations	24.14	27.14	–	27.33	22.42	23.29	–	24.52	22.31
Technical occupations	17.29	19.42	–	19.41	16.28	–	–	–	17.02
Executive, administrative, and managerial occupations	23.34	29.23	–	29.48	21.49	–	15.66	20.39	19.42
Sales occupations	14.08	23.16	–	25.10	12.92	17.40	10.77	–	18.51
Administrative support including clerical occupations	10.44	11.79	10.11	12.23	10.20	9.96	8.96	10.45	10.45
White-collar excluding sales	18.09	23.04	14.61	23.75	16.45	19.68	12.67	14.38	16.94
Blue-collar occupations	11.52	11.73	–	10.83	11.04	13.41	10.07	–	10.05
Precision production, craft, and repair occupations	–	–	–	13.16	14.26	14.71	14.27	–	13.89
Machine operators, assemblers, and inspectors	10.24	10.59	–	10.59	8.57	–	–	–	8.71
Transportation and material moving occupations	11.82	8.89	–	8.89	12.24	15.49	10.14	–	–
Handlers, equipment cleaners, helpers, and laborers	7.91	8.34	8.20	8.38	7.62	–	7.48	–	7.71
Service occupations	6.84	–	–	–	6.80	–	5.62	–	7.84

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² All workers include 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 10. Mean hourly earnings¹ by occupational group, private industry, full-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³	All private industries	Goods-producing industries ⁴			Service-producing industries ⁵				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$14.88	\$15.11	–	\$17.18	\$14.71	\$18.01	\$11.29	\$14.31	\$15.49
All workers excluding sales	14.77	14.89	–	16.87	14.67	18.06	10.66	14.48	15.21
White-collar occupations	18.27	23.28	\$15.16	23.98	16.63	19.92	13.04	14.45	17.78
Professional specialty and technical occupations	22.31	24.79	–	24.99	20.83	21.98	–	23.08	20.69
Professional specialty occupations	24.52	27.19	–	27.39	22.87	24.73	–	24.52	22.58
Technical occupations	17.75	19.42	–	19.41	16.84	–	–	–	17.20
Executive, administrative, and managerial occupations	23.40	29.23	–	29.48	21.56	–	15.66	20.39	19.60
Sales occupations	16.29	24.29	–	25.10	15.03	17.40	13.04	–	20.12
Administrative support including clerical occupations	10.59	11.98	10.23	12.44	10.31	9.98	9.24	10.59	10.56
White-collar excluding sales	18.60	23.19	14.82	23.89	16.95	20.25	13.05	14.63	17.58
Blue-collar occupations	11.79	11.75	–	10.85	11.90	14.25	11.02	–	10.70
Precision production, craft, and repair occupations	–	–	–	13.20	14.30	14.71	14.38	–	13.89
Machine operators, assemblers, and inspectors	10.36	10.62	–	10.62	8.84	–	–	–	9.08
Transportation and material moving occupations	12.24	8.89	–	8.89	12.77	15.81	10.59	–	10.46
Handlers, equipment cleaners, helpers, and laborers	8.29	8.37	–	8.38	8.19	–	8.43	–	8.09
Service occupations	7.46	–	–	–	7.42	–	6.16	–	8.16

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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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. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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Table 11. Mean hourly earnings¹ by occupational group, private industry, part-time workers only², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³	All private industries	Goods-producing industries ⁴	Service-producing industries ⁵				
			Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$7.75	\$9.14	\$7.71	\$8.07	\$5.73	\$8.01	\$9.87
All workers excluding sales	8.07	9.56	8.03	8.07	5.52	8.01	10.02
White-collar occupations	9.49	10.23	9.46	-	6.26	-	12.26
Professional specialty and technical occupations	15.50	-	15.25	-	-	-	17.86
Professional specialty occupations	17.84	-	17.58	-	-	-	19.37
Technical occupations	12.06	-	12.06	-	-	-	15.18
Sales occupations	6.21	-	6.16	-	6.17	-	-
Administrative support including clerical occupations	9.46	-	9.55	-	-	-	10.10
White-collar excluding sales	11.49	-	11.49	-	6.98	-	12.72
Blue-collar occupations	7.06	-	7.06	-	6.07	-	7.33
Handlers, equipment cleaners, helpers, and laborers	6.78	-	6.80	-	5.81	-	6.98
Service occupations	5.92	-	5.92	-	5.16	-	7.10

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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Table 12. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, all workers², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$14.10	\$11.98	\$16.52	\$15.01	\$17.85
All workers excluding sales	14.10	11.87	16.52	15.07	17.71
White-collar occupations	17.42	14.08	20.03	19.01	20.77
Professional specialty and technical occupations	21.87	20.39	22.49	22.57	22.44
Professional specialty occupations	24.14	22.89	24.58	23.92	25.04
Technical occupations	17.29	16.68	17.64	16.35	17.96
Executive, administrative, and managerial occupations	23.34	16.60	26.88	30.35	25.23
Sales occupations	14.08	12.93	16.49	14.42	22.52
Administrative support including clerical occupations	10.44	10.11	10.81	10.63	10.99
White-collar excluding sales	18.09	14.48	20.41	19.96	20.69
Blue-collar occupations	11.52	11.51	11.53	10.86	12.30
Precision production, craft, and repair occupations	-	-	14.62	13.54	15.84
Machine operators, assemblers, and inspectors	10.24	9.07	10.58	10.34	10.90
Transportation and material moving occupations	11.82	11.42	12.42	10.40	-
Handlers, equipment cleaners, helpers, and laborers	7.91	7.56	8.23	7.08	8.92
Service occupations	6.84	6.49	7.57	6.82	8.82

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

² All workers include 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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Table 13. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, full-time workers² only, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$14.88	\$12.71	\$17.21	\$15.78	\$18.43
All workers excluding sales	14.77	12.44	17.17	15.76	18.30
White-collar occupations	18.27	15.00	20.53	19.63	21.16
Professional specialty and technical occupations	22.31	21.78	22.50	22.47	22.51
Professional specialty occupations	24.52	24.27	24.60	23.79	25.17
Technical occupations	17.75	17.88	17.69	16.39	18.02
Executive, administrative, and managerial occupations	23.40	16.69	26.88	30.35	25.23
Sales occupations	16.29	15.35	17.94	16.04	22.52
Administrative support including clerical occupations	10.59	10.11	11.09	10.86	11.34
White-collar excluding sales	18.60	14.90	20.78	20.27	21.10
Blue-collar occupations	11.79	11.70	11.93	11.19	12.80
Precision production, craft, and repair occupations	-	-	14.66	13.61	15.84
Machine operators, assemblers, and inspectors	10.36	9.18	10.70	10.34	11.24
Transportation and material moving occupations	12.24	11.54	13.45	11.46	-
Handlers, equipment cleaners, helpers, and laborers	8.29	8.11	8.45	7.21	9.19
Service occupations	7.46	7.23	7.85	7.09	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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Table 14. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, part-time workers² only, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$7.75	\$7.46	\$8.36	\$7.67	\$9.29
All workers excluding sales	8.07	7.80	8.55	7.88	9.29
White-collar occupations	9.49	9.21	10.22	9.60	10.93
Professional specialty and technical occupations	15.50	13.65	21.88	—	—
Professional specialty occupations	17.84	15.19	23.75	—	—
Technical occupations	12.06	11.92	—	—	—
Sales occupations	6.21	6.11	6.61	6.61	—
Administrative support including clerical occupations	9.46	10.11	8.48	7.89	8.83
White-collar excluding sales	11.49	11.50	11.46	12.34	10.93
Blue-collar occupations	7.06	6.53	7.42	6.81	7.93
Handlers, equipment cleaners, helpers, and laborers	6.78	5.74	7.60	—	—
Service occupations	5.92	5.61	6.93	6.39	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay--one-fourth of the workers earn the same as or less than the lower of these rates, and one-fourth earn the same as or more than the higher rate.

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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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Table 15. Number of workers¹ studied by occupation, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupation ²	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
All workers	526,150	436,124	90,026	437,144	353,805	83,338	89,006	82,319	6,687
All workers excluding sales	481,880	392,200	89,681	409,957	326,785	83,173	71,923	65,415	6,508
White-collar occupations	290,921	221,303	69,618	248,822	183,151	65,671	42,099	38,151	3,947
Professional specialty and technical occupations	101,064	65,413	35,651	90,213	57,851	32,362	10,851	7,562	3,289
Professional specialty occupations	71,826	42,924	28,902	64,593	38,660	25,934	7,233	4,265	2,968
Engineering occupations	11,839	10,414	-	11,676	10,252	-	-	-	-
Civil engineers	2,558	-	-	2,558	-	-	-	-	-
Electrical and electronic engineers	5,935	5,935	-	5,935	5,935	-	-	-	-
Industrial engineers	850	850	-	850	850	-	-	-	-
Engineers, N.E.C.	1,023	895	-	861	-	-	-	-	-
Computer systems analysts and scientists	10,580	10,307	-	10,477	10,204	-	-	-	-
Operations and systems researchers and analysts	1,293	1,293	-	1,293	1,293	-	-	-	-
Chemists, except biochemists	535	518	-	535	518	-	-	-	-
Biological and life scientists	680	680	-	680	680	-	-	-	-
Registered nurses	5,738	-	3,022	3,536	-	1,999	2,202	-	1,023
Teachers	22,009	2,077	19,932	19,881	1,313	18,568	-	-	-
Teachers, except college and university	15,759	1,864	13,895	14,709	1,172	13,537	-	-	-
Secondary school teachers	1,822	-	1,822	1,822	-	1,822	-	-	-
Vocational and educational counselors	1,082	-	-	1,082	-	-	-	-	-
Librarians	2,218	-	-	2,218	-	-	-	-	-
Economists	809	809	-	809	809	-	-	-	-
Social workers	1,383	-	1,122	1,358	-	1,097	-	-	-
Editors and reporters	1,265	1,265	-	1,071	1,071	-	-	-	-
Technical occupations	29,238	22,489	6,749	25,620	19,192	6,428	3,618	3,297	-
Clinical laboratory technologists and technicians	2,986	1,556	-	2,448	-	-	-	-	-
Licensed practical nurses	2,557	-	-	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	2,779	-	-	1,639	-	-	-	-	-
Electrical and electronic technicians	4,116	4,002	-	3,969	3,854	-	-	-	-
Drafters	618	-	-	618	-	-	-	-	-
Chemical technicians	735	599	-	646	-	-	-	-	-
Computer programmers	7,536	6,509	-	7,536	6,509	-	-	-	-
Technical and related occupations, N.E.C.	2,366	-	-	2,366	-	-	-	-	-
Executive, administrative, and managerial occupations	50,587	44,250	6,337	50,110	43,973	6,137	-	-	-
Administrators and officials, public administration	423	-	423	423	-	423	-	-	-
Financial managers	4,105	2,954	-	4,105	2,954	-	-	-	-
Personnel and labor relations managers	1,767	1,747	-	1,767	1,747	-	-	-	-
Managers., marketing, advertising and public relations	2,217	2,132	-	2,217	2,132	-	-	-	-
Administrators, education and related fields	984	-	-	984	-	-	-	-	-
Managers, medicine and health	1,151	-	-	1,151	-	-	-	-	-
Managers, food servicing and lodging establishments	1,430	1,430	-	1,430	1,430	-	-	-	-
Managers, service organizations, N.E.C.	725	-	-	725	-	-	-	-	-
Managers and administrators, N.E.C.	14,788	14,585	-	14,788	14,585	-	-	-	-
Accountants and auditors	3,852	3,630	222	3,557	3,353	-	-	-	-
Other financial officers	1,888	1,662	-	1,706	1,662	-	-	-	-
Personnel, training, and labor relations specialists	3,016	1,848	-	3,016	1,848	-	-	-	-

See footnotes at end of table.

Table 15. Number of workers¹ studied by occupation, Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ²	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Purchasing agents and buyers, N.E.C.	709	-	-	709	-	-	-	-	-
Management related occupations, N.E.C.	11,995	10,352	-	11,995	10,352	-	-	-	-
Sales occupations	44,270	43,925	345	27,187	27,021	-	17,083	16,904	-
Supervisors, sales occupations	1,490	1,450	-	1,490	1,450	-	-	-	-
Sales occupations, other business services	4,699	4,657	-	4,699	4,657	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	4,728	4,728	-	4,728	4,728	-	-	-	-
Sales workers, other commodities	6,869	6,869	-	4,949	4,949	-	1,920	1,920	-
Sales counter clerks	3,090	3,090	-	1,947	1,947	-	-	-	-
Cashiers	10,241	9,978	-	2,053	1,970	-	8,188	8,009	-
Administrative support including clerical occupations	94,999	67,715	27,284	81,312	54,306	27,006	13,687	13,409	-
Supervisors, general office	2,210	2,210	-	1,517	1,517	-	-	-	-
Computer operators	1,182	-	-	1,182	-	-	-	-	-
Secretaries	8,329	4,998	-	6,823	3,491	-	-	-	-
Typists	2,313	1,286	-	-	-	-	-	-	-
Receptionists	3,847	3,589	-	3,112	2,853	-	-	-	-
Order clerks	1,143	1,143	-	794	794	-	-	-	-
Records clerks, N.E.C.	3,425	1,633	1,792	2,927	1,388	-	-	-	-
Bookkeepers, accounting and auditing clerks	9,432	9,046	386	6,336	5,950	386	3,096	3,096	-
Traffic, shipping and receiving clerks	1,465	1,465	-	1,465	1,465	-	-	-	-
Stock and inventory clerks	2,766	2,699	-	2,493	2,426	-	-	-	-
Investigators and adjusters except insurance	4,082	3,954	-	3,836	3,709	-	-	-	-
General office clerks	20,302	8,943	11,359	18,577	7,244	11,333	1,725	1,699	-
Data entry keyers	5,621	1,378	-	5,334	1,091	-	-	-	-
Administrative support occupations, N.E.C.	6,827	6,645	-	6,684	6,503	-	-	-	-
White-collar occupations excluding sales	246,651	177,378	69,273	221,636	156,131	65,505	25,015	21,248	3,768
Blue-collar occupations	171,211	162,966	8,245	153,538	147,278	6,260	17,673	15,688	1,985
Precision production, craft, and repair occupations	-	-	3,758	-	-	3,758	-	-	-
Supervisors, mechanics and repairers	2,458	1,431	-	2,458	1,431	-	-	-	-
Automobile mechanics	1,287	-	-	983	-	-	-	-	-
Industrial machinery repairers	1,511	1,511	-	1,511	1,511	-	-	-	-
Heating, air conditioning, and refrigeration mechanics	4,073	2,060	-	4,073	2,060	-	-	-	-
Mechanics and repairers, N.E.C.	2,209	2,044	-	2,209	2,044	-	-	-	-
Carpenters	3,292	3,292	-	3,292	3,292	-	-	-	-
Supervisors, production occupations	2,155	2,155	-	2,155	2,155	-	-	-	-
Electrical and electronic equipment assemblers	3,255	3,255	-	3,255	3,255	-	-	-	-
Inspectors, testers, and graders	931	931	-	931	931	-	-	-	-
Machine operators, assemblers, and inspectors	27,836	27,564	-	26,074	25,802	-	-	-	-
Packaging and filling machine operators	5,254	5,254	-	4,763	4,763	-	-	-	-
Miscellaneous machine operators, N.E.C.	4,154	4,154	-	3,948	3,948	-	-	-	-
Assemblers	4,990	4,990	-	4,486	4,486	-	-	-	-
Production inspectors, checkers and examiners	870	870	-	870	870	-	-	-	-
Transportation and material moving occupations	18,785	16,648	2,136	13,983	13,715	-	4,802	-	1,869
Truck drivers	8,587	8,587	-	8,355	8,355	-	-	-	-
Driver-sales workers	2,173	2,173	-	1,279	1,279	-	-	-	-
Bus drivers	2,975	-	1,914	-	-	-	2,184	-	1,869

See footnotes at end of table.

Table 15. Number of workers¹ studied by occupation, Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ²	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Industrial truck and tractor equipment operators	1,151	1,151	-	1,151	1,151	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	31,304	29,225	2,079	20,977	19,015	1,962	10,327	10,211	-
Groundskeepers and gardeners except farm	2,561	-	-	2,324	-	-	-	-	-
Helpers, construction trades	1,081	-	-	-	-	-	-	-	-
Stock handlers and baggers	4,393	4,135	-	3,000	2,742	-	1,393	1,393	-
Freight, stock, and material handlers, N.E.C.	5,661	5,661	-	2,392	2,392	-	-	-	-
Vehicle washers and equipment cleaners	-	-	-	934	-	-	-	-	-
Laborers except construction, N.E.C.	8,029	7,897	-	4,514	4,422	-	3,515	3,474	-
Service occupations	64,018	51,855	12,163	34,784	23,376	11,408	29,235	28,480	755
Protective service occupations	9,647	5,187	4,460	6,050	-	4,318	3,597	-	-
Supervisors, police and detectives	234	-	234	234	-	234	-	-	-
Police and detectives, public service	1,445	-	1,445	1,402	-	1,402	-	-	-
Guards and police except public service	6,130	5,065	-	2,676	-	-	-	-	-
Food service occupations	30,480	27,822	-	12,316	9,658	-	18,164	18,164	-
Waiters and waitresses	6,432	6,432	-	-	-	-	5,249	5,249	-
Cooks	2,577	2,538	-	1,874	1,834	-	-	-	-
Food counter, fountain, and related occupations	2,846	2,846	-	-	-	-	1,836	1,836	-
Kitchen workers, food preparation	3,397	2,850	-	1,963	-	-	1,434	1,434	-
Food preparation occupations, N.E.C.	12,624	10,553	-	5,090	3,019	-	7,534	7,534	-
Health service occupations	4,922	3,905	1,017	4,790	3,905	884	-	-	-
Health aides except nursing	3,056	2,858	-	2,923	2,858	-	-	-	-
Nursing aides, orderlies and attendants	1,524	-	-	1,524	-	-	-	-	-
Cleaning and building service occupations	11,476	9,211	2,265	7,268	5,052	2,217	4,207	4,159	-
Maids and housemen	1,935	1,935	-	1,813	1,813	-	-	-	-
Janitors and cleaners	8,811	6,776	2,034	4,997	2,962	2,034	3,814	3,814	-
Personal services occupations	7,494	5,730	1,763	4,360	3,029	-	3,134	-	432
Attendants, amusement and recreation facilities	773	-	426	-	-	-	660	-	314
Welfare service aides	3,455	3,262	-	981	-	-	2,474	-	-

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are

classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 16. Numbers of workers¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
White-collar occupations	290,921	221,303	69,618	248,822	183,151	65,671	42,099	38,151	3,947
Professional specialty and technical occupations	101,064	65,413	35,651	90,213	57,851	32,362	10,851	7,562	3,289
Professional specialty occupations	71,826	42,924	28,902	64,593	38,660	25,934	7,233	4,265	2,968
Level 5	1,997	1,542	455	1,404	1,153	-	-	-	-
Level 6	4,206	3,615	-	2,735	2,327	-	-	-	-
Level 7	6,170	3,441	2,729	6,170	3,441	2,729	-	-	-
Level 8	7,351	4,546	2,805	5,158	3,822	1,336	2,193	-	-
Level 9	20,520	6,513	14,007	18,697	5,319	13,379	1,822	-	-
Level 10	3,200	2,482	719	3,065	2,411	654	-	-	-
Level 11	9,904	6,925	-	9,904	6,925	-	-	-	-
Level 12	8,154	6,142	-	7,992	5,980	-	-	-	-
Level 13	4,722	3,544	-	4,722	3,544	-	-	-	-
Engineering occupations	11,839	10,414	-	11,676	10,252	-	-	-	-
Level 7	2,401	-	-	2,401	-	-	-	-	-
Level 9	2,549	2,549	-	2,549	2,549	-	-	-	-
Level 11	1,605	1,587	-	1,605	1,587	-	-	-	-
Level 12	1,418	1,418	-	1,256	1,256	-	-	-	-
Electrical and electronic engineers	5,935	5,935	-	5,935	5,935	-	-	-	-
Registered nurses	5,738	-	3,022	3,536	-	1,999	2,202	-	1,023
Level 9	2,548	-	-	-	-	-	-	-	-
Natural scientists	12,417	12,145	-	12,314	12,041	-	-	-	-
Level 10	1,223	1,223	-	1,223	1,223	-	-	-	-
Level 11	2,299	2,149	-	2,299	2,149	-	-	-	-
Level 12	1,806	1,806	-	1,806	1,806	-	-	-	-
Level 13	2,392	2,392	-	2,392	2,392	-	-	-	-
Teachers	22,009	2,077	19,932	19,881	1,313	18,568	-	-	-
Level 8	2,013	-	2,013	1,007	-	1,007	-	-	-
Teachers, except college and university	15,759	1,864	13,895	14,709	1,172	13,537	-	-	-
Level 8	1,007	-	1,007	1,007	-	1,007	-	-	-
Technical occupations	29,238	22,489	6,749	25,620	19,192	6,428	3,618	3,297	-
Level 4	1,597	1,338	-	1,077	818	-	-	-	-
Level 5	4,256	3,656	-	3,342	2,850	-	-	-	-
Level 6	3,546	3,297	-	2,679	2,537	-	-	-	-
Level 7	4,938	3,997	942	4,938	3,997	942	-	-	-
Level 8	4,898	3,371	-	4,371	2,844	-	-	-	-
Level 9	6,294	4,385	-	6,187	4,385	-	-	-	-
Electrical and electronic technicians	4,116	4,002	-	3,969	3,854	-	-	-	-
Level 7	1,174	-	-	1,174	-	-	-	-	-
Executive, administrative, and managerial occupations	50,587	44,250	6,337	50,110	43,973	6,137	-	-	-
Level 5	2,656	2,615	-	2,656	2,615	-	-	-	-
Level 6	2,011	1,762	-	2,011	1,762	-	-	-	-
Level 7	3,899	2,625	-	3,899	2,625	-	-	-	-
Level 8	10,203	8,495	-	10,020	8,495	-	-	-	-
Level 9	5,833	5,632	-	5,538	5,355	-	-	-	-
Level 10	3,333	3,149	-	3,333	3,149	-	-	-	-
Level 11	6,953	6,496	457	6,953	6,496	457	-	-	-
Level 12	7,305	6,586	-	7,305	6,586	-	-	-	-
Level 13	2,370	2,045	325	2,370	2,045	325	-	-	-
Level 14	2,368	1,324	-	2,368	1,324	-	-	-	-
Level 15	3,155	3,020	-	3,155	3,020	-	-	-	-
Executives, managers and administrators	27,626	24,978	2,648	27,626	24,978	2,648	-	-	-
Level 9	2,212	2,169	-	2,212	2,169	-	-	-	-
Level 10	2,331	2,146	-	2,331	2,146	-	-	-	-
Level 11	5,876	5,566	309	5,876	5,566	309	-	-	-
Level 12	6,407	5,907	500	6,407	5,907	500	-	-	-
Level 13	2,370	2,045	325	2,370	2,045	325	-	-	-
Level 14	2,368	1,324	-	2,368	1,324	-	-	-	-
Level 15	3,155	3,020	-	3,155	3,020	-	-	-	-

See footnotes at end of table.

Table 16. Numbers of workers¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Managers and administrators, N.E.C.	14,788	14,585	—	14,788	14,585	—	—	—	—
Level 10	823	823	—	823	823	—	—	—	—
Level 11	2,050	1,909	—	2,050	1,909	—	—	—	—
Level 12	4,045	4,045	—	4,045	4,045	—	—	—	—
Level 13	1,063	1,063	—	1,063	1,063	—	—	—	—
Level 15	1,900	1,880	—	1,900	1,880	—	—	—	—
Personnel, training, and labor relations specialists	3,016	1,848	—	3,016	1,848	—	—	—	—
Sales occupations	44,270	43,925	345	27,187	27,021	—	17,083	16,904	—
Level 1	3,082	3,082	—	—	—	—	2,068	2,068	—
Level 2	5,001	4,955	—	—	—	—	4,577	4,532	—
Level 3	8,276	—	—	2,212	—	—	6,065	—	—
Level 4	6,151	6,109	—	2,879	2,837	—	3,272	3,272	—
Level 5	4,435	—	—	4,085	—	—	—	—	—
Level 6	2,736	2,694	—	2,239	2,197	—	—	—	—
Level 7	3,317	3,298	—	3,062	3,043	—	—	—	—
Level 8	1,834	1,813	—	1,834	1,813	—	—	—	—
Level 9	3,323	3,323	—	3,323	3,323	—	—	—	—
Level 10	4,455	—	—	4,455	—	—	—	—	—
Cashiers	10,241	9,978	—	2,053	1,970	—	8,188	8,009	—
Level 1	2,206	2,206	—	—	—	—	—	—	—
Level 2	4,007	3,961	—	—	—	—	3,693	3,648	—
Level 3	2,958	2,824	—	—	—	—	2,372	—	—
Administrative support including clerical occupations	94,999	67,715	27,284	81,312	54,306	27,006	13,687	13,409	—
Level 1	2,094	2,094	—	1,431	1,431	—	—	—	—
Level 2	3,526	3,419	—	2,777	2,670	—	749	749	—
Level 3	30,065	—	—	25,762	—	—	4,303	—	—
Level 4	25,315	—	—	21,498	—	—	3,817	—	—
Level 5	10,408	9,492	915	9,741	8,994	747	—	—	—
Level 6	11,937	9,229	—	10,526	7,843	—	—	—	—
Level 7	5,974	5,798	—	5,974	5,798	—	—	—	—
Not able to be leveled	1,447	1,447	—	—	—	—	—	—	—
Secretaries	8,329	4,998	—	6,823	3,491	—	—	—	—
Level 4	2,957	—	—	1,940	—	—	—	—	—
Level 5	1,692	1,531	—	1,646	1,486	—	—	—	—
Level 7	781	—	—	781	—	—	—	—	—
Order clerks	1,143	1,143	—	794	794	—	—	—	—
Bookkeepers, accounting and auditing clerks	9,432	9,046	386	6,336	5,950	386	3,096	3,096	—
Level 3	720	—	—	720	—	—	—	—	—
Level 4	3,582	3,396	—	2,667	2,481	—	—	—	—
Level 5	1,469	1,469	—	1,262	1,262	—	—	—	—
General office clerks	20,302	8,943	11,359	18,577	7,244	11,333	1,725	1,699	—
Level 2	1,154	1,154	—	—	—	—	—	—	—
Level 3	9,196	3,807	5,389	8,752	3,363	5,389	—	—	—
Level 4	6,103	1,321	4,782	5,692	910	4,782	—	—	—
White-collar occupations excluding sales	246,651	177,378	69,273	221,636	156,131	65,505	25,015	21,248	3,768
Level 1	2,094	2,094	—	1,431	1,431	—	—	—	—
Level 2	4,532	3,419	—	3,783	2,670	—	749	749	—
Level 3	30,323	14,424	15,899	26,021	10,206	15,815	4,303	4,219	—
Level 4	27,893	19,729	8,164	23,260	15,392	7,868	4,633	4,338	—
Level 5	19,316	17,305	2,011	17,144	15,612	1,532	2,172	1,693	—
Level 6	21,700	17,902	3,798	17,951	14,468	3,483	3,749	—	—
Level 7	20,981	15,861	5,121	20,981	15,861	5,121	—	—	—
Level 8	24,082	17,916	6,167	21,180	16,665	4,515	2,902	—	—
Level 9	33,681	17,564	16,116	31,456	16,093	15,363	2,224	—	—
Level 10	9,534	8,631	903	8,715	7,877	838	—	—	—
Level 11	17,765	14,329	3,436	17,072	13,636	3,436	—	—	—
Level 12	15,563	12,831	—	15,401	12,669	—	—	—	—
Level 13	7,092	5,589	—	7,092	5,589	—	—	—	—

See footnotes at end of table.

Table 16. Numbers of workers¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Level 14	4,919	3,874	—	4,919	3,874	—	—	—	—
Level 15	4,775	3,609	—	4,592	3,451	—	—	—	—
Not able to be leveled	2,400	2,301	—	—	—	—	1,761	1,662	—
Blue-collar occupations	171,211	162,966	8,245	153,538	147,278	6,260	17,673	15,688	1,985
Precision production, craft, and repair occupations	—	—	3,758	—	—	3,758	—	—	—
Level 6	4,947	4,810	—	4,643	4,506	—	—	—	—
Level 7	11,281	9,200	—	11,281	9,200	—	—	—	—
Level 8	3,582	3,376	—	3,582	3,376	—	—	—	—
Level 9	3,446	3,446	—	3,446	3,446	—	—	—	—
Level 10	1,559	1,500	—	1,559	1,500	—	—	—	—
Level 11	1,897	870	—	1,897	870	—	—	—	—
Machine operators, assemblers, and inspectors	27,836	27,564	—	26,074	25,802	—	—	—	—
Level 1	3,179	3,179	—	2,956	2,956	—	—	—	—
Level 2	4,151	4,151	—	4,151	4,151	—	—	—	—
Level 3	4,240	4,185	—	3,205	3,149	—	—	—	—
Level 4	8,155	8,155	—	8,155	8,155	—	—	—	—
Level 5	4,845	4,845	—	4,845	4,845	—	—	—	—
Level 6	1,114	898	—	1,114	898	—	—	—	—
Level 7	1,035	1,035	—	1,035	1,035	—	—	—	—
Transportation and material moving occupations	18,785	16,648	2,136	13,983	13,715	—	4,802	—	1,869
Level 2	3,224	2,992	—	2,413	2,413	—	—	—	—
Level 3	3,817	2,226	—	1,911	1,911	—	—	—	—
Level 4	2,195	1,989	—	1,917	1,757	—	—	—	—
Level 5	4,344	4,344	—	4,344	4,344	—	—	—	—
Truck drivers	8,587	8,587	—	8,355	8,355	—	—	—	—
Level 5	3,263	3,263	—	3,263	3,263	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	31,304	29,225	2,079	20,977	19,015	1,962	10,327	10,211	—
Level 1	9,359	9,242	—	5,109	4,991	—	4,251	4,251	—
Level 2	8,066	7,527	—	3,924	3,426	—	—	—	—
Level 3	7,272	5,984	—	6,076	4,864	—	1,196	—	—
Level 4	3,800	3,736	—	3,264	3,199	—	—	—	—
Service occupations	64,018	51,855	12,163	34,784	23,376	11,408	29,235	28,480	755
Level 1	19,627	16,927	—	9,793	7,193	—	9,835	9,734	—
Level 2	8,384	6,703	1,681	5,488	3,947	1,541	2,896	2,756	—
Level 3	14,163	13,078	1,085	5,382	4,411	972	8,781	8,668	—
Level 4	9,664	8,627	1,037	4,363	3,551	812	5,301	5,076	—
Level 5	2,070	1,969	—	1,528	1,427	—	—	—	—
Level 6	3,399	1,698	—	2,850	1,325	—	—	—	—
Level 7	3,169	—	2,288	2,976	—	2,288	—	—	—
Level 8	1,135	—	439	1,135	—	439	—	—	—
Level 9	1,030	—	—	881	—	—	—	—	—
Level 11	294	—	294	294	—	294	—	—	—
Protective service occupations	9,647	5,187	4,460	6,050	—	4,318	3,597	—	—
Level 6	635	—	485	443	—	443	—	—	—
Level 7	2,080	—	2,080	2,080	—	2,080	—	—	—
Level 8	728	—	439	728	—	439	—	—	—
Level 11	294	—	294	294	—	294	—	—	—
Guards and police except public service	6,130	5,065	—	2,676	—	—	—	—	—
Food service occupations	30,480	27,822	—	12,316	9,658	—	18,164	18,164	—
Level 1	12,624	10,612	—	5,638	3,625	—	6,987	6,987	—
Level 2	4,797	4,797	—	2,422	2,422	—	2,375	2,375	—
Level 3	7,060	6,522	—	1,950	1,412	—	5,110	5,110	—
Level 4	4,348	4,241	—	1,231	1,123	—	3,117	3,117	—
Health service occupations	4,922	3,905	1,017	4,790	3,905	884	—	—	—
Nursing aides, orderlies and attendants	1,524	—	—	1,524	—	—	—	—	—
Cleaning and building service occupations	11,476	9,211	2,265	7,268	5,052	2,217	4,207	4,159	—
Level 1	5,100	4,604	—	3,377	2,881	—	—	—	—

See footnotes at end of table.

Table 16. Numbers of workers¹ by occupational group and level², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Level 2	2,531	—	—	2,150	—	—	—	—	—
Level 3	1,579	—	—	837	—	—	—	—	—
Janitors and cleaners ...	8,811	6,776	2,034	4,997	2,962	2,034	3,814	3,814	—
Level 1	3,583	3,087	—	1,981	1,486	—	—	—	—
Level 2	2,392	—	—	—	—	—	—	—	—
Level 3	1,389	—	—	696	—	—	—	—	—
Personal services occupations	7,494	5,730	1,763	4,360	3,029	—	3,134	—	432
Level 4	2,409	2,178	—	—	—	—	—	—	—

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical

note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 17. Number of workers¹ by occupational group and selected characteristic, all industries, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers	Part-time workers	Time ⁴	Incentive ⁴
All workers	26,942	499,208	437,144	89,006	504,966	21,184
All workers excluding sales	26,942	454,938	409,957	71,923	473,842	8,038
White-collar occupations	4,709	286,212	248,822	42,099	275,361	15,560
Professional specialty and technical occupations	-	98,529	90,213	10,851	101,064	-
Professional specialty occupations	-	70,703	64,593	7,233	71,826	-
Technical occupations	-	27,826	25,620	3,618	29,238	-
Executive, administrative, and managerial occupations	-	49,906	50,110	-	48,753	-
Sales occupations	-	44,270	27,187	17,083	31,124	13,146
Administrative support including clerical occupations	1,493	93,506	81,312	13,687	94,419	-
White-collar excluding sales	4,709	241,942	221,636	25,015	244,236	2,415
Blue-collar occupations	21,595	149,616	153,538	17,673	168,019	3,192
Precision production, craft, and repair occupations	4,409	-	-	-	-	-
Machine operators, assemblers, and inspectors	7,608	20,229	26,074	-	27,677	-
Transportation and material moving occupations	-	16,205	13,983	4,802	17,602	-
Handlers, equipment cleaners, helpers, and laborers	6,999	24,305	20,977	10,327	30,962	-
Service occupations	-	63,380	34,784	29,235	61,586	2,432

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Union workers are those whose wages are determined through

collective bargaining.

⁴ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 18. Number of workers¹ by occupational group, private industry, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ²	All private industries	Goods-producing industries ³			Service-producing industries ⁴				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	436,124	156,879	–	87,697	279,245	39,379	91,361	28,623	119,883
All workers excluding sales	392,200	152,851	–	84,486	239,348	36,762	62,708	26,511	113,367
White-collar occupations	221,303	46,326	4,067	42,258	174,977	24,363	41,945	27,576	81,093
Professional specialty and technical occupations	65,413	22,319	–	21,328	43,095	3,872	–	1,807	36,468
Professional specialty occupations	42,924	15,555	–	15,023	27,370	2,201	–	1,319	23,148
Technical occupations	22,489	6,764	–	6,305	15,725	–	–	–	13,321
Executive, administrative, and managerial occupations	44,250	10,433	–	10,068	33,817	–	5,805	7,338	11,106
Sales occupations	43,925	4,028	–	3,211	39,897	2,617	28,653	–	6,515
Administrative support including clerical occupations	67,715	9,547	1,895	7,651	58,168	8,306	6,539	16,319	27,003
White-collar excluding sales	177,378	42,298	3,250	39,048	135,080	21,747	13,292	25,464	74,577
Blue-collar occupations	162,966	109,889	–	44,775	53,077	15,015	23,107	–	14,521
Precision production, craft, and repair occupations	–	–	–	12,341	14,481	5,085	5,746	–	3,286
Machine operators, assemblers, and inspectors	27,564	22,507	–	22,507	5,057	–	–	–	3,925
Transportation and material moving occupations	16,648	1,906	–	1,906	14,742	5,634	5,649	–	–
Handlers, equipment cleaners, helpers, and laborers	29,225	10,429	2,408	8,021	18,796	–	10,865	–	3,919
Service occupations	51,855	–	–	–	51,191	–	26,309	–	24,269

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

Table 19. Number of workers¹ by occupational group, private industry by establishment employment size, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupational group ²	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	436,124	239,744	196,381	94,308	102,073
All workers excluding sales	392,200	208,552	183,648	84,435	99,213
White-collar occupations	221,303	102,598	118,705	50,783	67,922
Professional specialty and technical occupations	65,413	20,044	45,369	15,673	29,696
Professional specialty occupations	42,924	11,090	31,835	12,885	18,950
Technical occupations	22,489	8,954	13,535	2,789	10,746
Executive, administrative, and managerial occupations	44,250	15,077	29,174	9,072	20,102
Sales occupations	43,925	31,192	12,733	9,873	2,860
Administrative support including clerical occupations	67,715	36,286	31,429	16,166	15,263
White-collar excluding sales	177,378	71,406	105,972	40,911	65,061
Blue-collar occupations	162,966	100,341	62,625	33,241	29,384
Precision production, craft, and repair occupations	-	-	18,798	10,032	8,766
Machine operators, assemblers, and inspectors	27,564	6,346	21,218	12,127	9,091
Transportation and material moving occupations	16,648	9,486	7,162	5,237	-
Handlers, equipment cleaners, helpers, and laborers	29,225	13,778	15,448	5,846	9,601
Service occupations	51,855	36,805	15,051	10,283	4,767

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. Because of rounding, sums of individual items may not equal totals.

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. While 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, which was based on the type of data to be produced, had to be developed before data collection could begin.

Survey scope

This survey of the Raleigh-Durham-Chapel Hill, NC Metropolitan Statistical Area covered establishments employing workers¹ 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 are excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For all industries in this survey and for State and local governments, the establishment was usually at a single physical location.

Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Raleigh-Durham-Chapel Hill, NC Metropolitan Statistical Area (March 1995). The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added.

¹If an establishment had at least one employee at the time data were collected, it was in-scope for the survey. In theory, any sampled establishment in the universe could have one or more employees when the data are actually collected.

Sample design

The sample design for this survey area was a two stage probability sample of detailed occupations. The first stage of sample selection was a probability-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. 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 which were not selected for collection. See Appendix Table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Numerous procedures were developed for the actual collection of data from survey respondents.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of company 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 only for those workers who met all the criteria identified in the last three steps.

In step one, the company 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 company 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
0-49	4
50-99	8
100-249	10
250-499	12
500-999	16
1,000+	20

NOTE: If the number of employees in an establishment was less than four, then the number of company jobs selected would be equal to the number of employees.

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The COMP2000 occupational classification system is based on the 1990 Census of Population. A selected company job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, classification was based on the primary duty.

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 MOG's:

- 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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in Appendix B.

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 workers, rather than solely on hours worked. Finally, the worker was identified as being in a union job if: 1) a labor organization was recognized as the bargaining agent for

all workers in the occupation; 2) wage and salary rates were determined through collective bargaining or negotiations; and 3) settlement terms, which must include earnings provisions and may include benefit provisions, were embodied in a signed, mutually binding collective bargaining agreement. If these conditions were not met, the worker's job was classified as nonunion.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For the Raleigh 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, is an attempt to account for the effect of supervisory duties. It is considered experimental. The 10 factors were:

- Knowledge
- Supervisory controls
- 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 differs among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for the 10 factors 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 leveled job and a guide to help data users evaluate jobs in their firm.

In prior test surveys, wage data collected using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervisory controls, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Reference period

The survey was collected in July through August 1996. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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, and
- On-call pay.

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 (e.g., Christmas bonuses, profit-sharing bonuses),
- Uniform and tool allowances,
- Free room and board, and
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate).

To calculate earnings per hour worked, data on work schedules were also collected. For hourly workers, scheduled hours worked per week were recorded. Because salaried workers 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 and the example 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.

Straight-time. Time worked at the standard rate of pay for the job.

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/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 the individual establish-

ment/occupations into the various data series.

Of the establishments surveyed, 18.4 percent 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 the nonrespondents equals the mean value of 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 which were additionally defined by major occupation group and job level. When a sampled occupation was considered a refusal and could not be classified into a major occupational group, nonresponse adjustments were made for that occupation in the service occupational group.

Establishments which were determined to be out of business or outside the scope of the survey (5.3 percent of the total sample) 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.

Estimation

Weights, adjusted for nonresponse, were multiplied by the wage rate of each establishment/occupation, which itself was the average wage of all workers in the occupation. The resulting products were aggregated and then divided by the sum of the weighted occupational employments to obtain the data series contained in the tables in the bulletin.

Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

Data reliability

The data in this bulletin are estimates from a scientifi-

cally 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. Appendix Table 2 contains RSE data for selected series in this bulletin.

The standard error can be used to calculate a “confidence interval” around a sample estimate. For example, table 1 shows that mean hourly earnings for all workers was \$14.30 per hour. Appendix Table 2 shows a standard error of 3.1 percent for this estimate. Thus, at the 95-percent level, the confidence interval for this estimate is \$15.19 to \$13.41 (\$14.30 plus and minus 2 times 3.1 percent times \$14.30). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 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 tested in Raleigh will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the high response rate, the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Table A1. Number of establishments studied by industry group and employment size, and number represented by industry group, Raleigh-Durham-Chapel Hill, NC, July - August 1996

Industry	Number of establishments studied					Number of establishments represented by survey
	All workers	Fewer than 100 workers	100 workers or more			
			Total	100 - 499 workers	500 workers or more	
All industries	286	165	121	71	50	22,812
Private Industry	248	157	91	61	30	22,731
Goods-producing industries	61	21	40	26	14	5,675
Manufacturing	48	8	40	26	14	499
Construction	13	13	-	-	-	5,177
Service-producing industries	187	136	51	35	16	17,056
Transportation and public utilities	16	11	5	2	3	682
Wholesale and retail trade	81	68	13	12	1	7,766
Finance, insurance and real estate	17	11	6	3	3	1,179
Services	73	46	27	18	9	7,429
State and Local government	38	8	30	10	20	81

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, all workers², Raleigh-Durham-Chapel Hill, NC, July - August 1996

Occupation ³	All industries	Private industry	State and local government
All workers	3.1%	3.5%	6.6%
All workers excluding sales	3.2	3.6	6.7
White-collar occupations	3.3	3.6	7.4
Professional specialty and technical occupations	4.2	4.2	-
Professional specialty occupations	4.9	4.8	-
Engineering occupations	3.7	3.3	-
Computer systems analysts and scientists	7.8	7.8	-
Technical occupations	5.8	6.5	-
Electrical and electronic technicians	5.7	5.8	-
Executive, administrative, and managerial occupations	4.3	4.6	8.0
Financial managers	10.4	-	-
Managers and administrators, N.E.C.	6.3	6.4	-
Management related occupations, N.E.C.	6.4	7.3	-
Sales occupations	9.3	9.3	-
Supervisors, sales occupations	22.5	22.9	-
Sales representatives, mining, manufacturing, and wholesale sales workers, other commodities	14.2	14.2	-
Cashiers	21.2	21.2	-
Cashiers	6.4	6.6	-
Administrative support including clerical occupations	1.6	2.1	1.8
Secretaries	3.5	4.9	-
Receptionists	3.2	3.4	-
Bookkeepers, accounting and auditing clerks	5.2	5.5	-
Stock and inventory clerks	3.8	-	-
Investigators and adjusters except insurance	5.1	5.2	-
General office clerks	2.9	5.9	-
Administrative support occupations, N.E.C.	3.3	3.3	-
White-collar occupations excluding sales	3.4	3.7	7.4
Blue-collar occupations	3.7	3.9	-
Mechanics and repairers, N.E.C. ...	4.9	5.2	-
Machine operators, assemblers, and inspectors	3.4	3.4	-
Miscellaneous machine operators, N.E.C.	8.6	8.6	-
Transportation and material moving occupations	7.1	7.4	-
Truck drivers	7.6	7.6	-
Handlers, equipment cleaners, helpers, and laborers	2.9	3.1	-
Stock handlers and baggers	5.6	5.9	-
Freight, stock, and material handlers, N.E.C.	3.6	3.6	-
Laborers except construction, N.E.C.	5.4	5.5	-

See footnotes at end of table.

Table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, all workers², Raleigh-Durham-Chapel Hill, NC, July - August 1996 — Continued

Occupation ³	All industries	Private industry	State and local government
Service occupations	3.2%	3.6%	7.9%
Protective service occupations	8.7	—	7.2
Food service occupations	3.3	3.7	—
Waiters and waitresses	11.4	11.4	—
Kitchen workers, food preparation	5.8	7.1	—
Food preparation occupations,			
N.E.C.	4.0	5.0	—
Cleaning and building service			
occupations	5.0	6.2	—
Janitors and cleaners	4.5	5.9	—
Personal services occupations	6.5	—	—

¹ The relative standard error is the standard error expressed as a percent of the estimate.

² All workers include 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 A classification system including about

480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. See the technical note for a complete listing of occupations.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Appendix B. Occupational Classifications

NOTE: The four-digit code before each occupation title is used to classify it into one of three major groups. **White-collar** workers include those classified in Major groups A through D. **Blue-collar** workers include those classified in Major groups E through H. **Service** workers are classified in Major group K.

Major group A:

PROFESSIONAL AND TECHNICAL OCCUPATIONS

PROFESSIONAL OCCUPATIONS

ENGINEERS, ARCHITECTS, AND SURVEYORS

- A043 Architects
- A044-A059 Engineers
- A044 Aerospace Engineers
- A045 Metallurgical and Materials Engineers
- A046 Mining Engineers
- A047 Petroleum Engineers
- A048 Chemical Engineers
- A049 Nuclear Engineers
- A053 Civil Engineers
- A054 Agricultural Engineers
- A055 Electrical and Electronic Engineers
- A056 Industrial Engineers
- A057 Mechanical Engineers
- A058 Marine Engineers and Naval Architects
- A059 Engineers, n.e.c.¹
- A063 Surveyors and Mapping Scientists

MATHEMATICAL AND COMPUTER SCIENTISTS

- A064 Computer Systems Analysts and Scientists
- A065 Operations and Systems Researchers and Analysts
- A066 Actuaries
- A067 Statisticians
- A068 Mathematical Scientists, n.e.c.

NATURAL SCIENTISTS

- A069 Physicists and Astronomers
- A073 Chemists, Except Biochemists
- A074 Atmospheric and Space Scientists
- A075 Geologists and Geodesists
- A076 Physical Scientists, n.e.c.
- A077 Agricultural and Food Scientists
- A078 Biological and Life Scientists
- A079 Forestry and Conservation Scientists
- A083 Medical Scientists

HEALTH DIAGNOSING OCCUPATIONS

- A084 Physicians
- A085 Dentists
- A086 Veterinarians
- A087 Optometrists
- A088 Podiatrists
- A089 Health Diagnosing Practitioners, n.e.c.

HEALTH ASSESSMENT AND TREATING OCCUPATIONS

- A095 Registered Nurses
- A096 Pharmacists
- A097 Dietitians
- A098 Respiratory Therapists
- A099 Occupational Therapists
- A103 Physical Therapists
- A104 Speech Therapists
- A105 Therapists, n.e.c.
- A106 Physicians' Assistants

TEACHERS

¹ n.e.c. in an occupation title means not elsewhere classified.

A113-154 Teachers, College and University
A154 Earth, Environmental and Marine Science
Teachers
A114 Biological Science Teachers
A115 Chemistry Teachers
A116 Physics Teachers
A117 Natural Science Teachers, n.e.c.
A118 Psychology Teachers
A119 Economics Teachers
A123 History Teachers
A124 Political Science Teachers
A125 Sociology Teachers
A126 Social Science Teachers, n.e.c.
A127 Engineering Teachers
A128 Mathematical Science Teachers
A129 Computer Science Teachers
A133 Medical Science Teachers
A134 Health Specialties Teachers
A135 Business, Commerce and Marketing Teachers
A136 Agriculture and Forestry Teachers
A137 Art, Drama, and Music Teachers
A138 Physical Education Teachers
A139 Education Teachers
A143 English Teachers
A144 Foreign Language Teachers
A145 Law Teachers
A146 Social Work Teachers
A147 Theology Teachers
A148 Trade and Industrial Teachers
A149 Home Economics Teachers
A153 Teachers, Post Secondary, n.e.c.
A154 Post Secondary Teachers, Subject not
specified
A155-163 Teachers, except College and University
A155 Prekindergarten and Kindergarten Teachers
A156 Elementary School Teachers
A157 Secondary School Teachers
A158 Teachers, Special Education
A159 Teachers, n.e.c.
A160 Substitute Teachers
A163 Vocational and Educational Counselors

LIBRARIANS, ARCHIVISTS AND CURATORS

A164 Librarians
A165 Archivists and Curators

SOCIAL SCIENTISTS AND URBAN PLANNERS

A166 Economists
A167 Psychologists
A168 Sociologists
A169 Social Scientists, n.e.c.

A173 Urban Planners

SOCIAL, RECREATION, AND RELIGIOUS WORKERS

A174 Social Workers
A175 Recreation Workers
A176 Clergy
A177 Religious Workers, n.e.c.

LAWYERS AND JUDGES

A178 Lawyers
A179 Judges

WRITERS, AUTHORS, ENTERTAINERS AND ATHLETES

A183 Authors
A184 Technical Writers
A185 Designers
A186 Musicians and Composers
A187 Actors and Directors
A188 Painters, Sculptors, Craft-Artists, and Artist
Print-Makers
A189 Photographers
A193 Dancers
A194 Artists, Performers, and Related Workers,
n.e.c.
A195 Editors and Reporters
A197 Public Relations Specialists
A198 Announcers
A199 Athletes
A999 Professional Occupations, n.e.c.

TECHNICAL AND RELATED OCCUPATIONS

HEALTH TECHNOLOGISTS AND TECHNICIANS

A203 Clinical Laboratory Technologists and Tech-
nicians
A204 Dental Hygienists
A205 Health Record Technologists and Techni-
cians
A206 Radiologic Technicians
A207 Licensed Practical Nurses
A208 Health Technologists and Technicians, n.e.c.

ENGINEERING AND RELATED TECHNOLOGISTS AND TECHNICIANS

A213 Electrical and Electronic Technicians
A214 Industrial Engineering Technicians
A215 Mechanical Engineering Technicians
A216 Engineering Technicians, n.e.c.
A217 Drafters

A218 Surveying and Mapping Technicians

SCIENCE TECHNICIANS

A223 Biological Technicians

A224 Chemical Technicians

A225 Science Technicians, n.e.c.

MISCELLANEOUS TECHNICIANS

A226 Airplane Pilots and Navigators

A227 Air Traffic Controllers

A228 Broadcast Equipment Operators

A229 Computer Programmers

A233 Tool Programmers, Numerical Control

A234 Legal Assistants

A235 Technical and Related Occupations, n.e.c.

Major group B:

EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS

EXECUTIVES, MANAGERS, AND ADMINISTRATORS

B003 Legislators

B004 Chief Executives and General Administrators,
Public Administration

B005 Administrators and Officials, Public Admini-
stration

B007 Financial Managers

B008 Personnel and Labor Relations Managers

B009 Purchasing Managers

B013 Managers; Marketing, Advertising and Public
Relations

B014 Administrators, Education and Related Fields

B015 Managers, Medicine and Health

B016 Postmasters and Mail Superintendents

B017 Managers, Food Serving and Lodging Estab-
lishments

B018 Managers, Properties and Real Estate

B019 Funeral Directors

B021 Managers, Service Organizations, n.e.c.

B022 Managers and Administrators, n.e.c.

MANAGEMENT RELATED OCCUPATIONS

B023 Accountants and Auditors

B024 Underwriters

B025 Other Financial Officers

B026 Management Analysts

B027 Personnel, Training, and Labor Relations
Specialists

B028 Purchasing Agents and Buyers, Farm Products

B029 Buyers, Wholesale and Retail Trade, Except
Farm Products

B033 Purchasing Agents and Buyers, n.e.c.

B034 Business and Promotion Agents

B035 Construction Inspectors

B036 Inspectors and Compliance Officers, Except
Construction

B037 Management Related Occupations, n.e.c.

Major group C:

SALES OCCUPATIONS

C243 Supervisors: Sales Occupations

FINANCE AND BUSINESS SERVICES, SALES REPRESENTATIVES

C253 Insurance Sales Occupations

C254 Real Estate Sales Occupations

C255 Securities and Financial Services Sales Occu-
pations

C256 Advertising and Related Sales Occupations

C257 Sales Occupations, Other Business Services

SALES REPRESENTATIVES, COMMODITIES EXCEPT RETAIL

C258 Sales Engineers

C259 Sales Representatives; Mining, Manufactur-
ing, and Wholesale

RETAIL AND PERSONAL SERVICES SALES WORKERS

C263 Sales Workers, Motor Vehicles and Boats

C264 Sales Workers, Apparel

C265 Sales Workers, Shoes

C266 Sales Workers, Furniture and Home Furnish-
ings

C267 Sales Workers, Radio, TV, Hi-Fi, and Appli-
ances

C268 Sales Workers, Hardware and Building Sup-
plies

C269 Sales Workers, Parts

C274 Sales Workers, Other Commodities

C275 Sales Counter Clerks

C276 Cashiers

C277 Street and Door-To-Door Sales Workers

C278 News Vendors

SALES RELATED OCCUPATIONS

C283 Demonstrators, Promoters, and Models, Sales

C284 Auctioneers

C285 Sales Support Occupations, n.e.c.

Major group D:

**ADMINISTRATIVE SUPPORT OCCUPATIONS,
INCLUDING CLERICAL**

**SUPERVISORS, CLERICAL AND
ADMINISTRATIVE SUPPORT**

- D303 Supervisors: General Office
- D304 Supervisors: Computer Equipment Operators
- D305 Supervisors: Financial Records Processing
- D306 Chief Communications Operators
- D307 Supervisors: Distribution, Scheduling, and
Adjusting Clerks

COMPUTER EQUIPMENT OPERATORS

- D308 Computer Operators
- D309 Peripheral Equipment Operators

SECRETARIES, STENOGRAPHERS, AND TYPISTS

- D313 Secretaries
- D314 Stenographers
- D315 Typists

INFORMATION CLERKS

- D316 Interviewers
- D317 Hotel Clerks
- D318 Transportation Ticket and Reservation Agents
- D319 Receptionists
- D323 Information Clerks, n.e.c.

**RECORDS PROCESSING CLERKS, EXCEPT
FINANCIAL**

- D325 Classified-Ad Clerks
- D326 Correspondence Clerks
- D327 Order Clerks
- D328 Personnel Clerks, Except Payroll and Time-
keeping
- D329 Library Clerks
- D335 File Clerks
- D336 Records Clerks, n.e.c.

FINANCIAL RECORDS PROCESSING CLERKS

- D337 Bookkeepers, Accounting and Auditing
Clerks
- D338 Payroll and Timekeeping Clerks
- D339 Billing Clerks
- D343 Cost and Rate Clerks

- D344 Billing, Posting, and Calculating Machine
Operators

**DUPLICATING, MAIL, AND OTHER OFFICE
MACHINE OPERATORS**

- D345 Duplicating Machine Operators
- D346 Mail Preparing and Paper Handling Machine
Operators
- D347 Office Machine Operators, n.e.c.

COMMUNICATIONS EQUIPMENT OPERATORS

- D348 Telephone Operators
- D353 Communications Equipment Operators, n.e.c.

**MAIL AND MESSAGE DISTRIBUTING
OCCUPATIONS**

- D354 Postal Clerks, Except Mail Carriers
- D355 Mail Carriers, Postal Service
- D356 Mail Clerks, Except Postal Service
- D357 Messengers

**MATERIAL RECORDING, SCHEDULING, AND
DISTRIBUTING CLERKS**

- D359 Dispatchers
- D363 Production Coordinators
- D364 Traffic, Shipping, and Receiving Clerks
- D365 Stock and Inventory Clerks
- D366 Meter Readers
- D368 Weighers, Measurers, Checkers, and Sam-
plers
- D373 Expeditors
- D374 Material Recording, Scheduling, and Distrib-
uting Clerks, n.e.c.

ADJUSTERS AND INVESTIGATORS

- D375 Insurance Adjusters, Examiners, and Investi-
gators
- D376 Investigators and Adjusters, Except Insurance
- D377 Eligibility Clerks, Social Welfare
- D378 Bill and Account Collectors

**MISCELLANEOUS ADMINISTRATIVE SUPPORT
OCCUPATIONS**

- D379 General Office Clerks
- D383 Bank Tellers
- D384 Proofreaders
- D385 Data Entry Keyers
- D386 Statistical Clerks
- D387 Teachers' Aides
- D389 Administrative Support Occupations, n.e.c.

Major group E:

PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS

MECHANICS AND REPAIRERS

- E503 Supervisors: Mechanics and Repairers
- E505 Automobile Mechanics
- E506 Automobile Mechanic Apprentices
- E507 Bus, Truck, and Stationary Engine Mechanics
- E508 Aircraft Engine Mechanics
- E509 Small Engine Repairers
- E514 Automobile Body and Related Repairers
- E515 Aircraft Mechanics, Except Engine
- E516 Heavy Equipment Mechanic
- E517 Farm Equipment Mechanics
- E518 Industrial Machinery Repairers
- E519 Machinery Maintenance Occupations
- E523 Electronic Repairers, Communications and Industrial Equipment
- E525 Data Processing Equipment Repairers
- E526 Household Appliance and Power Tool Repairers
- E527 Telephone Line Installers and Repairers
- E529 Telephone Installers and Repairers
- E534 Heating, Air Conditioning, and Refrigeration Mechanics
- E535 Camera, Watch, and Musical Instrument Repairers
- E536 Locksmiths and Safe Repairers
- E538 Office Machine Repairers
- E539 Mechanical Controls and Valve Repairers
- E543 Elevator Installers and Repairers
- E544 Millwrights
- E547 Mechanics and Repairers, n.e.c.

SUPERVISORS, CONSTRUCTION TRADES

- E553 Supervisors: Brickmasons, Stonemasons, and Tilesetters
- E554 Supervisors: Carpenters and Related Workers
- E555 Supervisors: Electricians and Power Transmission Installers
- E556 Supervisors: Painters, Paperhangers, and Plasterers
- E557 Supervisors: Plumbers, Pipefitters, and Steamfitters
- E558 Supervisors: Construction Trades, n.e.c.

CONSTRUCTION TRADES OCCUPATIONS

- E563 Brickmasons and Stonemasons
- E564 Brickmason and Stonemason Apprentices
- E565 Tile Setters, Hard and Soft
- E566 Carpet Installers
- E567 Carpenters

- E569 Carpenter Apprentices
- E573 Drywall Installers
- E575 Electricians
- E576 Electrician Apprentices
- E577 Electrical Power Installers and Repairers
- E579 Painters, Construction and Maintenance
- E583 Paperhangers
- E584 Plasterers
- E585 Plumbers, Pipefitters, and Steamfitters
- E587 Plumber, Pipefitter, and Steamfitter Apprentices
- E588 Concrete and Terrazzo Finishers
- E589 Glaziers
- E593 Insulation Workers
- E594 Paving, Surfacing, and Tamping Equipment Operators
- E595 Roofers
- E596 Sheetmetal Duct Installers
- E597 Structural Metal Workers
- E598 Drillers, Earth
- E599 Construction Trades, n.e.c.

EXTRACTIVE OCCUPATIONS

- E613 Supervisors: Extractive Occupations
- E614 Drillers, Oil Well
- E615 Explosives Workers
- E616 Mining Machine Operators
- E617 Mining Occupations, n.e.c.

PRECISION PRODUCTION OCCUPATIONS

- E628 Supervisors: Production Occupations

PRECISION METAL WORKING OCCUPATIONS

- E634 Tool and Die Makers
- E635 Tool and Die Maker Apprentices
- E636 Precision Assemblers, Metal
- E637 Machinists
- E639 Machinist Apprentices
- E643 Boilermakers
- E644 Precision Grinders, Filers, and Tool Sharpeners
- E645 Patternmakers and Modelmakers, Metal
- E646 Layout Workers
- E647 Precious Stones and Metals Workers
- E649 Engravers, Metal
- E653 Sheet Metal Workers
- E654 Sheet Metal Worker Apprentices

PRECISION WOODWORKING OCCUPATIONS

- E656 Patternmakers and Modelmakers, Wood
- E657 Cabinet Makers and Bench Carpenters
- E658 Furniture and Wood Finishers

PRECISION TEXTILE, APPAREL, AND
FURNISHINGS MACHINE WORKERS

- E666 Dressmakers
- E667 Tailors
- E668 Upholsterers
- E669 Shoe Repairers

PRECISION WORKERS, ASSORTED MATERIALS

- E675 Hand Molders and Shapers, Except Jewelers
- E676 Patternmakers, Layout Workers, and Cutters
- E677 Optical Goods Workers
- E678 Dental Laboratory and Medical Appliance Technicians
- E679 Bookbinders
- E683 Electrical and Electronic Equipment Assemblers
- E684 Miscellaneous Precision Workers, n.e.c.

PRECISION FOOD PRODUCTION OCCUPATIONS

- E685 Precision Food Production Occupations, n.e.c.
- E686 Butchers and Meat Cutters
- E687 Bakers
- E688 Food Batchmakers

PRECISION INSPECTORS, TESTERS, AND
RELATED WORKERS

- E689 Inspectors, Testers, and Graders
- E690 Precision Inspectors, Testers, and Related Workers, n.e.c.
- E693 Adjusters and Calibrators

PLANT AND SYSTEM OPERATORS

- E694 Water and Sewage Treatment Plant Operators
- E695 Power Plant Operators
- E696 Stationary Engineers
- E699 Miscellaneous Plant and System Operators, n.e.c.

Major group F:

**MACHINE OPERATORS, ASSEMBLERS, AND
INSPECTORS**

METALWORKING AND PLASTIC WORKING
MACHINE OPERATORS

- F703 Lathe and Turning-Machine Set-Up Operators
- F704 Lathe and Turning-Machine Operators
- F705 Milling and Planing Machine Operators
- F706 Punching and Stamping Press Operators
- F707 Rolling Machine Operators

- F708 Drilling and Boring Machine Operators
- F709 Grinding, Abrading, Buffing, and Polishing Machine Operators
- F713 Forging Machine Operators
- F714 Numerical Control Machine Operators
- F717 Fabricating Machine Operators, n.e.c.
- F719 Molding and Casting Machine Operators
- F723 Metal Plating Machine Operators
- F724 Heat Treating Equipment Operators

WOODWORKING MACHINE OPERATORS

- F726 Wood Lathe, Routing, and Planing Machine Operators
- F727 Sawing Machine Operators
- F728 Shaping and Joining Machine Operators
- F729 Nailing and Tacking Machine Operators

PRINTING MACHINE OPERATORS

- F734 Printing Press Operators
- F735 Photoengravers and Lithographers
- F736 Typesetters and Compositors

TEXTILE, APPAREL, AND FURNISHINGS
MACHINE OPERATORS

- F738 Winding and Twisting Machine Operators
- F739 Knitting, Looping, Taping, and Weaving Machine Operators
- F743 Textile Cutting Machine Operators
- F744 Textile Sewing Machine Operators
- F745 Shoe Machine Operators
- F747 Pressing Machine Operators
- F748 Laundering and Dry Cleaning Machine Operators

MACHINE OPERATORS, ASSORTED MATERIALS

- F753 Cementing and Gluing Machine Operators
- F754 Packaging and Filling Machine Operators
- F755 Extruding and Forming Machine Operators
- F756 Mixing and Blending Machine Operators
- F757 Separating, Filtering, and Clarifying Machine Operators
- F758 Compressing and Compacting Machine Operators
- F759 Painting and Paint Spraying Machine Operators
- F763 Roasting and Baking Machine Operators, Food
- F764 Washing, Cleaning, and Pickling Machine Operators
- F765 Folding Machine Operators
- F766 Furnace, Kiln, and Oven Operators, Except Food
- F768 Crushing and Grinding Machine Operators

F769 Slicing and Cutting Machine Operators
F773 Motion Picture Projectionists
F774 Photographic Process Machine Operators
F777 Miscellaneous Machine Operators, n.e.c.

FABRICATORS, ASSEMBLERS, AND HAND WORKING OCCUPATIONS

F783 Welders and Cutters
F784 Solderers and Braziers
F785 Assemblers
F786 Hand Cutting and Trimming Occupations
F787 Hand Molding, Casting, and Forming Occupations
F789 Hand Painting, Coating, and Decorating Occupations
F793 Hand Engraving and Printing Occupations
F795 Miscellaneous Hand Working Occupations, n.e.c.

PRODUCTION INSPECTORS, TESTERS, SAMPLERS, AND WEIGHERS

F796 Production Inspectors, Checkers, and Examiners
F797 Production Testers
F798 Production Samplers and Weighers
F799 Graders and Sorters, Except Agricultural
F800 Hand Inspectors, n.e.c.

Major group G:

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

MOTOR VEHICLE OPERATORS

G803 Supervisors: Motor Vehicle Operators
G804 Truck Drivers
G806 Driver-Sales Workers
G808 Bus Drivers
G809 Taxicab Drivers and Chauffeurs
G813 Parking Lot Attendants
G814 Motor Transportation Occupations, n.e.c.

RAILROAD TRANSPORTATION OCCUPATIONS

G823 Railroad Conductors and Yardmasters
G824 Locomotive Operating Occupations
G825 Railroad Brake, Signal, and Switch Operators
G826 Rail Vehicle Operators, n.e.c.

WATER TRANSPORTATION OCCUPATIONS

G828 Ship Captains and Mates, Except Fishing Boats

G829 Sailors and Deckhands
G833 Marine Engineers
G834 Bridge, Lock, and Lighthouse Tenders

MATERIAL MOVING EQUIPMENT OPERATORS

G843 Supervisors: Material Moving Equipment Operators
G844 Operating Engineers
G845 Longshore Equipment Operators
G848 Hoist and Winch Operators
G849 Crane and Tower Operators
G853 Excavating and Loading Machine Operators
G855 Grader, Dozer, and Scraper Operators
G856 Industrial Truck and Tractor Equipment Operators
G859 Miscellaneous Material Moving Equipment Operators, n.e.c.

Major group H:

HANDLERS, EQUIPMENT CLEANERS, HELPERS, AND LABORERS

FARM, FISHING AND FORESTRY OCCUPATIONS - NONFARM SECTOR

H483 Marine Life Cultivation Workers
H484 Nursery Workers
H485 Supervisors, Agriculture-Related Workers
H486 Groundskeepers and Gardeners, Except Farm
H487 Animal Caretakers, Except Farm
H489 Inspectors, Agricultural Products
H494 Supervisors, Forestry and Logging Workers
H495 Forestry Workers, Except Logging
H496 Timber Cutting and Logging Occupations
H497 Captains and Other Officers, Fishing Vessels
H498 Fishers, Hunters, and Trappers

HELPERS, HANDLERS, AND LABORERS

H864 Supervisors: Handlers, Equipment Cleaners, and Laborers, n.e.c.
H865 Helpers, Mechanics and Repairers
H866 Helpers, Construction Trades
H867 Helpers, Surveyor
H868 Helpers, Extractive Occupations
H869 Construction Laborers
H874 Production Helpers
H875 Garbage Collectors
H876 Stevedores
H877 Stock Handlers and Baggers
H878 Machine Feeders and Offbearers
H883 Freight, Stock, and Material Handlers, n.e.c.
H885 Garage and Service Station Related Occupations

H887 Vehicle Washers and Equipment Cleaners
H888 Hand Packers and Packagers
H889 Laborers, Except Construction, n.e.c.

K439 Kitchen Workers, Food Preparation
K443 Waiters'/Waitresses' Assistants
K444 Food Preparation Occupations, n.e.c.

Major group K:

**SERVICE OCCUPATIONS, EXCEPT PRIVATE
HOUSEHOLD**

PROTECTIVE SERVICE OCCUPATIONS

K413 Supervisors: Firefighting and Fire Prevention
Occupations
K414 Supervisors: Police and Detectives
K415 Supervisors: Guards
K416 Fire Inspection and Fire Prevention Occupa-
tions
K417 Firefighting Occupations
K418 Police and Detectives, Public Service
K423 Sheriffs, Bailiffs, and Other Law Enforcement
Officers
K424 Correctional Institution Officers
K425 Crossing Guards
K426 Guards and Police, Except Public Service
K427 Protective Service Occupations, n.e.c.

FOOD SERVICE OCCUPATIONS

K433 Supervisors: Food Preparation and Service
Occupations
K434 Bartenders
K435 Waiters and Waitresses

K436 Cooks
K438 Food Counter, Fountain, and Related Occu-
pations

HEALTH SERVICE OCCUPATIONS

K445 Dental Assistants
K446 Health Aides, Except Nursing
K447 Nursing Aides, Orderlies, and Attendants

**CLEANING AND BUILDING SERVICE
OCCUPATIONS**

K448 Supervisors: Cleaning and Building Service
Workers
K449 Maids and Housemen
K453 Janitors and Cleaners
K454 Elevator Operators
K455 Pest Control Occupations

PERSONAL SERVICE OCCUPATIONS

K456 Supervisors: Personal Service Occupations
K457 Barbers
K458 Hairdressers and Cosmetologists
K459 Attendants, Amusement and Recreation Fa-
cilities
K461 Guides
K462 Ushers
K463 Public Transportation Attendants
K464 Baggage Porters and Bellhops
K465 Welfare Service Aides
K467 Early Childhood Teacher's Assistants
K468 Child Care Workers, n.e.c.
K469 Service Occupations, n.e.c.

Appendix C. Generic Leveling Criteria

Below are the 10 criteria for generic leveling occupations. The description of each level within a factor is included. An example using these criteria for leveling a job follows in appendix D.

Knowledge measures the nature and extent of information or facts which the workers must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts) and the nature and extent of the skills needed to apply those knowledges. To be used as a basis for selecting a level under this factor, a knowledge must be required and applied.

1. Knowledge of simple, routine, or repetitive tasks or operations which typically includes following step-by-step instructions and requires little or no previous training or experience;

OR

Skill to operate simple equipment or equipment which operates repetitively, requiring little or no previous training or experience;

OR

Equivalent knowledge and skill.

2. Knowledge of basic or commonly-used rules, procedures, or operations which typically requires some previous training or experience;

OR

Basic skill to operate equipment requiring some previous training or experience, such as keyboard equipment;

OR

Equivalent knowledge and skill.

3. Knowledge of a body of standardized rules, procedures, operations, good services, tools, or equipment requiring considerable training and experience to perform the full range of standard clerical assignments and resolve recurring problems;

OR

Skill, acquired through considerable training and experience, to operate and adjust varied equipment for purposes such as performing numerous standardized tests or operations;

OR

Equivalent knowledge and skill.

4. Knowledge of an extensive body of rules, procedures, operations, products or services requiring extended training and experience to perform a wide variety of interrelated or nonstandard procedural assignments and resolve a wide range of problems;

OR

Practical knowledge of standard procedures in a technical field, requiring extended training or experience, to perform such work as: adapting equipment when this requires considering the functioning characteristics of equipment; interpreting results of tests based on previous experience and observations (rather than directly reading instruments or other measures); or extracting information from various sources when this requires considering the applicability of information and the characteristics and quality of the sources;

OR

Comprehensive knowledge of a blue-collar skill, usually acquired through a formal apprenticeship.

OR

Equivalent knowledge and skill.

5. Knowledge (such as would be acquired through a pertinent baccalaureate educational program or its equivalent in experience, training, or independent study) of basic principles, concepts, and methodology of a professional or administrative occupation, and skill in applying this knowledge in carrying out elementary assignments, operations, or procedures;

OR

In addition to the practical knowledge of standard procedures in Level 1-4, practical knowledge of technical methods to perform assignments such as carrying out limited projects which involves use of specialized, complicated techniques;

OR

Advanced knowledge of a blue-collar skill to solve unusually complex problems;

OR

Equivalent knowledge and skill.

6. Knowledge of the principles, concepts, and methodology of a professional or administrative occupation as described at Level 1-5 which has been either: (a) supplemented by skill gained through job experience to permit independent performance of recurring assignments, or (b) supplemented by expanded professional or administrative knowledge gained through relevant graduate study or experience, which has provided skill in carrying out assignments, operations, and procedures in the occupation which are significantly more difficult and complex than those covered by Level 1-5;

OR

Practical knowledge of a wide range of technical methods, principles, and practices similar to a narrow area of a professional field, and skill in applying this knowledge to such assignments as the design and planning of difficult, but well-precedented projects;

OR

Equivalent knowledge and skill.

7. Knowledge of a wide range of concepts, principles, and practices in a professional or administrative occupation, such as would be gained through extended graduate study or experience, and skill in applying this knowledge to difficult and complex work assignments;

OR

A comprehensive, intensive, practical knowledge of a technical field and skill in applying this knowledge to the development of new methods, approaches, or procedures;

OR

Equivalent knowledge and skill.

8. Mastery of a professional or administrative field to:

Apply experimental theories and new developments to problems not susceptible to treatment by accepted methods;

OR

Make decisions or recommendations significantly changing, interpreting, or developing important public policies or programs;

OR

Equivalent knowledge or skill.

9. Mastery of a professional field to generate and develop new hypotheses and theories;

OR

Equivalent knowledge and skill.

Supervision Received covers the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility and the review of completed work. Controls are exercised by the supervisor in the way assignments are made, instructions are given to the employee, priorities and deadlines are set, and objectives and boundaries are defined. Responsibility of the employee depends upon the extent to which the employee is expected to develop the sequence and timing of various aspects of the work, to modify or recommend modification of instructions, and to participate in establishing priorities and defining objectives. The degree of review of completed work depends upon the nature and extent of the review, e.g., close and detailed review of each phase of the assignment; detailed review of the finished assignment; spot-check of finished work for accuracy; or review only for adherence to policy.

1. For both one-of-a-kind and repetitive tasks the supervisor makes specific assignments that are accompanied by clear, detailed, and specific instructions.

The employee works as instructed and consults with the supervisor as needed on all matters not specifically covered in the original instructions or guidelines.

For all positions the work is closely controlled. For some positions, the control is through the structured nature of the work itself; for others, it may be controlled by the circumstances in which it is performed. In some situations, the supervisor maintains control through review of the work which may include checking progress or reviewing completed work for accuracy, adequacy, and adherence to instructions and established procedures.

2. The supervisor provides continuing or individual assignments by indicating generally what is to be done, limitations, quality and quantity expected, deadlines, and priority of assignments. The supervisor provides additional, specific instructions for new, difficult, or unusual assignments including suggested work methods or advice on source material available.

The employee uses initiative in carrying out recurring assignments independently without specific instruction, but refers deviations, problems, and unfamiliar situations not covered by instructions to the supervisor for decision or help.

The supervisor assures that finished work and methods used are technically accurate and in compliance with instructions or established procedures. Review of the work increases with more difficult assignments if the employee has not previously performed similar assignments.

3. The supervisor makes assignments by defining objectives, priorities, and deadlines; and assists employee with unusual situations which do not have clear precedents.

The employee plans and carries out the successive steps and handles problems and deviations in the work assignment in accordance with instructions, policies, previous training, or accepted practices in the occupation.

Completed work is usually evaluated for technical soundness, appropriateness, and conformity to policy and requirements. The methods used in arriving at the end results are not usually reviewed in detail.

4. The supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done.

At this level, the employee, having developed expertise in the line of work, is responsible for planning and carrying out the assignment; resolving most of the conflicts which arise; coordinating the work with others as necessary; and interpreting policy on own initiative in terms of established objectives. In some assignments, the employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress, potentially controversial matters, or far-reaching implications.

Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements or expected results.

5. The supervisor provides administrative direction with assignments in terms of broadly defined missions or functions.

The employee has responsibility for planning, designing, and carrying out programs, projects, studies, or other work independently.

Results of the work are considered as technically authoritative and are normally accepted without significant change. If the work should be reviewed, the review concerns such matters as fulfillment of program objectives, effect of advice and influence of the overall program, or the contribution to the advancement of technology. Recommendations for new projects and alteration of objectives are usually evaluated for such considerations as availability of funds and other resources, broad program goals or priorities.

Guidelines covers the nature of guidelines and the judgment needed to apply them. Guides used in General Schedule occupations include, for example: desk manuals, established procedures and policies, traditional practices, and reference materials such as dictionaries, style manuals, engineering handbooks, and the pharmacopoeia.

Individual jobs in different occupations vary in the specificity, applicability and availability of the guidelines for performance of assignments. Consequently, the constraints and judgmental demands placed upon employees also vary. For example, the existence of specific instructions, procedures, and policies may limit the opportunity of the employee to make or recommend decisions or actions. However, in the absence of procedures or under broadly stated objectives, employees in some occupations may use considerable judgment in researching literature and developing new methods.

Guidelines should not be confused with the knowledges described under Factor 1, Knowledge. Guidelines either provide reference data or impose certain constraints on the use of knowledges. For example, in the field of medical technology, for a particular diagnosis there may be three or four standardized tests set forth in a technical manual. A medical technologist is expected to know these diagnostic tests. However, in a given laboratory the policy may be to use only one of the tests; or the policy may state specifically under what conditions one or the other of these tests may be used.

1. Specific, detailed guidelines covering all important aspects of the assignment are provided to the employee.

The employee works in strict adherence to the guidelines; deviations must be authorized by the supervisor.

2. Procedures for doing the work have been established and a number of specific guidelines are available.

The number and similarity of guidelines and work situations requires the employee to use judgment in locating and selecting the most appropriate guidelines, references, and procedures for application, and in making minor deviations to adapt the guidelines in specific cases. At this level, the employee may also determine which of several

established alternatives to use. Situations to which the existing guidelines cannot be applied or significant proposed deviations from the guidelines are referred to the supervisor.

3. Guidelines are available, but are not completely applicable to the work or have gaps in specificity.

The employee uses judgment in interpreting and adapting guidelines such as agency policies, regulations, precedents, and work directions for application to specific cases or problems. The employee analyzes results and recommends changes.

4. Administrative policies and precedents are applicable but are stated in general terms. Guidelines for performing the work are scarce or of limited use.

The employee uses initiative and resourcefulness in deviating from traditional methods or researching trends and patterns to develop new methods, criteria, or proposed new policies.

5. Guidelines are broadly stated and nonspecific, e.g., broad policy statements and basic legislation which require extensive interpretation.

The employee must use judgment and ingenuity in interpreting the intent of the guides that do exist and in developing applications to specific areas of work. Frequently, the employee is recognized as a technical authority in the development and interpretation of guidelines.

Complexity covers the nature, number, variety, and intricacy of tasks, steps, processes, or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

1. The work consists of tasks that are clear-cut and directly related.

There is little or no choice to be made in deciding what needs to be done.

Actions to be taken or responses to be made are readily discernible. The work is quickly mastered.

2. The work consists of duties that involve related steps, processes, or methods.

The decision regarding what needs to be done involves various choices requiring the employee to recognize the existence of and differences among a few easily recognizable situations.

Actions to be taken or responses to be made differ in such things as the source of information, the kind of transactions or entries, or other differences of a factual nature.

3. The work includes various duties involving different and unrelated processes and methods.

The decision regarding what needs to be done depends upon the analysis of the subject, phase, or issues involved in each assignment, and the chosen course of action may have to be selected from many alternatives.

The work involves conditions and elements that must be identified and analyzed to discern interrelationships.

4. The work typically includes varied duties requiring many different and unrelated processes and methods such as those relating to well-established aspects of an administrative or professional field.

Decisions regarding what needs to be done include the assessment of unusual circumstances, variations in approach, and incomplete or conflicting data.

The work requires making many decisions concerning such things as the interpreting of considerable data, planning of the work, or refining the methods and techniques to be used.

5. The work includes varied duties requiring many different and unrelated processes and methods applied to a broad range of activities or substantial depth of analysis, typically for an administrative or professional field.

Decisions regarding what needs to be done include major areas of uncertainty in approach, methodology, or interpretation and evaluation processes resulting from such elements as continuing changes in program, technological developments, unknown phenomena, or conflicting requirements.

The work requires originating new techniques, establishing criteria, or developing new information.

6. The work consists of broad functions and processes of an administrative or professional field. Assignments are characterized by breadth and intensity of effort and involve several phases being pursued concurrently or sequentially with the support of others within or outside of the organization.

Decisions regarding what needs to be done include largely undefined issues and elements, requiring extensive probing and analysis to determine the nature and scope of the problems.

The work requires continuing efforts to establish concepts, theories, or programs, or to resolve unyielding problems.

Scope and Effect covers the relationship between the nature of the work, i.e., the purpose, breadth, and depth of the assignment, and the effect of work products or services both within and outside the organization.

Effect measures such things as whether the work output facilitates the work of others, provides timely services of a personal nature, or impacts on the adequacy of research conclusions. The concept of effect alone does not provide sufficient information to properly understand and evaluate the impact of the position. The scope of the work completes the picture, allowing consistent evaluations. Only the effect of properly performed work is to be considered.

1. The work involves the performance of specific, routine operations that include a few separate tasks or procedures.

The work product or service is required to facilitate the work of others; however, it has little impact beyond the immediate organizational unit or beyond the timely provision of limited services to others.

2. The work involves the execution of specific rules, regulations, or procedures and typically comprises a complete segment of an assignment or project of broader scope.

The work product or service affects the accuracy, reliability, or acceptability of further processes or services.

3. The work involves treating a variety of conventional problems, questions, or situations in conformance with established criteria.

The work product or service affects the design or operation of systems, programs, or equipment; the adequacy of such activities as field investigations, testing operations, or research conclusions; or the social, physical, and economic well being of persons.

4. The work involves establishing criteria; formulating projects; assessing program effectiveness; or investigating or analyzing variety of unusual conditions, problems, or questions.

The work product or service affects a wide range of establishment activities, major activities of industrial concerns, or the operation of other organizations.

5. The work involves isolating and defining unknown conditions, resolving critical problems, or developing new theories.

The work product or service affects the work of other experts, the development of major aspects of administrative or scientific programs or missions, or the well-being of substantial numbers of people.

6. The work involves planning, developing, and carrying out vital administrative or scientific programs.

The programs are essential to the missions of the overall organization or affect large numbers of people on a long-term or continuing basis.

Personal Contact includes face-to-face contacts and telephone and radio dialogue with persons not in the supervisory chain. (NOTE: Personal contacts with supervisors are covered under Factor 2, Supervision Received. Levels described under this factor are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contact takes place (e.g., the degree to which the employee and those contacted recognize their relative roles and authorities)).

Above the lowest level, points should be credited under this factor only for contacts which are essential for successful performance of the work and which have a demonstrable impact on the difficulty and responsibility of the work performed.

The relationship of Factors 6 (Personal Contacts) and 7 (Purpose of Contacts) presumes that the same contacts will be evaluated for both factors. Therefore, use the personal contacts which serve as the basis for the level selected for Factor 7 as the basis for selecting a level for Factor 6.

1. The personal contacts are with employees within the immediate organization, office, project, or work unit, and in related or support units;

AND/OR

The contacts are with members of the general public in very highly structured situations (e.g., the purpose of the contact and the question of with whom to deal are relatively clear). Typical of contacts at this level are purchases of admission tickets at a ticket window.

2. The personal contacts are with employees in the same overall organization, but outside the immediate organization. People contacted generally are engaged in different functions, missions, and kinds of work, e.g., representatives from various levels within the overall organizations such as headquarters, district offices, or local offices, plants, stores, or other operating units in the immediate installation.

AND/OR

The contacts are with members of the general public, as individuals or groups, in a moderately structured setting (e.g., the contacts are generally established on a routine basis, usually at the employee's work place; the exact purpose of the contact may be unclear at first to one or more of the parties; and one or more of the parties may be uninformed concerning the role and authority of other participants). Typical of contacts at this level are those with persons seeking airline reservations or with job applicants at a job information center.

3. The personal contacts are with individuals or groups from outside the employing establishment in a moderately unstructured setting (e.g., the contacts are not established on a routine basis; the purpose and extent of each contact is different and the role and authority of each party is identified and developed during the course of the contact). Typical of contacts at this level are those with persons in their capacities as attorneys; contractors; or representatives of professional organizations, the news media, or public action groups.

4. The personal contacts are with high-ranking officials from outside the employing establishment at national or international levels in highly unstructured settings (e.g., contacts are characterized by problems such as: the officials may be relatively inaccessible; arrangements may have to be made for accompanying staff members; appointments may have to be made well in advance; each party may be very unclear as to the role and authority of the other; and each contact may be conducted under different ground rules). Typical of contacts at this level are those with presidents of large national or international firms, nationally recognized representatives of the news media, presidents of national unions, members of Congress, leading representatives of foreign governments, state governors, or mayors of large cities.

Purpose of Contacts ranges from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives. The personal contacts which serve as the basis for the level selected for this factor must be the same as the contacts which are the basis for the level selected for Factor 6.

1. The purpose is to obtain, clarify, or give facts or information regardless of the nature of those facts, i.e., the facts or information may range from easily understood to highly technical.

2. The purpose is to plan, coordinate, or advise on work efforts or to resolve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have basically cooperative attitudes.

3. The purpose is to influence, motivate, convince, or question persons or groups. Those contacted may be hesitant or skeptical, so the employee must be skillful in approaching the individual or group in order to obtain the desired response.

OR

The purpose is to interrogate or control persons or groups who may be fearful, uncooperative, or dangerous. Therefore, the employee must be skillful in approaching the individual or group in order to obtain the desired effect, such as, gaining compliance with established policies and regulations by persuasion or negotiation, or gaining information by establishing rapport with a suspicious informant.

4. The purpose is to justify, defend, negotiate, or settle matters involving significant or controversial issues. Work at this level usually involves active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance. The persons contacted typically have diverse viewpoints, goals, or objectives requiring the employee to achieve a common understanding of the problem and a satisfactory solution by convincing them, arriving at a compromise, or developing suitable alternatives.

Physical Demands covers the requirements and physical demands placed on the employee by the work assignment. This includes physical characteristics and abilities (e.g., specific agility and dexterity requirements) and the physical exertion involved in the work (e.g., climbing, lifting, pushing, balancing, stooping, kneeling, crouching, crawling, or reaching). To some extent the frequency or intensity of physical exertion must also be considered, e.g., a job requiring prolonged standing involves more physical exertion than a job requiring intermittent standing.

1. The work is sedentary. Typically, the employee may sit comfortably to do the work. However, there may be some walking; standing; bending; carrying of light items such as papers, books, small parts; driving an automobile, etc. No special physical demands are required to perform the work.

2. The work requires some physical exertion such as long periods of standing; walking over rough, uneven, or rocky surfaces; recurring bending, crouching, stooping, stretching, reaching, or similar activities; recurring lifting of moderately heavy items such as typewriters and record boxes. The work may require specific, but common, physical characteristics and abilities such as above-average agility and dexterity.

3. The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 pounds, crouching or crawling in restricted areas and defending oneself or others against physical attack.

Work Environment considers the risks and discomforts in the employee's physical surroundings or the nature of the work assignment and the safety regulations required. Although the use of safety precautions can practically eliminate a certain danger or discomfort, such situations typically place additional demands upon the employee in carrying out safety regulations and techniques.

1. The work environment involves everyday risks or discomforts which require normal safety precautions typical of such places as offices, meeting and training rooms, libraries, and residences or commercial vehicles, e.g., use of safe work practices with office equipment, avoidance of trips and falls, observance of fire regulations and traffic signals, etc. The work area is adequately lighted, heated, and ventilated.

2. The work involves moderate risks or discomforts which require special safety precautions, e.g., working around moving parts, carts, or machines; with contagious diseases or irritant chemicals; etc. Employees may be required to use protective clothing or gear such as masks, gowns, coats, boots, goggles, gloves, or shields.

3. The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme outdoor weather conditions, subject to possible physical attack or mob conditions, or similar situations where con-

ditions cannot be controlled.

Supervisory Duties describes the level of supervisory responsibility for a position.

1. No supervisory responsibility.

2. A nonsupervisory position. Incumbent sets the pace of work for the group and shows other workers in the group how to perform assigned tasks. Commonly performs the same work as the group, in addition to lead duties. Can also be called group leader, team leader, or lead worker.

3. Directs staff through face to face meetings. Organizational structure is not complex and internal and administrative procedures are simple. Performing the same work as subordinates is not the principal duty. Typically, this is the first supervisory level.

4. Directs staff through intermediate supervisors. Internal procedures and administrative controls are formal. Organizational structure is complex and is divided into subordinate groups that may differ from each other as to subject matter and function.

5. Directs staff through two or more subordinate supervisory levels with several subdivisions at each level. Programs are usually inter-locked on a direct and continuing basis with other organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls.

Appendix D. Evaluating Your Firm's Jobs

To compare data on their firm's jobs with statistics contained in this bulletin, data users need to be able to determine their jobs' work levels. Using the example of a dental hygienist, this appendix will go through the procedure for determining the work level of a particular job.

To determine the work level of a job, it must be evaluated using the generic leveling factors. With the information available, such as a written position description and other knowledge of the job, each factor must be reviewed. Comparing that information to the descriptions of each level within a factor as shown in Appendix C, the level best matching the job should be chosen and recorded. (Note that the number of levels varies by factor.)

Generic leveling: an example

Knowledge

Hygienist must have a dental hygienist license which requires 2 years of schooling and passage of a technical exam. This is a mid-level hygienist job, which means a worker must have at least 3 years of experience. The procedures are essentially the same every day, such as cleaning teeth, checking gums, and taking x-rays.

Level 4.

Supervision received

Most of the tasks are performed without supervision. For more complicated procedures, such as tooth filling, the dental hygienist assists the dentist.

Level 2.

Guidelines

A hygienist knows which procedure to use for different dental problems. Unusual situations are handled after checking with the supervisor.

Level 2.

Complexity

Each procedure performed leads to the next, for example, examining gums, scraping plaque, then cleaning teeth.

Level 2.

Scope and effect

In terms of process, the dentist's work follows the hygienist's. In terms of effect, the hygienist doing a thorough cleaning in preparation for the dentist's work allows the dentist to do a complete exam and properly treat the patient.

Level 2.

Personal contacts

Patients come to the clinic or occasionally the hygienist will travel to perform work or give a talk at a school.

Level 2.

Purpose of contacts

Most of hygienist's interaction is with patients; no planning or coordination work is involved.

Level 1.

Physical demands

The work is sedentary.

Level 1.

Work environment

Hygienist must take precautions not to be exposed to x-rays, punctures, etc.

Level 2.

Supervisory duties

A dental hygienist at this level does not supervise anyone.

Level 1.

Assigning points

Once the correct level has been identified within each factor, the points associated with each level are recorded. Summing the points for all factors gives the total points

for the job. Using the factors above and the table at the end of this section showing the points associated with each level within a factor, a sample worksheet was filled out for the dental hygienist position.

level for the job. There are 15 work levels, based on those used to rank Federal civil service white-collar jobs, each identified by a point range. The 1,020 total points for the dental hygienist job puts it in level 5.

Generic leveling worksheet

Company job title: Dental Hygienist

<i>Factor</i>	<i>Level</i>	<i>Points</i>
Knowledge	4	550
Supervision received	2	125
Guidelines	2	125
Complexity	2	75
Scope and effect	2	75
Personal contacts	2	25
Purpose of contacts	2	20
Physical demands	1	5
Work environment	2	20
Supervisory duties	1	0
Total	5	1020

Point ranges by work level

Range of Generic Level Points

<i>Level</i>	<i>Low</i>	<i>High</i>
1	190	254
2	255	454
3	455	654
4	655	854
5	855	1104
6	1105	1354
7	1355	1604
8	1605	1854
9	1855	2104
10	2105	2354
11	2355	2754
12	2755	3154
13	3155	3604
14	3605	4054
15	4055	
	and up	

Determining the work level

The following chart takes the point total determined using the worksheet and converts it to an overall work

Comparing wages

Once the work level has been identified for a job, wages for that job can be compared to wages for similar jobs at the same work level. BLS publishes hourly wage rates by work level within nine major occupational groups, which are combinations of similar individual occupations. The groups and work levels available vary by area. Employers can also use the data on work levels to compare different jobs in their establishment.

Points associated with each factor level

Factor	1	2	3	4	5	6	7	8	9
Knowledge	50	200	35	550	750	950	1250	1550	1850
Supervision required	25	125	275	450	650	X	X	X	X
Guidelines	25	125	275	450	650	X	X	X	X
Complexity	25	75	150	225	325	450	X	X	X
Scope and effect	25	75	150	225	325	450	X	X	X
Personal contacts	10	25	60	110	X	X	X	X	X
Purpose of contacts	20	50	120	220	X	X	X	X	X
Physical demands	5	20	50	X	X	X	X	X	X
Work environment	5	20	50	X	X	X	X	X	X
Supervisory duties	0	251	502	1003	1504	X	X	X	X

Note: X indicates that a level is not associated with a given factor. For example, for physical demands, point levels 1, 2, and 3 are the only choices.