

Honolulu, HI National Compensation Survey February 1999



U.S. Department of Labor
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Bureau of Labor Statistics
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September 1999

Bulletin 3095-37

Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS survey results for the Honolulu, HI metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

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

About the tables

The tables that follow present data on straight-time occupational earnings. Straight-time earnings include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Honolulu, HI, February 1999

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$16.29	\$6.56	\$9.69	\$13.55	\$20.00	\$27.90
All occupations excluding sales	16.83	7.00	10.00	14.18	20.65	28.40
White-collar occupations	19.40	8.55	11.95	16.55	24.10	31.52
White-collar occupations excluding sales	21.09	10.35	13.44	18.38	25.94	32.71
Professional specialty and technical occupations	26.01	13.76	18.01	23.29	29.45	37.78
Professional specialty occupations	27.22	14.84	19.60	25.94	30.50	38.15
Engineers, architects, and surveyors	22.71	18.01	18.73	20.26	26.00	30.50
Civil engineers	20.74	18.01	18.73	19.48	21.00	26.00
Mathematical and computer scientists	26.76	21.15	22.72	26.44	31.25	34.38
Computer systems analysts and scientists	26.82	21.15	22.07	26.44	31.25	34.38
Natural scientists	-	-	-	-	-	-
Health related occupations	31.91	19.00	23.99	26.64	27.90	38.82
Registered nurses	25.80	20.00	24.21	26.43	27.64	28.87
Teachers, college and university	42.11	26.22	41.58	44.98	46.78	48.85
Teachers, except college and university	25.94	16.64	20.26	25.26	31.38	37.04
Prekindergarten and kindergarten	15.65	7.91	11.54	13.82	20.53	25.50
Elementary school teachers	28.34	20.23	23.53	28.53	32.39	38.15
Secondary school teachers	28.55	21.08	23.53	28.25	34.51	37.04
Librarians, archivists, and curators	27.64	20.76	25.42	27.48	30.29	33.23
Librarians	27.64	20.76	25.42	27.48	30.29	33.23
Social scientists and urban planners	28.19	22.60	23.69	29.05	32.44	37.78
Social, recreation, and religious workers	19.78	12.47	16.36	21.06	22.79	24.09
Social workers	19.78	12.47	16.36	21.06	22.79	24.09
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.80	9.00	14.67	20.88	28.24	30.54
Musicians and composers	23.50	18.00	19.69	21.85	26.48	31.25
Dancers	13.22	7.50	7.50	10.75	18.18	18.33
Technical occupations	22.12	13.31	14.79	18.91	21.20	24.98
Clinical laboratory technologists and technicians	17.60	12.31	13.10	14.40	23.81	23.81
Radiological technicians	21.11	19.18	20.43	20.90	22.11	22.11
Licensed practical nurses	14.29	11.38	13.34	14.83	15.63	15.80
Health technologists and technicians, N.E.C.	17.78	13.07	14.25	19.90	21.28	21.78
Airplane pilots and navigators	57.98	13.85	23.00	65.88	73.45	115.46
Computer programmers	22.11	13.73	20.19	23.15	25.21	27.20
Technical and related occupations, N.E.C.	18.12	14.43	14.47	19.28	21.20	22.50
Executive, administrative, and managerial occupations ...	25.46	14.47	18.45	23.08	30.50	35.44
Executives, administrators, and managers	30.64	18.01	22.61	27.67	35.39	44.41
Financial managers	34.95	22.83	25.81	30.55	35.39	63.22
Managers, marketing, advertising and public relations	27.96	22.07	23.08	25.96	28.47	37.87
Administrators, education and related fields	31.92	22.19	23.65	32.92	33.26	44.59
Managers, medicine and health	38.85	28.60	35.44	37.17	41.55	41.55
Managers, food servicing and lodging establishments	18.23	12.12	13.15	15.00	20.25	29.57
Managers and administrators, N.E.C.	35.39	18.45	27.00	32.60	40.92	52.88
Management related occupations	21.54	13.50	16.98	21.35	25.38	31.29
Accountants and auditors	20.03	14.14	17.18	19.33	22.86	26.67
Other financial officers	21.30	13.70	16.83	18.27	25.94	31.29
Personnel, training, and labor relations specialists	25.49	19.13	22.40	22.40	31.52	34.28
Purchasing agents and buyers, N.E.C.	23.11	13.85	18.77	24.73	29.66	29.90
Management related occupations, N.E.C.	19.93	12.48	13.50	18.70	25.38	26.14
Sales occupations	11.30	5.93	7.00	9.95	13.36	17.28
Supervisors, sales occupations	16.12	10.10	11.00	15.58	17.50	21.63
Sales occupations, other business services	14.91	10.50	10.84	13.04	22.30	22.30
Sales workers, other commodities	8.29	5.50	6.50	7.80	9.45	11.53
Cashiers	9.20	5.75	6.25	8.85	11.90	13.37
Sales support occupations, N.E.C.	13.39	9.15	10.10	14.00	14.65	14.65
Administrative support occupations, including clerical	13.17	8.67	10.28	12.84	15.27	18.38
Supervisors, general office	18.94	14.36	17.51	18.32	21.36	23.55
Secretaries	15.21	11.78	12.98	15.00	16.88	20.18
Hotel clerks	13.04	10.01	12.45	14.35	14.41	15.27
Transportation ticket and reservation agents	12.18	7.13	8.00	10.64	15.88	19.28

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Honolulu, HI, February 1999 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Receptionists	\$10.01	\$7.00	\$7.95	\$11.05	\$11.35	\$12.92
Information clerks, N.E.C.	11.60	7.75	9.17	9.92	13.08	16.00
File clerks	9.30	6.95	8.19	9.81	10.49	10.80
Records clerks, N.E.C.	12.25	8.92	10.15	12.11	14.19	16.10
Bookkeepers, accounting and auditing clerks	12.36	9.63	10.50	12.10	14.05	15.82
Payroll and timekeeping clerks	16.98	12.69	13.50	18.68	18.68	18.68
Billing clerks	11.57	7.00	11.22	11.22	12.67	14.07
Telephone operators	12.02	10.38	11.31	12.62	12.83	13.12
Traffic, shipping and receiving clerks	13.32	7.06	7.51	9.58	19.66	27.28
Stock and inventory clerks	12.20	8.48	9.35	10.35	16.14	16.60
Investigators and adjusters except insurance	13.82	9.20	10.75	13.95	15.53	22.47
General office clerks	11.06	8.00	9.01	9.31	12.86	16.80
Bank tellers	11.33	8.08	8.55	10.36	13.71	16.34
Data entry keyers	12.01	8.60	10.70	12.67	13.66	13.77
Administrative support occupations, N.E.C.	14.49	8.74	10.72	12.21	21.79	22.93
Blue-collar occupations						
Precision production, craft, and repair occupations	14.96	7.50	10.00	13.44	19.28	22.97
Automobile mechanics	19.84	13.44	16.51	19.49	22.74	27.78
Heavy equipment mechanics	17.13	13.00	15.00	17.00	18.28	20.33
Mechanics and repairers, N.E.C.	26.62	22.11	26.33	28.65	28.65	28.65
Carpenters	16.04	11.50	14.00	16.92	17.74	19.19
Plumbers, pipefitters and steamfitters	23.30	16.52	18.18	27.15	27.15	27.15
Butchers and meat cutters	22.53	12.94	20.59	20.69	28.30	28.30
Bakers	11.56	5.41	5.57	16.40	16.51	17.20
Machine operators, assemblers, and inspectors	18.73	13.86	19.49	19.49	19.49	19.49
Miscellaneous machine operators, N.E.C.	13.29	6.70	8.81	11.69	15.22	21.92
Transportation and material moving occupations	15.20	9.58	10.85	14.39	19.11	24.68
Truck drivers	14.69	8.25	10.81	12.14	19.28	19.28
Motor transportation occupations, N.E.C.	11.89	7.50	10.50	10.81	12.00	17.30
Industrial truck and tractor equipment operators ..	8.05	5.25	6.00	8.15	9.77	10.53
Handlers, equipment cleaners, helpers, and laborers	13.06	8.50	10.50	14.24	15.40	15.40
Groundskeepers and gardeners except farm	11.28	7.00	8.55	10.35	12.13	19.01
Construction laborers	10.00	9.20	9.69	9.98	10.15	11.19
Stock handlers and baggers	18.29	11.00	19.10	20.70	20.70	20.70
Freight, stock, and material handlers, N.E.C.	9.30	6.01	6.50	8.52	12.58	12.78
Vehicle washers and equipment cleaners	11.47	7.45	8.00	11.00	12.70	18.82
Hand packers and packagers	11.61	6.30	7.00	8.86	19.01	19.01
Laborers except construction, N.E.C.	9.37	6.85	8.00	8.75	10.70	12.55
	10.64	7.20	8.50	11.92	12.19	12.97
Service occupations						
Protective service occupations	9.96	5.25	6.05	9.37	12.00	16.13
Guards and police except public service	11.14	5.50	7.00	9.18	14.70	18.74
Supervisors, food preparation and service occupations	7.79	5.35	6.00	7.25	8.50	11.36
Bartenders	7.93	5.05	5.25	6.25	9.63	12.79
Waiters and waitresses	10.84	6.55	8.10	11.35	12.50	16.40
Cooks	10.21	5.05	5.25	11.25	15.63	16.02
Food counter, fountain, and related occupations	5.79	5.05	5.05	5.36	5.88	6.79
Kitchen workers, food preparation	11.91	7.00	9.00	11.04	14.90	16.79
Waiters'/Waitresses' assistants	6.10	5.25	5.25	5.43	6.25	7.49
Food preparation occupations, N.E.C.	8.87	6.20	6.50	8.50	11.12	11.76
Health service occupations	5.76	5.05	5.25	5.49	5.98	7.00
Health aides, except nursing	9.47	6.25	7.25	9.15	12.15	12.41
Nursing aides, orderlies and attendants	11.02	8.25	9.84	11.00	12.14	13.50
Cleaning and building service occupations	10.37	5.75	8.02	11.00	12.34	13.72
Maids and housemen	11.33	8.91	10.04	11.00	12.05	13.31
Janitors and cleaners	11.40	7.61	9.69	11.12	11.59	17.81
Personal service occupations	11.00	9.73	10.30	11.46	11.59	11.59
Public transportation attendants	9.91	6.00	8.93	9.69	10.96	12.35
Baggage porters and bellhops	9.68	5.50	6.00	7.77	10.33	14.32
	18.60	9.95	10.44	11.20	37.81	37.81
	5.48	5.14	5.25	5.25	5.55	6.11

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Honolulu, HI, February 1999 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Personal service occupations (-Continued)						
Welfare service aides	\$9.36	\$7.00	\$7.00	\$9.00	\$11.78	\$15.11
Early childhood teachers' assistants	9.74	7.09	7.54	9.85	10.95	12.30
Service occupations, N.E.C.	7.84	5.50	7.00	7.29	8.75	9.85

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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."

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Honolulu, HI, February 1999

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.61	\$6.13	\$8.86	\$12.59	\$19.28	\$27.09	-	-	-	-	-	-
All occupations excluding sales	16.22	6.30	9.25	13.12	20.00	27.62	-	-	-	-	-	-
White-collar occupations	18.77	7.75	10.95	15.43	23.29	30.55	-	-	-	-	-	-
White-collar occupations excluding sales	21.03	9.86	12.83	17.53	25.94	32.19	-	-	-	-	-	-
Professional specialty and technical occupations	27.13	13.85	18.18	24.00	28.43	37.78	-	-	-	-	-	-
Professional specialty occupations	28.19	15.20	20.18	26.43	29.31	37.78	-	-	-	-	-	-
Engineers, architects, and surveyors	26.29	19.23	22.09	26.00	30.10	31.06	-	-	-	-	-	-
Mathematical and computer scientists	26.76	21.15	22.72	26.44	31.25	34.38	-	-	-	-	-	-
Computer systems analysts and scientists	26.82	21.15	22.07	26.44	31.25	34.38	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	32.71	20.00	24.40	26.90	28.30	39.12	-	-	-	-	-	-
Registered nurses	25.89	20.00	24.35	26.64	27.64	28.87	-	-	-	-	-	-
Teachers, college and university	37.68	16.50	25.21	36.50	49.16	55.84	-	-	-	-	-	-
Teachers, except college and university	23.10	12.84	15.09	22.96	28.55	34.59	-	-	-	-	-	-
Prekindergarten and kindergarten	15.65	7.91	11.54	13.82	20.53	25.50	-	-	-	-	-	-
Elementary school teachers	27.06	16.99	20.83	26.30	32.34	39.79	-	-	-	-	-	-
Secondary school teachers	28.75	21.05	24.10	27.71	32.42	38.97	-	-	-	-	-	-
Librarians, archivists, and curators	27.64	20.76	25.42	27.48	30.29	33.23	-	-	-	-	-	-
Librarians	27.64	20.76	25.42	27.48	30.29	33.23	-	-	-	-	-	-
Social scientists and urban planners	29.78	19.23	22.60	29.05	34.97	37.78	-	-	-	-	-	-
Social, recreation, and religious workers	17.08	11.63	12.47	16.36	19.03	24.72	-	-	-	-	-	-
Social workers	17.08	11.63	12.47	16.36	19.03	24.72	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.80	9.00	14.67	20.88	28.24	30.54	-	-	-	-	-	-
Musicians and composers	23.50	18.00	19.69	21.85	26.48	31.25	-	-	-	-	-	-
Dancers	13.22	7.50	7.50	10.75	18.18	18.33	-	-	-	-	-	-
Technical occupations	24.43	13.23	14.39	19.47	22.43	35.84	-	-	-	-	-	-
Clinical laboratory technologists and technicians	17.60	12.31	13.10	14.40	23.81	23.81	-	-	-	-	-	-
Radiological technicians	21.11	19.18	20.43	20.90	22.11	22.11	-	-	-	-	-	-
Licensed practical nurses	15.00	13.57	13.86	15.46	15.63	15.80	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	17.78	13.07	14.25	19.90	21.28	21.78	-	-	-	-	-	-
Airplane pilots and navigators	57.98	13.85	23.00	65.88	73.45	115.46	-	-	-	-	-	-
Computer programmers	22.11	13.73	20.19	23.15	25.21	27.20	-	-	-	-	-	-
Technical and related occupations, N.E.C.	18.12	14.43	14.47	19.28	21.20	22.50	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.49	13.50	18.23	24.61	30.95	40.29	-	-	-	-	-	-
Executives, administrators, and managers	31.82	18.45	23.08	28.99	36.06	52.88	-	-	-	-	-	-
Financial managers	34.95	22.83	25.81	30.55	35.39	63.22	-	-	-	-	-	-
Managers, marketing, advertising and public relations	27.96	22.07	23.08	25.96	28.47	37.87	-	-	-	-	-	-
Administrators, education and related fields	31.92	22.19	23.65	32.92	33.26	44.59	-	-	-	-	-	-
Managers, medicine and health	38.85	28.60	35.44	37.17	41.55	41.55	-	-	-	-	-	-
Managers, food servicing and lodging establishments	18.23	12.12	13.15	15.00	20.25	29.57	-	-	-	-	-	-
Managers and administrators, N.E.C.	35.39	18.45	27.00	32.60	40.92	52.88	-	-	-	-	-	-
Management related occupations	19.87	13.00	15.66	18.70	24.61	26.44	-	-	-	-	-	-
Accountants and auditors	19.80	14.14	17.18	19.33	22.86	26.67	-	-	-	-	-	-
Other financial officers	21.30	13.70	16.83	18.27	25.94	31.29	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	23.11	13.85	18.77	24.73	29.66	29.90	-	-	-	-	-	-
Management related occupations, N.E.C.	18.04	12.48	13.50	17.31	22.00	25.58	-	-	-	-	-	-
Sales occupations	11.27	5.92	7.00	9.85	13.37	17.30	-	-	-	-	-	-
Supervisors, sales occupations	16.12	10.10	11.00	15.58	17.50	21.63	-	-	-	-	-	-
Sales occupations, other business services	14.91	10.50	10.84	13.04	22.30	22.30	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Honolulu, HI, February 1999 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Sales occupations (-Continued)													
Sales workers, other commodities	\$8.29	\$5.50	\$6.50	\$7.80	\$9.45	\$11.53	-	-	-	-	-	-	-
Cashiers	8.95	5.75	6.10	8.39	11.25	13.37	-	-	-	-	-	-	-
Sales support occupations, N.E.C.	13.39	9.15	10.10	14.00	14.65	14.65	-	-	-	-	-	-	-
Administrative support occupations, including													
clerical	13.27	8.37	10.25	12.80	15.80	18.68	-	-	-	-	-	-	-
Supervisors, general office	18.94	14.36	17.51	18.32	21.36	23.55	-	-	-	-	-	-	-
Secretaries	14.83	11.74	12.53	14.42	16.33	18.12	-	-	-	-	-	-	-
Hotel clerks	13.04	10.01	12.45	14.35	14.41	15.27	-	-	-	-	-	-	-
Transportation ticket and reservation													
agents	12.18	7.13	8.00	10.64	15.88	19.28	-	-	-	-	-	-	-
Receptionists	9.70	6.75	7.79	10.16	11.35	12.75	-	-	-	-	-	-	-
Information clerks, N.E.C.	11.60	7.75	9.17	9.92	13.08	16.00	-	-	-	-	-	-	-
File clerks	9.30	6.95	8.19	9.81	10.49	10.80	-	-	-	-	-	-	-
Records clerks, N.E.C.	12.25	8.92	10.15	12.11	14.19	16.10	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing													
clerks	12.73	9.44	10.85	12.17	14.42	15.88	-	-	-	-	-	-	-
Payroll and timekeeping clerks	16.98	12.69	13.50	18.68	18.68	18.68	-	-	-	-	-	-	-
Billing clerks	11.57	7.00	11.22	11.22	12.67	14.07	-	-	-	-	-	-	-
Telephone operators	12.02	10.38	11.31	12.62	12.83	13.12	-	-	-	-	-	-	-
Traffic, shipping and receiving clerks													
Stock and inventory clerks	13.32	7.06	7.51	9.58	19.66	27.28	-	-	-	-	-	-	-
Investigators and adjusters except													
insurance	13.82	9.20	10.75	13.95	15.53	22.47	-	-	-	-	-	-	-
General office clerks	11.84	7.50	9.01	11.88	14.07	16.80	-	-	-	-	-	-	-
Bank tellers	11.33	8.08	8.55	10.36	13.71	16.34	-	-	-	-	-	-	-
Data entry keyers	12.01	8.60	10.70	12.67	13.66	13.77	-	-	-	-	-	-	-
Administrative support occupations,													
N.E.C.	14.49	8.74	10.72	12.21	21.79	22.93	-	-	-	-	-	-	-
Blue-collar occupations	15.15	7.28	9.75	14.01	19.28	24.80	-	-	-	-	-	-	-
Precision production, craft, and repair													
occupations	20.02	13.00	16.33	20.56	24.75	28.30	-	-	-	-	-	-	-
Automobile mechanics	17.13	13.00	15.00	17.00	18.28	20.33	-	-	-	-	-	-	-
Heavy equipment mechanics	26.62	22.11	26.33	28.65	28.65	28.65	-	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	16.19	11.50	14.45	16.92	17.74	19.19	-	-	-	-	-	-	-
Carpenters	23.30	16.52	18.18	27.15	27.15	27.15	-	-	-	-	-	-	-
Butchers and meat cutters	11.56	5.41	5.57	16.40	16.51	17.20	-	-	-	-	-	-	-
Machine operators, assemblers, and													
inspectors	13.29	6.70	8.81	11.69	15.22	21.92	-	-	-	-	-	-	-
Miscellaneous machine operators,													
N.E.C.	15.20	9.58	10.85	14.39	19.11	24.68	-	-	-	-	-	-	-
Transportation and material moving													
occupations	15.12	7.80	10.63	14.24	19.28	19.28	-	-	-	-	-	-	-
Truck drivers	12.27	6.85	9.25	10.75	14.10	18.31	-	-	-	-	-	-	-
Motor transportation occupations,													
N.E.C.	8.05	5.25	6.00	8.15	9.77	10.53	-	-	-	-	-	-	-
Industrial truck and tractor equipment													
operators	13.06	8.50	10.50	14.24	15.40	15.40	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and													
laborers	11.49	7.00	8.00	10.37	12.83	19.01	-	-	-	-	-	-	-
Groundskeepers and gardeners													
except farm	10.22	7.00	9.20	10.57	11.19	12.13	-	-	-	-	-	-	-
Construction laborers	18.29	11.00	19.10	20.70	20.70	20.70	-	-	-	-	-	-	-
Stock handlers and baggers	9.30	6.01	6.50	8.52	12.58	12.78	-	-	-	-	-	-	-
Freight, stock, and material handlers,													
N.E.C.	11.47	7.45	8.00	11.00	12.70	18.82	-	-	-	-	-	-	-
Vehicle washers and equipment													
cleaners	11.61	6.30	7.00	8.86	19.01	19.01	-	-	-	-	-	-	-
Hand packers and packagers	9.37	6.85	8.00	8.75	10.70	12.55	-	-	-	-	-	-	-
Laborers except construction, N.E.C.													
.....	10.64	7.20	8.50	11.92	12.19	12.97	-	-	-	-	-	-	-
Service occupations	9.14	5.25	5.98	8.50	11.46	12.92	-	-	-	-	-	-	-
Protective service occupations	7.84	5.35	6.00	7.25	9.00	11.36	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Honolulu, HI, February 1999 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Service occupations (-Continued)													
Protective service occupations (-Continued)													
Guards and police except public service	\$7.79	\$5.35	\$6.00	\$7.25	\$8.50	\$11.36	-	-	-	-	-	-	-
Food service occupations	7.91	5.05	5.25	6.20	9.52	12.79	-	-	-	-	-	-	-
Supervisors, food preparation and service occupations	10.84	6.55	8.10	11.35	12.50	16.40	-	-	-	-	-	-	-
Bartenders	10.21	5.05	5.25	11.25	15.63	16.02	-	-	-	-	-	-	-
Waiters and waitresses	5.79	5.05	5.05	5.36	5.88	6.79	-	-	-	-	-	-	-
Cooks	11.97	7.00	9.00	11.50	15.15	16.79	-	-	-	-	-	-	-
Food counter, fountain, and related occupations	6.10	5.25	5.25	5.43	6.25	7.49	-	-	-	-	-	-	-
Kitchen workers, food preparation	8.87	6.20	6.50	8.50	11.12	11.76	-	-	-	-	-	-	-
Waiters/Waitresses' assistants	5.76	5.05	5.25	5.49	5.98	7.00	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	9.47	6.25	7.25	9.15	12.15	12.41	-	-	-	-	-	-	-
Health service occupations	11.57	8.91	10.53	11.73	12.34	13.72	-	-	-	-	-	-	-
Health aides, except nursing	11.57	8.75	10.74	11.91	12.35	14.06	-	-	-	-	-	-	-
Nursing aides, orderlies and attendants	11.57	8.91	10.53	11.36	12.18	13.72	-	-	-	-	-	-	-
Cleaning and building service occupations	10.83	7.81	9.88	11.35	11.59	12.35	-	-	-	-	-	-	-
Maids and housemen	11.00	9.73	10.30	11.46	11.59	11.59	-	-	-	-	-	-	-
Janitors and cleaners	10.51	6.50	8.89	10.64	11.81	14.84	-	-	-	-	-	-	-
Personal service occupations	10.16	5.25	6.35	7.70	10.85	15.11	-	-	-	-	-	-	-
Public transportation attendants	18.60	9.95	10.44	11.20	37.81	37.81	-	-	-	-	-	-	-
Baggage porters and bellhops	5.48	5.14	5.25	5.25	5.55	6.11	-	-	-	-	-	-	-
Welfare service aides	9.36	7.00	7.00	9.00	11.78	15.11	-	-	-	-	-	-	-
Early childhood teachers' assistants ..	9.74	7.09	7.54	9.85	10.95	12.30	-	-	-	-	-	-	-
Service occupations, N.E.C.	7.84	5.50	7.00	7.29	8.75	9.85	-	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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."

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Honolulu, HI, February 1999

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$17.27	\$7.88	\$10.81	\$14.46	\$20.99	\$28.65	\$9.56	\$5.25	\$5.92	\$7.40	\$10.15	\$17.03
All occupations excluding sales	17.66	8.18	10.92	15.00	21.63	29.05	9.97	5.25	5.75	7.25	11.12	19.45
White-collar occupations	20.20	9.69	12.69	17.31	24.65	32.39	12.17	6.00	7.00	9.25	15.20	23.00
White-collar occupations excluding sales	21.37	10.76	13.55	18.64	26.14	33.33	16.55	7.00	9.00	15.20	20.17	26.43
Professional specialty and technical occupations	26.17	13.78	18.01	23.44	29.45	38.15	23.36	12.50	19.50	22.60	26.43	32.19
Professional specialty occupations	27.43	14.84	19.60	25.97	30.89	38.15	24.11	10.00	19.00	23.28	26.85	35.09
Engineers, architects, and surveyors	22.71	18.01	18.73	20.26	26.00	30.50	-	-	-	-	-	-
Civil engineers	20.74	18.01	18.73	19.48	21.00	26.00	-	-	-	-	-	-
Mathematical and computer scientists	26.76	21.15	22.72	26.44	31.25	34.38	-	-	-	-	-	-
Computer systems analysts and scientists	26.82	21.15	22.07	26.44	31.25	34.38	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	32.94	18.83	24.37	26.90	27.99	38.83	27.52	20.00	20.17	26.31	27.43	38.82
Registered nurses	26.09	22.52	25.97	26.90	27.90	28.87	24.75	19.50	20.17	26.31	26.85	28.87
Teachers, college and university	42.11	26.22	41.58	44.98	46.78	48.85	-	-	-	-	-	-
Teachers, except college and university	26.06	17.19	20.42	25.26	31.38	37.04	-	-	-	-	-	-
Elementary school teachers	28.34	20.23	23.53	28.53	32.39	38.15	-	-	-	-	-	-
Secondary school teachers	28.55	21.08	23.53	28.25	34.51	37.04	-	-	-	-	-	-
Librarians, archivists, and curators	27.64	20.76	25.42	27.48	30.29	33.23	-	-	-	-	-	-
Librarians	27.64	20.76	25.42	27.48	30.29	33.23	-	-	-	-	-	-
Social scientists and urban planners	28.47	19.41	23.69	29.05	32.44	37.78	-	-	-	-	-	-
Social, recreation, and religious workers	19.78	12.47	16.36	21.06	22.79	24.09	-	-	-	-	-	-
Social workers	19.78	12.47	16.36	21.06	22.79	24.09	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	21.88	12.42	17.54	21.20	28.24	30.54	15.48	5.50	6.00	12.50	23.93	31.25
Technical occupations	22.23	13.31	14.68	18.91	21.20	25.26	-	-	-	-	-	-
Clinical laboratory technologists and technicians	17.59	12.31	13.10	13.79	23.81	23.81	-	-	-	-	-	-
Radiological technicians	21.11	19.18	20.43	20.90	22.11	22.11	-	-	-	-	-	-
Licensed practical nurses	14.20	11.38	13.30	14.78	15.63	15.80	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	17.40	12.78	13.31	15.84	21.28	21.78	-	-	-	-	-	-
Computer programmers	22.11	13.73	20.19	23.15	25.21	27.20	-	-	-	-	-	-
Technical and related occupations, N.E.C.	18.12	14.43	14.47	19.28	21.20	22.50	-	-	-	-	-	-
Executive, administrative, and managerial occupations	25.55	14.64	18.45	23.13	30.50	36.06	-	-	-	-	-	-
Executives, administrators, and managers	30.72	18.01	22.61	28.03	35.39	44.41	-	-	-	-	-	-
Financial managers	34.95	22.83	25.81	30.55	35.39	63.22	-	-	-	-	-	-
Managers, marketing, advertising and public relations	27.96	22.07	23.08	25.96	28.47	37.87	-	-	-	-	-	-
Administrators, education and related fields	31.92	22.19	23.65	32.92	33.26	44.59	-	-	-	-	-	-
Managers, medicine and health	38.85	28.60	35.44	37.17	41.55	41.55	-	-	-	-	-	-
Managers, food servicing and lodging establishments	18.70	12.12	13.15	15.00	26.71	29.57	-	-	-	-	-	-
Managers and administrators, N.E.C.	35.39	18.45	27.00	32.60	40.92	52.88	-	-	-	-	-	-
Management related occupations	21.59	13.50	16.96	21.75	25.38	31.29	-	-	-	-	-	-
Accountants and auditors	20.03	14.14	17.18	19.33	22.86	26.67	-	-	-	-	-	-
Other financial officers	21.30	13.70	16.83	18.27	25.94	31.29	-	-	-	-	-	-
Personnel, training, and labor relations specialists	25.49	19.13	22.40	22.40	31.52	34.28	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	23.11	13.85	18.77	24.73	29.66	29.90	-	-	-	-	-	-
Management related occupations, N.E.C.	19.93	12.48	13.50	18.70	25.38	26.14	-	-	-	-	-	-
Sales occupations	12.66	6.04	8.03	11.31	15.00	19.35	8.20	5.61	6.24	7.55	9.55	11.40
Supervisors, sales occupations	16.25	10.10	11.31	15.58	17.50	23.08	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Honolulu, HI, February 1999
— Continued**

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
White-collar occupations (-Continued)												
Sales occupations (-Continued)												
Sales occupations, other business services	\$15.60	\$10.53	\$11.25	\$13.10	\$22.30	\$22.83	—	—	—	—	—	—
Sales workers, other commodities	8.77	5.25	6.75	8.18	10.55	12.20	\$7.88	\$5.61	\$6.35	\$7.80	\$9.15	\$10.15
Cashiers	9.68	5.80	6.50	9.95	12.00	13.52	8.20	5.50	6.00	7.35	10.02	12.58
Administrative support occupations, including clerical	13.36	9.08	10.65	12.86	15.42	18.61	11.03	6.82	7.23	9.68	15.20	16.27
Supervisors, general office	18.94	14.36	17.51	18.32	21.36	23.55	—	—	—	—	—	—
Secretaries	15.21	11.78	12.98	15.00	16.88	20.18	—	—	—	—	—	—
Hotel clerks	13.69	11.32	12.93	14.38	14.41	15.27	—	—	—	—	—	—
Transportation ticket and reservation agents	12.35	7.70	8.93	10.76	15.88	18.94	11.57	6.67	7.00	8.15	15.34	19.34
Receptionists	10.46	7.25	8.67	11.15	11.48	12.92	—	—	—	—	—	—
Information clerks, N.E.C.	11.80	9.17	9.44	10.00	13.08	16.00	—	—	—	—	—	—
File clerks	9.47	6.92	8.19	10.00	10.70	10.80	—	—	—	—	—	—
Records clerks, N.E.C.	11.98	8.92	10.15	12.06	12.66	15.34	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.44	9.63	10.70	12.10	14.05	15.82	—	—	—	—	—	—
Payroll and timekeeping clerks	16.98	12.69	13.50	18.68	18.68	18.68	—	—	—	—	—	—
Billing clerks	12.28	11.22	11.22	11.64	13.05	14.10	—	—	—	—	—	—
Telephone operators	12.02	10.38	11.31	12.62	12.83	13.12	—	—	—	—	—	—
Stock and inventory clerks	11.53	8.00	8.77	10.35	12.26	16.14	—	—	—	—	—	—
Investigators and adjusters except insurance	13.82	9.20	10.75	13.95	15.53	22.47	—	—	—	—	—	—
General office clerks	11.34	8.39	9.09	9.80	12.86	16.80	—	—	—	—	—	—
Bank tellers	11.33	8.08	8.55	10.36	13.71	16.34	—	—	—	—	—	—
Administrative support occupations, N.E.C.	15.16	8.74	10.72	12.21	21.79	22.93	—	—	—	—	—	—
Blue-collar occupations	15.31	8.00	10.57	14.00	19.28	23.09	9.78	5.50	6.20	8.10	12.94	16.40
Precision production, craft, and repair occupations	20.08	13.94	16.92	19.49	22.74	28.30	13.61	6.38	9.00	13.86	16.40	19.45
Automobile mechanics	17.13	13.00	15.00	17.00	18.28	20.33	—	—	—	—	—	—
Heavy equipment mechanics	26.62	22.11	26.33	28.65	28.65	28.65	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	16.10	11.50	13.94	16.92	17.74	19.19	—	—	—	—	—	—
Carpenters	23.30	16.52	18.18	27.15	27.15	27.15	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	22.53	12.94	20.59	20.69	28.30	28.30	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	13.91	6.70	10.81	12.75	15.65	21.92	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	16.05	10.85	11.69	14.89	19.11	24.68	—	—	—	—	—	—
Transportation and material moving occupations	14.98	8.65	10.81	12.36	19.28	19.28	8.94	5.25	5.25	6.50	11.00	16.74
Truck drivers	11.78	7.40	10.50	10.81	11.95	16.40	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	11.49	7.45	8.86	10.70	12.13	19.01	9.20	5.80	6.20	7.50	10.86	13.36
Groundskeepers and gardeners except farm	10.06	9.69	9.69	9.98	10.25	11.19	—	—	—	—	—	—
Construction laborers	18.29	11.00	19.10	20.70	20.70	20.70	—	—	—	—	—	—
Stock handlers and baggers	10.35	7.28	8.05	10.13	12.58	12.78	8.13	5.80	6.20	6.99	9.30	13.36
Freight, stock, and material handlers, N.E.C.	11.20	7.34	8.00	11.00	11.63	18.08	—	—	—	—	—	—
Vehicle washers and equipment cleaners	11.61	6.30	7.00	8.86	19.01	19.01	—	—	—	—	—	—
Hand packers and packagers	9.31	6.85	8.00	8.75	10.70	12.55	—	—	—	—	—	—
Laborers except construction, N.E.C.	11.40	8.50	10.00	11.92	12.32	13.35	—	—	—	—	—	—
Service occupations	10.94	5.55	7.40	10.58	12.65	17.17	6.98	5.25	5.30	6.00	7.77	9.80
Protective service occupations	12.33	6.00	7.50	12.32	15.87	20.18	7.26	5.25	5.75	6.50	7.84	9.23
Guards and police except public service	8.14	5.50	6.25	7.50	9.18	12.11	7.24	5.25	5.75	6.50	7.77	9.18
Food service occupations	8.76	5.05	5.78	7.25	11.99	14.39	6.35	5.05	5.25	5.50	6.50	8.75

See footnotes at end of table.

**Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Honolulu, HI, February 1999
— Continued**

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Food service occupations (-Continued)												
Supervisors, food preparation and service occupations	\$10.96	\$6.55	\$8.10	\$11.35	\$12.62	\$16.40	—	—	—	—	—	—
Bartenders	10.38	5.25	5.25	12.00	15.63	16.02	—	—	—	—	—	—
Waiters and waitresses	5.93	5.05	5.05	5.55	5.88	7.23	\$5.35	\$5.05	\$5.05	\$5.05	\$5.35	\$6.00
Cooks	12.42	8.00	9.63	12.35	15.15	16.79	9.64	6.00	6.50	7.50	9.75	18.59
Food counter, fountain, and related occupations	7.47	5.05	5.55	6.31	7.75	12.79	5.67	5.25	5.25	5.30	5.85	6.55
Kitchen workers, food preparation	—	—	—	—	—	—	7.97	6.20	6.25	7.85	9.35	11.12
Waiters'/Waitresses' assistants	5.97	5.25	5.25	5.98	6.25	7.00	5.32	5.05	5.05	5.05	5.25	5.88
Food preparation occupations, N.E.C.	10.06	7.00	8.20	9.32	12.19	12.41	7.33	5.50	5.75	6.75	9.00	10.12
Health service occupations	11.39	8.91	10.04	11.25	12.18	13.72	8.98	5.75	5.75	10.73	11.34	12.41
Health aides, except nursing	11.50	8.75	10.74	11.91	12.34	14.06	—	—	—	—	—	—
Nursing aides, orderlies and attendants	11.35	8.91	9.84	10.80	12.05	13.50	11.22	10.73	10.73	11.26	11.50	12.41
Cleaning and building service occupations	11.79	9.19	9.69	11.36	11.90	17.81	7.99	6.00	6.00	7.40	9.69	10.01
Maids and housemen	11.06	9.95	10.48	11.46	11.59	11.59	9.80	9.00	9.00	10.01	10.04	11.81
Janitors and cleaners	10.37	8.18	9.69	9.69	11.16	13.76	7.66	6.00	6.00	6.20	9.69	9.69
Personal service occupations	11.13	5.55	7.00	8.75	12.00	16.55	7.00	5.25	6.00	6.50	7.77	9.12
Baggage porters and bellhops	5.55	5.05	5.14	5.55	5.55	6.11	—	—	—	—	—	—
Service occupations, N.E.C.	7.96	5.67	7.00	7.40	8.75	9.85	7.42	5.05	6.00	7.00	8.00	9.43

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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."

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Honolulu, HI, February 1999

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.1	\$675	\$576	1,981	\$34,205	\$29,640
All occupations excluding sales	39.1	690	594	1,976	34,891	30,451
White-collar occupations	39.0	789	683	1,958	39,555	34,923
White-collar occupations excluding sales	39.0	834	736	1,946	41,578	37,004
Professional specialty and technical occupations	38.4	1,004	908	1,861	48,712	43,910
Professional specialty occupations	38.6	1,057	1,013	1,831	50,227	46,920
Engineers, architects, and surveyors	40.3	915	810	2,095	47,577	42,141
Civil engineers	40.4	838	779	2,102	43,599	40,518
Mathematical and computer scientists	40.0	1,070	1,058	2,080	55,651	54,995
Computer systems analysts and scientists	40.0	1,073	1,058	2,080	55,778	54,995
Natural scientists	-	-	-	-	-	-
Health related occupations	39.9	1,315	1,076	2,073	68,306	55,952
Registered nurses	39.9	1,042	1,076	2,073	54,085	55,952
Teachers, college and university	37.5	1,581	1,730	1,469	61,872	67,486
Teachers, except college and university	36.2	943	908	1,561	40,683	38,677
Elementary school teachers	35.5	1,005	999	1,497	42,431	42,538
Secondary school teachers	36.1	1,029	1,017	1,534	43,787	42,762
Librarians, archivists, and curators	36.4	1,007	946	1,509	41,704	38,425
Librarians	36.4	1,007	946	1,509	41,704	38,425
Social scientists and urban planners	39.6	1,127	1,162	2,059	58,628	60,424
Social, recreation, and religious workers	40.0	791	842	2,080	41,149	43,805
Social workers	40.0	791	842	2,080	41,149	43,805
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	37.5	820	800	1,948	42,615	41,600
Technical occupations	37.7	839	756	1,962	43,613	39,333
Clinical laboratory technologists and technicians	40.0	704	552	2,080	36,593	28,683
Radiological technicians	40.0	844	836	2,080	43,899	43,472
Licensed practical nurses	40.0	568	591	2,080	29,537	30,742
Health technologists and technicians, N.E.C.	40.0	696	634	2,080	36,185	32,947
Computer programmers	40.0	884	926	2,080	45,980	48,152
Technical and related occupations, N.E.C.	40.0	725	771	2,080	37,692	40,102
Executive, administrative, and managerial occupations ...	40.4	1,032	948	2,098	53,618	49,275
Executives, administrators, and managers	41.2	1,267	1,158	2,138	65,674	60,216
Financial managers	42.4	1,483	1,244	2,207	77,131	64,665
Managers, marketing, advertising and public relations	40.9	1,144	1,096	2,128	59,484	56,992
Administrators, education and related fields	40.0	1,277	1,317	1,941	61,939	63,859
Managers, medicine and health	40.8	1,584	1,487	2,120	82,383	77,314
Managers, food servicing and lodging establishments	43.3	811	810	2,254	42,156	42,120
Managers and administrators, N.E.C.	41.6	1,473	1,349	2,164	76,581	70,122
Management related occupations	39.8	859	867	2,069	44,676	45,094
Accountants and auditors	39.6	793	773	2,060	41,256	40,206
Other financial officers	38.9	829	785	2,024	43,108	40,810
Personnel, training, and labor relations specialists	39.9	1,017	896	2,075	52,899	46,592
Purchasing agents and buyers, N.E.C.	40.0	925	989	2,080	48,076	51,438
Management related occupations, N.E.C.	40.0	797	748	2,080	41,461	38,896
Sales occupations	39.2	496	450	2,039	25,808	23,400
Supervisors, sales occupations	40.5	658	630	2,105	34,206	32,760
Sales occupations, other business services	40.0	624	524	2,080	32,450	27,248
Sales workers, other commodities	39.8	349	320	2,069	18,139	16,640
Cashiers	38.0	368	390	1,975	19,126	20,280
Administrative support occupations, including clerical	39.0	521	495	1,963	26,234	25,314
Supervisors, general office	40.3	764	733	2,098	39,735	38,106
Secretaries	39.7	603	595	2,064	31,382	30,957
Hotel clerks	38.8	531	575	2,017	27,626	29,910
Transportation ticket and reservation agents	39.9	493	430	2,074	25,626	22,381
Receptionists	39.7	415	442	1,934	20,222	22,984
Information clerks, N.E.C.	39.3	464	397	1,675	19,773	20,571
File clerks	40.0	379	400	2,080	19,690	20,800
Records clerks, N.E.C.	37.0	443	457	1,924	23,047	23,781
Bookkeepers, accounting and auditing clerks	39.6	493	484	2,061	25,639	25,168
Payroll and timekeeping clerks	39.4	669	747	2,048	34,764	38,854

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Honolulu, HI, February 1999 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Billing clerks	40.0	\$491	\$466	2,080	\$25,544	\$24,211
Telephone operators	40.0	481	505	2,080	24,999	26,250
Stock and inventory clerks	39.4	454	414	2,048	23,613	21,528
Investigators and adjusters except insurance	39.4	544	545	2,048	28,309	28,353
General office clerks	40.0	454	392	2,080	23,593	20,384
Bank tellers	38.5	436	410	2,002	22,682	21,299
Administrative support occupations, N.E.C.	39.7	601	488	2,063	31,264	25,397
Blue-collar occupations						
Precision production, craft, and repair occupations	39.7	608	560	2,028	31,059	28,558
Automobile mechanics	39.7	798	780	2,031	40,772	40,539
Heavy equipment mechanics	40.0	685	680	2,080	35,639	35,360
Mechanics and repairers, N.E.C.	39.6	1,055	1,146	2,060	54,841	59,592
Carpenters	37.4	602	592	1,945	31,329	30,794
Plumbers, pipefitters and steamfitters	40.0	932	1,086	1,580	36,813	32,198
Machine operators, assemblers, and inspectors	40.0	901	828	2,080	46,870	43,035
Miscellaneous machine operators, N.E.C.	39.1	544	469	2,036	28,313	24,378
Transportation and material moving occupations	40.0	642	596	2,080	33,392	30,971
Truck drivers	39.7	595	494	2,065	30,925	25,709
Handlers, equipment cleaners, helpers, and laborers	40.0	471	432	2,080	24,512	22,485
Groundskeepers and gardeners except farm	39.9	458	423	1,994	22,901	21,424
Construction laborers	39.6	398	399	2,058	20,714	20,758
Stock handlers and baggers	40.0	732	828	1,682	30,766	24,710
Freight, stock, and material handlers, N.E.C.	39.6	410	400	2,062	21,345	20,779
Vehicle washers and equipment cleaners	40.0	448	440	1,985	22,239	21,008
Hand packers and packagers	40.0	464	354	2,080	24,147	18,429
Laborers except construction, N.E.C.	40.0	372	350	2,080	19,359	18,200
	40.0	456	477	1,433	16,337	19,115
Service occupations						
Protective service occupations	38.5	421	400	1,997	21,848	20,696
Guards and police except public service	39.9	492	493	2,075	25,574	25,626
Food service occupations	39.8	324	300	2,069	16,834	15,600
Supervisors, food preparation and service occupations	36.9	324	266	1,920	16,824	13,817
Bartenders	41.5	455	454	2,159	23,667	23,608
Waiters and waitresses	36.5	379	336	1,896	19,687	17,472
Cooks	36.3	216	202	1,890	11,208	10,504
Food counter, fountain, and related occupations	37.3	463	432	1,939	24,096	22,448
Waiters'/Waitresses' assistants	32.2	240	209	1,672	12,486	10,881
Food preparation occupations, N.E.C.	37.6	224	239	1,953	11,656	12,438
Health service occupations	37.5	377	366	1,950	19,610	19,032
Health aides, except nursing	40.0	456	450	2,080	23,691	23,400
Nursing aides, orderlies and attendants	40.0	460	476	2,080	23,914	24,773
Cleaning and building service occupations	40.0	454	432	2,080	23,600	22,464
Maids and housemen	39.1	461	445	2,031	23,944	22,797
Janitors and cleaners	38.5	426	458	2,004	22,170	23,837
Personal service occupations	39.3	407	388	2,036	21,105	20,155
Baggage porters and bellhops	36.7	408	360	1,884	20,965	18,200
Service occupations, N.E.C.	38.2	212	222	1,988	11,033	11,544
	39.2	312	296	2,039	16,223	15,392

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

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, exclusive of overtime.

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."

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$16.29	\$15.61	—	\$17.27	\$9.56
All occupations excluding sales	16.83	16.22	—	17.66	9.97
White-collar occupations	19.40	18.77	—	20.20	12.17
Level 1	6.28	6.28	—	6.30	6.25
Level 2	8.93	8.93	—	9.35	8.20
Level 3	10.27	10.25	—	10.68	8.82
Level 4	12.55	12.56	—	12.79	10.37
Level 5	14.80	15.03	—	14.93	13.57
Level 6	15.73	16.01	—	15.80	—
Level 7	21.67	19.04	—	21.71	20.13
Level 8	19.55	19.98	—	19.48	—
Level 9	25.86	26.78	—	26.07	23.32
Level 10	31.40	28.47	—	31.40	—
Level 11	38.95	39.62	—	39.07	—
Level 12	37.25	37.25	—	37.25	—
Level 13	50.01	50.01	—	48.97	—
Level 14	70.68	70.68	—	70.68	—
Not able to be leveled	24.96	24.96	—	26.97	15.25
White-collar occupations excluding sales	21.09	21.03	—	21.37	16.55
Level 2	9.28	9.28	—	9.39	8.82
Level 3	11.35	11.51	—	11.52	10.09
Level 4	12.98	13.15	—	13.04	10.80
Level 5	14.66	14.89	—	14.58	15.56
Level 6	15.73	16.04	—	15.80	—
Level 7	21.82	19.23	—	21.87	20.13
Level 8	19.51	19.98	—	19.43	—
Level 9	25.73	26.65	—	25.94	23.32
Level 10	31.12	27.02	—	31.12	—
Level 11	38.95	39.62	—	39.07	—
Level 12	37.25	37.25	—	37.25	—
Level 13	50.01	50.01	—	48.97	—
Level 14	70.68	70.68	—	70.68	—
Not able to be leveled	24.96	24.96	—	26.97	15.25
Professional specialty and technical occupations	26.01	27.13	—	26.17	23.36
Professional specialty occupations	27.22	28.19	—	27.43	24.11
Level 5	13.47	13.47	—	13.59	—
Level 6	16.36	16.36	—	15.77	—
Level 7	24.19	21.76	—	24.21	—
Level 8	19.92	23.70	—	19.81	—
Level 9	25.78	25.96	—	26.00	24.23
Level 10	32.23	27.24	—	32.23	—
Level 11	29.50	29.98	—	29.16	—
Level 12	37.09	37.09	—	37.09	—
Level 13	55.98	55.98	—	55.49	—
Not able to be leveled	29.58	29.58	—	35.47	15.25
Engineers, architects, and surveyors	22.71	26.29	—	22.71	—
Mathematical and computer scientists	26.76	26.76	—	26.76	—
Natural scientists	—	—	—	—	—
Health related occupations	31.91	32.71	—	32.94	27.52
Level 7	21.39	—	—	—	—
Level 9	26.05	26.17	—	26.42	24.42
Level 11	29.83	30.87	—	29.02	—
Level 13	66.21	66.21	—	—	—
Teachers, college and university	42.11	37.68	—	42.11	—
Teachers, except college and university	25.94	23.10	—	26.06	—
Level 7	27.16	13.54	—	27.26	—
Level 8	19.80	—	—	19.80	—
Level 9	28.36	28.36	—	28.44	—
Librarians, archivists, and curators	27.64	27.64	—	27.64	—
Social scientists and urban planners	28.19	29.78	—	28.47	—
Social, religious, and recreation workers	19.78	17.08	—	19.78	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	20.80	20.80	—	21.88	15.48

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Writers, authors, entertainers, athletes, and professionals, N.E.C. (-Continued)					
Not able to be leveled	\$17.37	\$17.37	—	\$18.50	\$15.25
Technical occupations					
Level 4	22.12	24.43	—	22.23	—
Level 5	13.05	13.05	—	13.05	—
Level 6	14.87	14.37	—	14.86	—
Level 7	15.73	15.91	—	15.74	—
Level 8	20.23	20.23	—	20.30	—
Level 9	19.25	19.25	—	18.93	—
Level 9	23.88	31.54	—	24.30	—
Executive, administrative, and managerial occupations					
Level 6	25.46	26.49	—	25.55	—
Level 7	15.05	15.05	—	15.05	—
Level 7	18.37	16.40	—	18.42	—
Level 8	19.42	19.60	—	19.42	—
Level 9	26.86	26.93	—	26.86	—
Level 10	29.21	26.41	—	29.21	—
Level 11	35.73	35.73	—	35.73	—
Level 12	37.33	37.33	—	37.33	—
Level 14	61.72	61.72	—	61.72	—
Executives, administrators, and managers					
Level 7	30.64	31.82	—	30.72	—
Level 8	14.91	14.91	—	15.14	—
Level 8	20.06	21.32	—	20.06	—
Level 9	29.85	29.85	—	29.85	—
Level 10	25.41	25.41	—	25.41	—
Level 11	36.69	36.69	—	36.69	—
Level 12	37.33	37.33	—	37.33	—
Level 14	61.72	61.72	—	61.72	—
Management related occupations					
Level 6	21.54	19.87	—	21.59	—
Level 7	15.06	15.06	—	15.06	—
Level 8	18.92	17.38	—	18.93	—
Level 8	18.95	18.95	—	18.95	—
Level 9	23.77	22.83	—	23.77	—
Sales occupations					
Level 1	11.30	11.27	—	12.66	8.20
Level 2	6.17	6.17	—	6.23	6.07
Level 3	7.63	7.63	—	—	7.70
Level 4	8.97	8.97	—	9.32	8.30
Level 5	11.58	11.48	—	12.03	10.27
Level 7	15.47	15.47	—	16.80	8.65
Level 8	16.84	16.84	—	16.84	—
Level 8	19.96	19.96	—	19.96	—
Administrative support occupations, including clerical					
Level 2	13.17	13.27	—	13.36	11.03
Level 3	9.28	9.28	—	9.39	8.82
Level 3	11.35	11.51	—	11.52	10.09
Level 4	12.97	13.16	—	13.04	10.80
Level 5	14.72	15.24	—	14.60	15.76
Level 6	15.76	16.36	—	16.06	—
Level 7	18.28	18.28	—	18.28	—
Blue-collar occupations					
Level 1	14.96	15.15	—	15.31	9.78
Level 2	7.10	7.10	—	7.34	6.16
Level 3	9.15	9.15	—	9.27	7.83
Level 3	12.06	12.56	—	12.30	9.64
Level 4	15.60	16.65	—	15.64	—
Level 5	16.99	17.83	—	17.01	—
Level 6	18.95	19.26	—	18.88	—
Level 7	22.26	22.34	—	22.27	—
Level 9	28.78	28.78	—	28.78	—
Precision production, craft, and repair occupations					
Level 4	19.84	20.02	—	20.08	13.61
Level 5	15.59	16.47	—	16.07	—
Level 6	16.41	16.41	—	16.46	—
Level 6	18.79	19.00	—	18.72	—
Level 7	21.85	21.88	—	21.86	—
Level 9	29.13	29.13	—	29.13	—
Machine operators, assemblers, and inspectors					
	13.29	13.29	—	13.91	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Machine operators, assemblers, and inspectors (-Continued)					
Level 3	\$11.36	\$11.36	—	\$12.74	—
Level 5	17.91	17.91	—	17.91	—
Transportation and material moving occupations	14.69	15.12	—	14.98	\$8.94
Level 2	8.99	8.99	—	8.90	—
Level 3	11.47	11.47	—	—	—
Level 5	16.44	20.02	—	16.44	—
Handlers, equipment cleaners, helpers, and laborers	11.28	11.49	—	11.49	9.20
Level 1	7.74	7.74	—	8.04	6.62
Level 2	9.23	9.23	—	9.40	—
Level 3	12.46	13.66	—	12.51	11.74
Level 4	12.94	14.04	—	12.82	—
Level 5	19.47	19.47	—	—	—
Service occupations	9.96	9.14	—	10.94	6.98
Level 1	6.46	6.50	—	7.15	5.86
Level 2	8.38	8.50	—	8.97	6.75
Level 3	8.79	8.68	—	9.05	7.93
Level 4	11.81	11.57	—	12.08	9.37
Level 5	14.01	12.06	—	14.52	—
Level 6	14.78	—	—	15.00	—
Level 7	19.06	—	—	19.06	—
Protective service occupations	11.14	7.84	—	12.33	7.26
Level 1	6.65	6.65	—	—	—
Level 2	7.01	7.01	—	—	—
Level 3	8.91	9.04	—	9.68	8.16
Level 4	12.99	10.24	—	12.99	—
Food service occupations	7.93	7.91	—	8.76	6.35
Level 1	5.93	5.93	—	6.49	5.58
Level 2	7.81	7.81	—	8.61	6.61
Level 3	7.27	7.27	—	7.47	6.60
Level 4	10.30	10.28	—	10.77	8.03
Level 5	11.61	11.61	—	11.74	—
Health service occupations	11.02	11.57	—	11.39	8.98
Level 3	10.26	10.26	—	9.92	—
Level 4	11.40	11.59	—	11.37	11.71
Cleaning and building service occupations	11.40	10.83	—	11.79	7.99
Level 1	8.42	9.56	—	10.08	6.46
Level 2	10.22	10.22	—	10.38	—
Level 3	10.35	10.91	—	10.36	—
Level 4	11.71	11.71	—	—	—
Personal service occupations	9.68	10.16	—	11.13	7.00
Level 1	6.16	6.16	—	—	5.95
Level 2	6.42	6.72	—	—	—
Level 3	8.36	8.60	—	8.57	8.02
Level 4	15.08	15.08	—	15.67	—

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

² 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 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.

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."

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Civil engineers	\$20.74	—	—	\$20.74	—
Computer systems analysts and scientists	26.82	\$26.82	—	26.82	—
Physicians					
Level 13	66.21	66.21	—	—	—
Registered nurses	25.80	25.89	—	26.09	\$24.75
Level 9	26.09	26.21	—	26.46	24.43
Prekindergarten and kindergarten	15.65	15.65	—	—	—
Elementary school teachers	28.34	27.06	—	28.34	—
Secondary school teachers	28.55	28.75	—	28.55	—
Librarians	27.64	27.64	—	27.64	—
Social workers	19.78	17.08	—	19.78	—
Musicians and composers	23.50	23.50	—	—	—
Not able to be leveled	23.50	23.50	—	—	—
Dancers	13.22	13.22	—	—	—
Not able to be leveled	13.22	13.22	—	—	—
Technical occupations:					
Clinical laboratory technologists and technicians	17.60	17.60	—	17.59	—
Radiological technicians	21.11	21.11	—	21.11	—
Licensed practical nurses	14.29	15.00	—	14.20	—
Level 5	15.14	15.14	—	15.14	—
Level 6	13.08	—	—	—	—
Health technologists and technicians, N.E.C.	17.78	17.78	—	17.40	—
Airplane pilots and navigators	57.98	57.98	—	—	—
Computer programmers	22.11	22.11	—	22.11	—
Technical and related occupations, N.E.C.	18.12	18.12	—	18.12	—
Executive, administrative, and managerial occupations:					
Financial managers	34.95	34.95	—	34.95	—
Level 9	35.57	35.57	—	35.57	—
Managers, marketing, advertising and public relations	27.96	27.96	—	27.96	—
Level 9	24.40	24.40	—	24.40	—
Administrators, education and related fields	31.92	31.92	—	31.92	—
Managers, medicine and health	38.85	38.85	—	38.85	—
Managers, food servicing and lodging establishments	18.23	18.23	—	18.70	—
Managers and administrators, N.E.C.	35.39	35.39	—	35.39	—
Level 9	28.69	28.69	—	28.69	—
Level 11	41.55	41.55	—	41.55	—
Level 12	36.45	36.45	—	36.45	—
Accountants and auditors	20.03	19.80	—	20.03	—
Other financial officers	21.30	21.30	—	21.30	—
Personnel, training, and labor relations specialists	25.49	—	—	25.49	—
Purchasing agents and buyers, N.E.C.	23.11	23.11	—	23.11	—
Management related occupations, N.E.C.	19.93	18.04	—	19.93	—
Level 7	20.29	20.29	—	20.29	—
Level 9	25.67	—	—	25.67	—
Sales occupations:					
Supervisors, sales occupations	16.12	16.12	—	16.25	—
Level 4	10.24	10.24	—	—	—
Level 5	15.50	15.50	—	15.56	—
Level 8	19.53	19.53	—	19.53	—
Sales occupations, other business services	14.91	14.91	—	15.60	—
Sales workers, other commodities	8.29	8.29	—	8.77	7.88
Level 2	7.40	7.40	—	—	7.40
Level 3	8.82	8.82	—	9.13	8.58
Cashiers	9.20	8.95	—	9.68	8.20
Level 1	6.28	6.28	—	6.38	6.09
Level 3	9.40	9.40	—	9.71	8.01
Level 4	12.00	11.89	—	12.72	—
Sales support occupations, N.E.C.	13.39	13.39	—	—	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical:					
Supervisors, general office	\$18.94	\$18.94	—	\$18.94	—
Secretaries	15.21	14.83	—	15.21	—
Level 4	15.11	13.80	—	15.11	—
Level 5	15.38	15.86	—	15.38	—
Hotel clerks	13.04	13.04	—	13.69	—
Level 4	13.42	13.42	—	13.51	—
Transportation ticket and reservation agents	12.18	12.18	—	12.35	\$11.57
Level 3	10.96	10.96	—	—	—
Receptionists	10.01	9.70	—	10.46	—
Level 2	8.42	8.42	—	—	—
Level 3	11.29	11.15	—	11.29	—
Information clerks, N.E.C.	11.60	11.60	—	11.80	—
File clerks	9.30	9.30	—	9.47	—
Level 2	9.43	9.43	—	—	—
Records clerks, N.E.C.	12.25	12.25	—	11.98	—
Level 5	13.88	13.88	—	13.45	—
Bookkeepers, accounting and auditing clerks	12.36	12.73	—	12.44	—
Level 3	12.20	12.20	—	12.46	—
Level 4	12.01	12.68	—	12.01	—
Payroll and timekeeping clerks	16.98	16.98	—	16.98	—
Billing clerks	11.57	11.57	—	12.28	—
Telephone operators	12.02	12.02	—	12.02	—
Traffic, shipping and receiving clerks	13.32	13.32	—	—	—
Stock and inventory clerks	12.20	12.20	—	11.53	—
Level 5	12.86	12.86	—	—	—
Investigators and adjusters except insurance	13.82	13.82	—	13.82	—
General office clerks	11.06	11.84	—	11.34	—
Level 3	11.67	11.67	—	11.67	—
Level 4	11.36	13.24	—	11.49	—
Bank tellers	11.33	11.33	—	11.33	—
Data entry keyers	12.01	12.01	—	—	—
Administrative support occupations, N.E.C.	14.49	14.49	—	15.16	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Automobile mechanics	17.13	17.13	—	17.13	—
Heavy equipment mechanics	26.62	26.62	—	26.62	—
Level 7	26.67	26.67	—	26.67	—
Mechanics and repairers, N.E.C.	16.04	16.19	—	16.10	—
Level 6	15.91	—	—	15.91	—
Carpenters	23.30	23.30	—	23.30	—
Plumbers, pipefitters and steamfitters	22.53	—	—	22.53	—
Butchers and meat cutters	11.56	11.56	—	—	—
Bakers	18.73	—	—	—	—
Machine operators, assemblers, and inspectors:					
Miscellaneous machine operators, N.E.C.	15.20	15.20	—	16.05	—
Transportation and material moving occupations:					
Truck drivers	11.89	12.27	—	11.78	—
Level 2	8.45	8.45	—	—	—
Level 4	12.25	15.04	—	—	—
Motor transportation occupations, N.E.C.	8.05	8.05	—	—	—
Industrial truck and tractor equipment operators ..	13.06	13.06	—	—	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm	10.00	10.22	—	10.06	—
Level 3	10.08	10.79	—	10.08	—
Construction laborers	18.29	18.29	—	18.29	—
Stock handlers and baggers	9.30	9.30	—	10.35	8.13
Level 1	6.76	6.76	—	—	6.40
Level 2	7.96	7.96	—	—	—
Level 3	9.97	9.97	—	—	9.84
Freight, stock, and material handlers, N.E.C.	11.47	11.47	—	11.20	—
Vehicle washers and equipment cleaners	11.61	11.61	—	11.61	—
Hand packers and packagers	9.37	9.37	—	9.31	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Handlers, equipment cleaners, helpers, and laborers: (-Continued)					
Laborers except construction, N.E.C.	\$10.64	\$10.64	—	\$11.40	—
Service occupations:					
Protective service occupations:					
Guards and police except public service	7.79	7.79	—	8.14	\$7.24
Level 1	6.65	6.65	—	—	—
Level 2	7.01	7.01	—	—	—
Level 3	8.91	9.04	—	9.68	8.12
Food service occupations:					
Supervisors, food preparation and service occupations	10.84	10.84	—	10.96	—
Level 5	10.42	10.42	—	10.42	—
Bartenders	10.21	10.21	—	10.38	—
Level 4	11.07	11.07	—	10.93	—
Waiters and waitresses	5.79	5.79	—	5.93	5.35
Level 1	5.70	5.70	—	—	—
Level 2	5.62	5.62	—	—	—
Level 3	5.74	5.74	—	5.87	5.05
Level 4	6.17	6.17	—	—	—
Cooks	11.91	11.97	—	12.42	9.64
Level 3	8.28	8.28	—	—	—
Level 4	12.41	12.53	—	12.47	—
Food counter, fountain, and related occupations	6.10	6.10	—	7.47	5.67
Level 3	7.88	7.88	—	—	—
Kitchen workers, food preparation	8.87	8.87	—	—	7.97
Level 3	8.31	8.31	—	—	—
Waiters'/Waitresses' assistants	5.76	5.76	—	5.97	5.32
Level 1	5.61	5.61	—	—	5.21
Food preparation occupations, N.E.C.	9.47	9.47	—	10.06	7.33

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Honolulu, HI, February 1999 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Food service occupations: (-Continued)					
Food preparation occupations, N.E.C. (-Continued)					
Level 1	\$7.42	\$7.42	—	\$7.79	—
Level 2	10.09	10.09	—	11.28	\$7.78
Level 3	10.42	10.42	—	10.42	—
Health service occupations:					
Health aides, except nursing	10.37	11.57	—	11.50	—
Level 4	11.95	11.95	—	11.88	—
Nursing aides, orderlies and attendants	11.33	11.57	—	11.35	11.22
Level 3	10.35	10.35	—	10.03	—
Level 4	11.19	11.44	—	11.18	—
Cleaning and building service occupations:					
Maids and housemen	11.00	11.00	—	11.06	9.80
Level 2	10.91	10.91	—	10.99	—
Level 3	11.00	11.00	—	11.00	—
Janitors and cleaners	9.91	10.51	—	10.37	7.66
Level 1	7.32	8.50	—	—	—
Level 2	8.87	8.87	—	9.12	—
Level 3	10.16	10.85	—	10.16	—
Level 4	11.71	11.71	—	—	—
Personal service occupations:					
Public transportation attendants	18.60	18.60	—	—	—
Baggage porters and bellhops	5.48	5.48	—	5.55	—
Welfare service aides	9.36	9.36	—	—	—
Early childhood teachers' assistants	9.74	9.74	—	—	—
Service occupations, N.E.C.	7.84	7.84	—	7.96	7.42
Level 1	6.77	6.77	—	—	—

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

² 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 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.

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."

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Honolulu, HI, February 1999

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$17.27	\$9.56	\$17.80	\$15.20	\$16.25	\$18.48
All occupations excluding sales	17.66	9.97	17.96	15.90	16.80	20.98
White-collar occupations	20.20	12.17	20.60	18.71	19.39	19.63
White-collar excluding sales	21.37	16.55	21.14	21.05	21.03	—
Professional specialty and technical occupations	26.17	23.36	25.30	26.85	26.01	—
Professional specialty occupations	27.43	24.11	26.23	28.70	27.22	—
Technical occupations	22.23	—	20.43	23.11	22.12	—
Executive, administrative, and managerial occupations ...	25.55	—	—	26.00	25.16	—
Sales occupations	12.66	8.20	12.80	11.06	10.37	17.34
Administrative support including clerical occupations	13.36	11.03	13.72	12.83	13.16	—
Blue-collar occupations	15.31	9.78	16.57	12.10	14.93	17.43
Precision production, craft, and repair occupations	20.08	13.61	20.56	17.86	19.88	—
Machine operators, assemblers, and inspectors	13.91	—	13.19	13.35	13.29	—
Transportation and material moving occupations	14.98	8.94	16.97	10.60	14.66	—
Handlers, equipment cleaners, helpers, and laborers	11.49	9.20	12.53	9.31	11.28	—
Service occupations	10.94	6.98	12.78	8.39	9.97	—

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

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

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

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

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

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

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."

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Honolulu, HI, February 1999

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$15.61	\$20.96	—	\$24.77	\$17.71	\$15.22	—	—	—	\$15.81
All occupations excluding sales	16.22	21.33	—	24.77	18.18	15.81	—	—	—	16.13
White-collar occupations	18.77	23.09	—	26.69	21.20	18.56	—	—	—	21.00
White-collar excluding sales	21.03	24.46	—	26.69	23.05	20.83	—	—	—	22.02
Professional specialty and technical occupations	27.13	—	—	—	—	27.19	—	—	—	26.57
Professional specialty occupations	28.19	—	—	—	—	28.24	—	—	—	29.26
Technical occupations	24.43	—	—	—	—	24.60	—	—	—	18.56
Executive, administrative, and managerial occupations	26.49	29.03	—	30.03	27.09	26.19	—	—	—	25.06
Sales occupations	11.27	11.86	—	—	11.86	11.26	—	—	—	7.41
Administrative support, including clerical occupations	13.27	17.75	—	—	17.93	13.08	—	—	—	12.70
Blue-collar occupations	15.15	19.75	—	24.04	14.94	14.04	—	—	—	12.26
Precision production, craft, and repair occupations	20.02	22.11	—	25.07	14.56	18.90	—	—	—	17.92
Machine operators, assemblers, and inspectors	13.29	17.14	—	—	16.91	11.47	—	—	—	10.64
Transportation and material moving occupations	15.12	19.76	—	25.09	15.90	14.63	—	—	—	9.90
Handlers, equipment cleaners, helpers, and laborers	11.49	15.58	—	—	11.36	10.96	—	—	—	10.40
Service occupations	9.14	—	—	—	—	9.13	—	—	—	9.60

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

² All workers include full-time and part-time workers. 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. N.E.C. means "not elsewhere classified."

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Honolulu, HI, February 1999

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$15.61	\$13.82	\$16.16	\$15.63	\$16.92
All occupations excluding sales	16.22	14.49	16.73	16.23	17.41
White-collar occupations	18.77	17.51	19.12	19.08	19.17
White-collar excluding sales	21.03	20.83	21.07	21.53	20.53
Professional specialty and technical occupations	27.13	24.01	27.93	29.86	26.18
Professional specialty occupations	28.19	25.43	28.87	29.56	28.18
Technical occupations	24.43	20.83	25.47	30.82	21.76
Executive, administrative, and managerial occupations ...	26.49	27.30	26.23	27.38	24.24
Sales occupations	11.27	9.95	11.79	11.79	11.80
Administrative support, including clerical occupations	13.27	12.69	13.38	13.00	13.86
Blue-collar occupations	15.15	13.32	15.79	14.66	17.49
Precision production, craft, and repair occupations	20.02	17.91	20.87	21.02	20.63
Machine operators, assemblers, and inspectors	13.29	12.46	13.68	13.47	-
Transportation and material moving occupations	15.12	10.72	15.96	13.61	-
Handlers, equipment cleaners, helpers, and laborers	11.49	11.13	11.65	10.39	13.66
Service occupations	9.14	7.64	9.66	8.93	10.79

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

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

Table C-4. Number of workers¹ represented by occupational group, Honolulu, HI, February 1999

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	215,346	164,246	—
All occupations excluding sales	192,198	141,576	—
White-collar occupations	119,230	85,907	—
White-collar excluding sales	96,082	63,238	—
Professional specialty and technical occupations	41,700	23,780	—
Professional specialty occupations	32,534	17,314	—
Technical occupations	9,166	6,467	—
Executive, administrative, and managerial occupations ...	17,995	12,330	—
Sales occupations	23,148	22,669	—
Administrative support including clerical occupations	36,387	27,127	—
Blue-collar occupations	39,868	34,174	—
Precision production, craft, and repair occupations	11,523	9,298	—
Machine operators, assemblers, and inspectors	3,115	3,115	—
Transportation and material moving occupations	10,798	9,662	—
Handlers, equipment cleaners, helpers, and laborers	14,432	12,100	—
Service occupations	56,248	44,165	—

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 occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Honolulu, HI, Metropolitan Statistical Area includes Honolulu County.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to em-

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy 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

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

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

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

establishment.

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

The number of jobs 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>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

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

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong. In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

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

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

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. 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.

Wage data collected in prior surveys 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 supervision received, 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.

Collection period

The survey data were collected over several months. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

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

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note 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 and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of 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 nonre-

responding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	Establish- ments
Total in sample	340
Responding	244
Out of business or not in survey scope	16
Unable or refused to pro- vide data	80

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

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.

The number of workers estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve only to indicate the relative importance of the occupational groups studied.

Data reliability

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

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Honolulu, HI, February 1999

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,103	240	85	155	117	38
Private industry	1,097	234	85	149	116	33
Goods-producing industries	102	26	14	12	10	2
Construction	60	12	7	5	4	1
Manufacturing	41	14	7	7	6	1
Service-producing industries	995	208	71	137	106	31
Transportation and public utilities	100	26	5	21	17	4
Wholesale and retail trade	422	59	31	28	23	5
Finance, insurance and real estate	75	14	5	9	7	2
Services	397	109	30	79	59	20
State and local government	6	6	-	6	1	5

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

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Honolulu, HI, February 1999

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.6	2.9	-
All occupations excluding sales	2.8	3.2	-
White-collar occupations	3.4	4.0	-
White-collar occupations excluding sales	3.6	4.3	-
Professional specialty and technical occupations	5.8	8.1	-
Professional specialty occupations	6.3	9.0	-
Engineers, architects, and surveyors	6.1	4.0	-
Civil engineers	5.6	-	-
Mathematical and computer scientists	5.4	5.4	-
Computer systems analysts and scientists	5.5	5.5	-
Natural scientists	-	-	-
Health related occupations	17.0	17.6	-
Registered nurses	1.6	1.7	-
Teachers, college and university	6.4	18.2	-
Teachers, except college and university	4.0	6.6	-
Prekindergarten and kindergarten	16.4	16.4	-
Elementary school teachers	1.4	6.2	-
Secondary school teachers	0.6	2.5	-
Librarians, archivists, and curators	6.1	6.1	-
Librarians	6.1	6.1	-
Social scientists and urban planners	7.0	10.9	-
Social, recreation, and religious workers	8.6	10.1	-
Social workers	8.6	10.1	-
Lawyers and judges	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	10.7	10.7	-
Musicians and composers	7.6	7.6	-
Dancers	25.9	25.9	-
Technical occupations	13.0	16.3	-
Clinical laboratory technologists and technicians	10.9	10.9	-
Radiological technicians	2.0	2.0	-
Licensed practical nurses	3.0	1.7	-
Health technologists and technicians, N.E.C.	6.6	6.6	-
Airplane pilots and navigators	28.3	28.3	-
Computer programmers	7.0	7.0	-
Technical and related occupations, N.E.C.	8.4	8.4	-
Executive, administrative, and managerial occupations ..	4.2	4.5	-
Executives, administrators, and managers	5.4	4.3	-
Financial managers	9.7	9.7	-
Managers, marketing, advertising and public relations	7.5	7.5	-
Administrators, education and related fields	10.2	10.2	-
Managers, medicine and health	8.4	8.4	-
Managers, food servicing and lodging establishments	12.6	12.6	-
Managers and administrators, N.E.C.	7.4	7.4	-
Management related occupations	6.8	5.2	-
Accountants and auditors	6.5	6.9	-
Other financial officers	10.4	10.4	-
Personnel, training, and labor relations specialists	11.9	-	-
Purchasing agents and buyers, N.E.C.	8.7	8.7	-
Management related occupations, N.E.C.	12.4	11.1	-
Sales occupations	4.5	4.6	-
Supervisors, sales occupations	7.9	7.9	-
Sales occupations, other business services	15.1	15.1	-
Sales workers, other commodities	4.3	4.3	-
Cashiers	5.3	5.1	-
Sales support occupations, N.E.C.	8.5	8.5	-
Administrative support occupations, including clerical	2.0	2.0	-
Supervisors, general office	4.9	4.9	-
Secretaries	2.9	3.4	-
Hotel clerks	4.3	4.3	-

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Honolulu, HI, February 1999 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Transportation ticket and reservation agents	5.9	5.9	—
Receptionists	4.7	5.4	—
Information clerks, N.E.C.	6.0	6.0	—
File clerks	4.0	4.0	—
Records clerks, N.E.C.	4.3	4.3	—
Bookkeepers, accounting and auditing clerks	3.5	3.0	—
Payroll and timekeeping clerks	7.1	7.1	—
Billing clerks	6.4	6.4	—
Telephone operators	2.0	2.0	—
Traffic, shipping and receiving clerks	18.6	18.6	—
Stock and inventory clerks	7.8	7.8	—
Investigators and adjusters except insurance	10.4	10.4	—
General office clerks	8.8	8.3	—
Bank tellers	10.6	10.6	—
Data entry keyers	6.0	6.0	—
Administrative support occupations, N.E.C.	13.3	13.3	—
Blue-collar occupations			
Precision production, craft, and repair occupations	3.4	3.5	—
Automobile mechanics	3.3	4.0	—
Heavy equipment mechanics	6.4	6.4	—
Mechanics and repairers, N.E.C.	4.0	4.0	—
Carpenters	4.7	4.9	—
Plumbers, pipefitters and steamfitters	9.1	9.1	—
Butchers and meat cutters	9.4	—	—
Bakers	24.3	24.3	—
Machine operators, assemblers, and inspectors	3.8	—	—
Miscellaneous machine operators, N.E.C.	12.2	12.2	—
Transportation and material moving occupations	15.5	15.5	—
Truck drivers	4.9	5.1	—
Motor transportation occupations, N.E.C.	5.7	8.5	—
Industrial truck and tractor equipment operators ..	9.2	9.2	—
Handlers, equipment cleaners, helpers, and laborers	9.8	9.8	—
Groundskeepers and gardeners except farm	4.1	4.8	—
Construction laborers	2.3	5.1	—
Stock handlers and baggers	6.5	6.5	—
Freight, stock, and material handlers, N.E.C.	4.5	4.5	—
Vehicle washers and equipment cleaners	7.7	7.7	—
Hand packers and packagers	24.2	24.2	—
Laborers except construction, N.E.C.	5.9	5.9	—
.....	6.0	6.0	—
Service occupations			
Protective service occupations	3.9	2.5	—
Guards and police except public service	9.3	5.9	—
Food service occupations	5.7	5.9	—
Supervisors, food preparation and service occupations	3.8	3.8	—
Bartenders	11.3	11.3	—
Waiters and waitresses	13.9	13.9	—
Cooks	5.6	5.6	—
Food counter, fountain, and related occupations	6.0	6.2	—
Kitchen workers, food preparation	4.6	4.6	—
Waiters/Waitresses' assistants	7.7	7.7	—
Food preparation occupations, N.E.C.	3.6	3.6	—
Health service occupations	5.2	5.2	—
Health aides, except nursing	4.4	3.1	—
Nursing aides, orderlies and attendants	10.0	3.9	—
Cleaning and building service occupations	3.7	4.0	—
Maids and housemen	8.4	2.1	—
Janitors and cleaners	1.4	1.4	—
Personal service occupations	3.7	3.7	—
.....	5.5	5.5	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Honolulu, HI, February 1999 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Personal service occupations (-Continued)			
Public transportation attendants	18.5	18.6	—
Baggage porters and bellhops	2.1	2.1	—
Welfare service aides	14.4	14.4	—
Early childhood teachers' assistants	4.2	4.2	—
Service occupations, N.E.C.	6.0	6.0	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

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."

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Honolulu, HI, February 1999

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	3
All occupations excluding sales	5	6	3
White-collar occupations	6	7	4
White-collar occupations excluding sales	7	7	6
Professional specialty and technical occupations	8	8	9
Professional specialty occupations	9	9	9
Engineers, architects, and surveyors	9	9	—
Civil engineers	9	9	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	—	—	—
Health related occupations	9	9	9
Registered nurses	9	9	8
Teachers, college and university	11	11	—
Teachers, except college and university	7	7	—
Prekindergarten and kindergarten	7	—	—
Elementary school teachers	7	7	—
Secondary school teachers	7	7	—
Librarians, archivists, and curators	10	10	—
Librarians	10	10	—
Social scientists and urban planners	11	11	—
Social, recreation, and religious workers	9	9	—
Social workers	9	9	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	7	8	5
Musicians and composers	—	—	—
Dancers	—	—	—
Technical occupations	7	7	—
Clinical laboratory technologists and technicians	7	7	—
Radiological technicians	7	7	—
Licensed practical nurses	6	6	—
Health technologists and technicians, N.E.C.	7	6	—
Airplane pilots and navigators	10	—	—
Computer programmers	8	8	—
Technical and related occupations, N.E.C.	8	8	—
Executive, administrative, and managerial occupations	9	9	—
Executives, administrators, and managers	10	10	—
Financial managers	10	10	—
Managers, marketing, advertising and public relations ..	10	10	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	12	12	—
Managers, food servicing and lodging establishments ...	8	8	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Other financial officers	8	8	—
Personnel, training, and labor relations specialists	8	8	—
Purchasing agents and buyers, N.E.C.	8	8	—
Management related occupations, N.E.C.	8	8	—
Sales occupations	4	4	3
Supervisors, sales occupations	6	6	—
Sales occupations, other business services	5	5	—
Sales workers, other commodities	3	3	3
Cashiers	3	3	3
Sales support occupations, N.E.C.	4	—	—
Administrative support occupations, including clerical	4	4	4
Supervisors, general office	7	7	—
Secretaries	5	5	—
Hotel clerks	4	4	—
Transportation ticket and reservation agents	3	3	3
Receptionists	2	3	—
Information clerks, N.E.C.	4	4	—
File clerks	2	2	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	4	4	—
Billing clerks	4	4	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Honolulu, HI, February 1999 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Telephone operators	3	3	—
Traffic, shipping and receiving clerks	3	—	—
Stock and inventory clerks	4	4	—
Investigators and adjusters except insurance	4	4	—
General office clerks	4	4	—
Bank tellers	3	3	—
Data entry keyers	4	—	—
Administrative support occupations, N.E.C.	4	5	—
Blue-collar occupations			
Precision production, craft, and repair occupations	4	4	3
Automobile mechanics	6	6	4
Heavy equipment mechanics	6	6	—
Mechanics and repairers, N.E.C.	7	7	—
Carpenters	6	6	—
Plumbers, pipefitters and steamfitters	6	6	—
Butchers and meat cutters	7	7	—
Bakers	4	—	—
Machine operators, assemblers, and inspectors	5	—	—
Miscellaneous machine operators, N.E.C.	3	4	—
Transportation and material moving occupations	4	4	—
Truck drivers	4	4	—
Motor transportation occupations, N.E.C.	2	—	—
Industrial truck and tractor equipment operators	3	—	—
Handlers, equipment cleaners, helpers, and laborers	3	3	2
Groundskeepers and gardeners except farm	3	3	—
Construction laborers	3	3	—
Stock handlers and baggers	5	5	—
Freight, stock, and material handlers, N.E.C.	2	3	2
Vehicle washers and equipment cleaners	3	3	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	2	3	—
Service occupations			
Protective service occupations	3	4	2
Guards and police except public service	3	4	2
Food service occupations	2	2	2
Supervisors, food preparation and service occupations	3	3	2
Bartenders	5	5	—
Waiters and waitresses	4	4	—
Cooks	3	3	3
Food counter, fountain, and related occupations	4	4	4
Kitchen workers, food preparation	2	2	2
Waiters/Waitresses' assistants	3	—	2
Food preparation occupations, N.E.C.	2	2	1
Health service occupations	2	2	2
Health aides, except nursing	4	4	3
Nursing aides, orderlies and attendants	3	4	—
Cleaning and building service occupations	4	4	4
Maids and housemen	3	3	2
Janitors and cleaners	3	3	2
Personal service occupations	2	3	2
Public transportation attendants	3	4	2
Baggage porters and bellhops	4	—	—
Welfare service aides	2	3	—
Early childhood teachers' assistants	4	—	—
Service occupations, N.E.C.	3	—	—
	2	2	2

¹ 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. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

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."