

Cleveland–Akron, OH National Compensation Survey August 1999



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

May 2000

Bulletin 3100–20

Preface

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

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

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

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

The data contained in this bulletin are also available at <http://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 and Planning, or at the BLS Internet site.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	6
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	9
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	15
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	19
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	27
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	34
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	37
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	38
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	39
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	40
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	43
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	46
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	48
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	51
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
Appendix table 2. Number of establishments represented and studied.....	A – 6
Appendix table 3. Median work levels for selected occupations	A – 7
B. Occupational Classifications.....	B – 1
C. Generic Leveling Criteria.....	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

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

NCS products

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

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.43	1.9	35.6	\$15.71	2.3	35.6	\$19.58	2.6	35.2
Worker characteristics:⁴									
White-collar occupations ⁵	19.87	2.5	35.7	19.16	3.1	36.0	22.38	3.6	34.7
Professional specialty and technical	23.55	2.0	35.6	22.32	2.6	36.7	26.38	3.7	33.4
Executive, administrative, and managerial	28.18	4.2	39.2	29.43	4.7	39.1	24.03	8.8	39.7
Sales	16.03	8.9	32.2	16.01	9.0	32.1	-	-	-
Administrative support	12.23	3.0	35.3	12.07	3.5	35.5	12.97	3.2	34.4
Blue-collar occupations ⁵	14.13	2.4	37.9	13.99	2.6	37.9	15.82	3.5	37.4
Precision production, craft, and repair	17.85	2.3	40.1	18.18	2.5	40.1	15.87	3.8	39.9
Machine operators, assemblers, and inspectors	12.91	3.7	39.6	12.89	3.8	39.6	-	-	-
Transportation and material moving	15.67	5.5	37.1	15.41	7.1	38.2	16.49	6.5	33.8
Handlers, equipment cleaners, helpers, and laborers	10.83	3.1	32.6	10.67	3.3	32.3	13.45	6.6	40.0
Service occupations ⁵	10.01	4.8	31.3	7.98	3.0	29.9	14.87	5.5	35.5
Full time	17.44	1.9	39.6	16.80	2.3	39.7	20.16	2.8	39.5
Part time	9.24	4.4	20.6	8.39	3.6	21.2	14.19	8.4	17.5
Union	17.48	2.1	36.9	15.90	3.1	36.6	19.30	3.1	37.2
Nonunion	16.01	2.6	35.1	15.66	2.8	35.4	20.27	5.3	31.3
Time	16.21	1.8	35.4	15.39	2.3	35.5	19.58	2.6	35.2
Incentive	20.69	11.5	38.4	20.69	11.5	38.4	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	13.60	6.4	33.8	13.59	6.6	33.8	14.10	2.0	33.5
100-499 workers	15.19	3.7	35.6	14.58	4.0	35.9	20.55	4.3	33.1
500 workers or more	18.89	2.2	36.4	18.59	2.8	36.7	19.49	3.3	36.0

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

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

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.43	1.9	\$15.71	2.3	\$19.58	2.6
All excluding sales	16.45	1.9	15.69	2.3	19.59	2.6
White collar	19.87	2.5	19.16	3.1	22.38	3.6
White collar excluding sales	20.34	2.5	19.66	3.2	22.42	3.6
Professional specialty and technical	23.55	2.0	22.32	2.6	26.38	3.7
Professional specialty	25.23	2.2	24.10	2.8	27.30	3.9
Engineers, architects, and surveyors	28.49	3.3	28.50	3.4	—	—
Industrial engineers	26.49	5.3	26.49	5.3	—	—
Mechanical engineers	24.34	6.4	24.34	6.4	—	—
Engineers, n.e.c.	29.50	3.7	29.50	3.7	—	—
Mathematical and computer scientists	28.53	2.7	28.83	2.7	—	—
Computer systems analysts and scientists	28.65	3.1	28.99	3.1	—	—
Natural scientists	26.58	13.0	—	—	—	—
Health related	23.23	4.4	22.39	4.4	28.24	13.4
Physicians	37.79	19.4	36.03	26.6	—	—
Registered nurses	20.90	1.6	20.54	1.4	23.80	8.0
Respiratory therapists	18.02	1.9	18.02	1.9	—	—
Physical therapists	28.94	5.3	28.94	5.3	—	—
Teachers, college and university	32.80	5.5	29.55	5.9	36.01	7.2
Other post-secondary teachers	36.28	7.4	—	—	36.28	7.4
Teachers, except college and university	27.19	5.4	15.68	12.9	30.26	5.3
Prekindergarten and kindergarten	16.84	33.1	—	—	—	—
Elementary school teachers	31.03	4.0	—	—	34.03	3.4
Secondary school teachers	32.52	5.0	22.29	6.6	37.34	2.0
Teachers, n.e.c.	24.99	6.5	—	—	25.78	5.7
Vocational and educational counselors	23.23	15.3	—	—	23.23	15.3
Librarians, archivists, and curators	25.25	9.5	25.19	13.5	25.36	11.9
Librarians	21.73	8.7	18.63	5.7	25.50	11.8
Social scientists and urban planners	27.06	8.8	—	—	—	—
Social, recreation, and religious workers	16.90	6.2	14.71	3.7	17.84	7.8
Social workers	16.90	6.2	14.71	3.7	17.85	7.9
Lawyers and judges	26.47	18.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.20	6.8	20.73	7.2	—	—
Professional, n.e.c.	20.20	9.5	19.13	10.6	—	—
Technical	17.41	4.9	17.46	5.5	17.10	7.9
Clinical laboratory technologists and technicians	14.89	2.7	14.89	2.7	—	—
Radiological technicians	17.85	7.4	18.58	6.3	—	—
Licensed practical nurses	15.01	5.0	14.19	1.9	—	—
Health technologists and technicians, n.e.c.	14.85	7.3	15.66	4.7	—	—
Electrical and electronic technicians	18.68	8.6	18.85	9.2	—	—
Engineering technicians, n.e.c.	13.17	12.2	13.12	12.4	—	—
Drafters	14.32	8.6	14.31	8.7	—	—
Computer programmers	19.88	7.5	19.80	8.0	—	—
Technical and related, n.e.c.	17.16	6.4	16.73	8.8	18.17	6.4
Executive, administrative, and managerial	28.18	4.2	29.43	4.7	24.03	8.8
Executives, administrators, and managers	32.87	5.6	34.92	6.1	26.45	11.7
Administrators and officials, public administration	25.30	23.4	—	—	25.30	23.4
Financial managers	34.43	7.9	34.45	8.0	—	—
Managers, marketing, advertising, and public relations	40.55	20.7	42.65	21.5	—	—
Administrators, education and related fields	36.21	7.3	23.08	19.6	40.26	2.7
Managers, medicine and health	30.80	17.6	30.80	17.6	—	—
Managers, service organizations, n.e.c.	23.27	24.3	—	—	—	—
Managers and administrators, n.e.c.	33.81	7.8	35.52	8.0	—	—
Management related	20.19	3.1	20.41	3.7	19.39	5.1
Accountants and auditors	19.12	5.7	19.00	6.3	—	—
Other financial officers	21.21	11.8	21.68	13.0	—	—
Personnel, training, and labor relations specialists	20.38	4.1	20.88	5.2	19.44	5.0
Management related, n.e.c.	19.94	5.6	20.05	6.7	—	—
Sales	16.03	8.9	16.01	9.0	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Sales —Continued						
Supervisors, sales	\$21.25	10.0	\$21.64	10.4	—	—
Sales, other business services	32.69	18.9	32.69	18.9	—	—
Sales representatives, mining, manufacturing, and wholesale	29.59	6.6	29.59	6.6	—	—
Sales workers, other commodities	8.31	8.3	8.31	8.3	—	—
Cashiers	7.60	4.2	7.41	3.8	—	—
Administrative support, including clerical	12.23	3.0	12.07	3.5	\$12.97	3.2
Supervisors, general office	16.95	8.9	16.81	12.1	—	—
Supervisors, distribution, scheduling, and adjusting clerks	13.80	13.9	—	—	—	—
Secretaries	13.91	2.3	13.97	2.5	13.69	4.9
Receptionists	10.61	5.3	10.03	4.1	—	—
Information clerks, n.e.c.	12.87	9.0	13.38	10.4	—	—
Order clerks	12.25	10.0	12.25	10.0	—	—
Personnel clerks, except payroll and timekeeping	15.41	13.1	—	—	—	—
Library clerks	9.75	5.5	—	—	9.62	6.2
Records clerks, n.e.c.	10.77	8.9	10.78	10.3	—	—
Bookkeepers, accounting and auditing clerks	12.00	3.1	11.57	2.9	—	—
Payroll and timekeeping clerks	13.87	6.1	13.26	5.5	—	—
Billing clerks	11.99	7.3	11.99	7.3	—	—
Telephone operators	10.43	2.3	10.43	2.3	—	—
Mail clerks, except postal service	8.46	4.5	8.46	4.5	—	—
Dispatchers	10.29	17.4	—	—	—	—
Traffic, shipping and receiving clerks	12.57	6.4	12.57	6.4	—	—
Insurance adjusters, examiners, and investigators	13.03	4.8	13.03	4.8	—	—
Investigators and adjusters, except insurance	11.99	7.8	11.87	8.4	—	—
Bill and account collectors	11.27	6.4	11.27	6.4	—	—
General office clerks	11.68	4.6	10.90	4.0	13.64	9.1
Data entry keyers	10.92	5.1	—	—	—	—
Teachers' aides	9.65	2.9	—	—	9.66	2.9
Administrative support, n.e.c.	12.97	4.8	13.36	4.6	9.72	12.1
Blue collar	14.13	2.4	13.99	2.6	15.82	3.5
Precision production, craft, and repair	17.85	2.3	18.18	2.5	15.87	3.8
Industrial machinery repairers	18.21	6.9	18.21	7.0	—	—
Machinery maintenance	13.05	14.2	—	—	—	—
Millwrights	23.83	3.6	23.83	3.6	—	—
Mechanics and repairers, n.e.c.	17.67	6.2	18.18	7.0	16.55	11.4
Electricians	21.88	6.1	22.59	5.9	—	—
Plumbers, pipefitters and steamfitters	18.69	11.3	21.66	11.9	—	—
Supervisors, production	18.38	7.4	18.38	7.4	—	—
Tool and die makers	20.37	6.6	20.37	6.6	—	—
Machinists	15.84	4.3	15.84	4.3	—	—
Miscellaneous precision workers, n.e.c.	15.17	4.8	15.17	4.8	—	—
Inspectors, testers, and graders	17.04	11.5	16.54	13.7	—	—
Machine operators, assemblers, and inspectors	12.91	3.7	12.89	3.8	—	—
Punching and stamping press operators	9.67	14.8	9.67	14.8	—	—
Grinding, abrading, buffing, and polishing machine operators	14.77	7.5	14.77	7.5	—	—
Fabricating machine operators, n.e.c.	16.01	12.4	16.01	12.4	—	—
Molding and casting machine operators	11.15	6.3	11.15	6.3	—	—
Printing press operators	15.10	7.6	15.10	7.6	—	—
Textile sewing machine operators	9.17	2.1	9.17	2.1	—	—
Laundering and dry cleaning machine operators	7.51	3.2	7.51	3.2	—	—
Packaging and filling machine operators	12.44	12.7	12.44	12.7	—	—
Extruding and forming machine operators	11.64	5.5	11.64	5.5	—	—
Painting and paint spraying machine operators	14.45	14.4	14.45	14.4	—	—
Miscellaneous machine operators, n.e.c.	12.76	6.8	12.67	6.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Welders and cutters	\$15.54	11.6	\$15.54	11.6	—	—
Assemblers	12.34	6.7	12.34	6.7	—	—
Production inspectors, checkers and examiners ..	13.20	7.7	13.20	7.7	—	—
Transportation and material moving						
Truck drivers	15.67	5.5	15.41	7.1	\$16.49	6.5
Bus drivers	15.78	9.8	15.83	10.1	—	—
Crane and tower operators	15.69	2.0	—	—	15.75	2.0
Industrial truck and tractor equipment operators ..	19.74	5.9	19.74	5.9	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.72	6.6	13.72	6.6	—	—
operators, n.e.c.	17.37	8.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.83	3.1	10.67	3.3	13.45	6.6
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.06	8.4	9.96	8.9	—	—
Stock handlers and baggers	12.02	2.4	12.02	2.4	—	—
Machine feeders and offbearers	9.66	4.2	9.63	4.4	—	—
Freight, stock, and material handlers, n.e.c.	9.04	8.7	9.04	8.7	—	—
Hand packers and packagers	10.27	7.0	10.27	7.0	—	—
Laborers, except construction, n.e.c.	10.85	9.6	10.85	9.6	—	—
.....	11.96	7.4	11.36	9.7	—	—
Service						
Protective service	10.01	4.8	7.98	3.0	14.87	5.5
Firefighting	13.63	10.8	7.95	8.0	16.95	4.3
Police and detectives, public service	15.55	3.6	—	—	15.55	3.6
Guards and police, except public service	18.23	5.0	—	—	19.06	2.6
Food service	8.16	10.2	7.78	8.9	—	—
Waiters, waitresses, and bartenders	7.12	5.0	6.73	5.1	10.53	5.4
Bartenders	3.29	14.4	3.29	14.4	—	—
Waiters and waitresses	5.77	34.3	5.77	34.3	—	—
Waiters'/Waitresses' assistants	2.94	11.8	2.94	11.8	—	—
Other food service	2.77	15.9	2.77	15.9	—	—
Supervisors, food preparation and service	8.79	4.1	8.49	4.4	10.53	5.4
Cooks	12.90	6.2	13.04	7.0	—	—
Kitchen workers, food preparation	8.83	3.5	8.77	4.2	—	—
Food preparation, n.e.c.	6.87	6.8	6.86	7.0	—	—
Health service	8.40	5.9	7.45	3.2	11.06	5.9
Health aides, except nursing	9.33	2.2	9.00	1.9	11.99	6.2
Nursing aides, orderlies and attendants	10.30	4.9	9.51	5.1	13.01	2.6
Cleaning and building service	8.74	2.2	8.75	2.3	—	—
Supervisors, cleaning and building service workers	9.59	6.3	8.85	7.2	11.42	9.2
Maids and housemen	12.21	13.4	—	—	—	—
Janitors and cleaners	7.37	3.4	7.37	3.4	—	—
Personal service	9.69	7.2	8.99	8.7	11.14	9.7
Early childhood teachers' assistants	13.44	16.7	9.93	9.0	16.88	12.0
Service, n.e.c.	7.66	6.3	7.43	5.9	—	—
.....	11.91	18.8	8.08	11.1	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.44	1.9	\$16.80	2.3	\$20.16	2.8
All excluding sales	17.35	1.8	16.65	2.3	20.18	2.8
White collar	20.87	2.2	20.23	2.7	23.12	3.7
White collar excluding sales	21.03	2.1	20.35	2.6	23.17	3.7
Professional specialty and technical	24.03	2.1	22.63	2.7	27.40	3.7
Professional specialty	25.80	2.2	24.41	2.7	28.53	3.8
Engineers, architects, and surveyors	28.49	3.3	28.50	3.4	—	—
Industrial engineers	26.49	5.3	26.49	5.3	—	—
Mechanical engineers	24.34	6.4	24.34	6.4	—	—
Engineers, n.e.c.	29.50	3.7	29.50	3.7	—	—
Mathematical and computer scientists	28.53	2.7	28.83	2.7	—	—
Computer systems analysts and scientists	28.65	3.1	28.99	3.1	—	—
Natural scientists	26.58	13.0	—	—	—	—
Health related	23.51	5.1	22.43	5.3	29.45	14.0
Physicians	37.21	20.0	35.07	27.9	—	—
Registered nurses	20.80	1.7	20.36	1.3	24.12	9.0
Teachers, college and university	32.81	5.6	29.57	5.9	36.02	7.2
Other post-secondary teachers	36.28	7.4	—	—	36.28	7.4
Teachers, except college and university	29.19	4.5	16.08	11.0	32.89	3.4
Prekindergarten and kindergarten	18.35	31.2	9.35	9.5	—	—
Elementary school teachers	31.43	3.9	—	—	34.12	3.4
Secondary school teachers	32.28	5.3	22.52	6.6	—	—
Teachers, n.e.c.	27.07	5.6	—	—	—	—
Librarians, archivists, and curators	25.70	10.3	25.17	13.9	26.83	13.2
Librarians	21.72	9.8	18.29	5.6	26.83	13.2
Social scientists and urban planners	27.06	8.8	—	—	—	—
Social, recreation, and religious workers	17.02	6.3	14.90	3.8	17.87	7.8
Social workers	17.00	6.3	14.90	3.8	17.85	7.9
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.31	6.8	20.85	7.3	—	—
Professional, n.e.c.	20.38	9.6	19.32	10.7	—	—
Technical	17.66	5.2	17.74	5.9	17.13	8.1
Licensed practical nurses	15.21	5.6	14.26	2.0	—	—
Health technologists and technicians, n.e.c.	15.19	9.6	16.45	6.0	—	—
Electrical and electronic technicians	18.76	8.6	18.93	9.2	—	—
Engineering technicians, n.e.c.	13.17	12.2	13.12	12.4	—	—
Drafters	14.32	8.6	14.31	8.7	—	—
Computer programmers	19.95	7.9	19.87	8.5	—	—
Technical and related, n.e.c.	17.19	6.5	16.74	8.8	18.29	6.6
Executive, administrative, and managerial	28.28	4.2	29.57	4.7	24.06	8.8
Executives, administrators, and managers	32.91	5.6	34.98	6.1	26.45	11.7
Administrators and officials, public administration	25.30	23.4	—	—	25.30	23.4
Financial managers	34.68	8.0	34.70	8.0	—	—
Managers, marketing, advertising, and public relations	40.55	20.7	42.65	21.5	—	—
Administrators, education and related fields	36.21	7.3	23.08	19.6	40.26	2.7
Managers, medicine and health	30.80	17.6	30.80	17.6	—	—
Managers, service organizations, n.e.c.	23.27	24.3	—	—	—	—
Managers and administrators, n.e.c.	33.81	7.8	35.52	8.0	—	—
Management related	20.18	3.2	20.39	3.8	19.43	5.1
Accountants and auditors	19.12	5.7	19.00	6.3	—	—
Other financial officers	21.21	11.8	21.68	13.0	—	—
Personnel, training, and labor relations specialists	20.59	4.3	21.20	5.7	—	—
Management related, n.e.c.	19.65	5.7	19.67	6.9	—	—
Sales	19.24	8.9	19.29	9.0	—	—
Supervisors, sales	21.55	10.0	21.97	10.4	—	—
Sales, other business services	32.69	18.9	32.69	18.9	—	—
Sales representatives, mining, manufacturing, and wholesale	29.59	6.6	29.59	6.6	—	—
Sales workers, other commodities	9.78	10.0	9.78	10.0	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Sales —Continued						
Cashiers	\$9.22	8.9	\$8.77	8.0	—	—
Administrative support, including clerical						
Supervisors, general office	12.82	1.7	12.65	2.0	\$13.58	3.0
Secretaries	17.10	9.1	17.01	12.7	—	—
Receptionists	14.01	2.3	14.04	2.5	13.89	4.9
Order clerks	10.90	5.2	10.30	4.2	—	—
Library clerks	12.25	10.0	12.25	10.0	—	—
Records clerks, n.e.c.	11.59	5.9	—	—	11.82	7.0
Bookkeepers, accounting and auditing clerks	10.78	8.9	10.78	10.3	—	—
Payroll and timekeeping clerks	12.05	3.1	11.62	2.9	—	—
Billing clerks	14.11	6.0	13.50	5.4	—	—
Mail clerks, except postal service	11.99	7.3	11.99	7.3	—	—
Dispatchers	8.49	4.7	8.49	4.7	—	—
Traffic, shipping and receiving clerks	11.10	19.1	—	—	—	—
Insurance adjusters, examiners, and investigators	12.58	6.4	12.58	6.4	—	—
Investigators and adjusters, except insurance	13.03	4.8	13.03	4.8	—	—
Bill and account collectors	12.08	7.8	12.08	7.8	—	—
General office clerks	11.27	6.4	11.27	6.4	—	—
Administrative support, n.e.c.	11.87	4.8	11.08	4.3	13.77	9.4
	13.62	4.6	13.79	4.6	—	—
Blue collar	14.50	2.5	14.38	2.7	15.96	3.7
Precision production, craft, and repair						
Industrial machinery repairers	17.85	2.3	18.18	2.5	15.87	3.8
Millwrights	18.21	6.9	18.21	7.0	—	—
Mechanics and repairers, n.e.c.	23.83	3.6	23.83	3.6	—	—
Electricians	17.67	6.2	18.18	7.0	16.55	11.4
Plumbers, pipefitters and steamfitters	21.88	6.1	22.59	5.9	—	—
Supervisors, production	18.69	11.3	21.66	11.9	—	—
Tool and die makers	18.38	7.4	18.38	7.4	—	—
Machinists	20.37	6.6	20.37	6.6	—	—
Miscellaneous precision workers, n.e.c.	15.84	4.3	15.84	4.3	—	—
Inspectors, testers, and graders	15.17	4.8	15.17	4.8	—	—
	17.04	11.5	16.54	13.7	—	—
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	12.97	3.8	12.95	3.8	—	—
Grinding, abrading, buffing, and polishing machine operators	9.67	14.8	9.67	14.8	—	—
Fabricating machine operators, n.e.c.	14.77	7.5	14.77	7.5	—	—
Molding and casting machine operators	16.01	12.4	16.01	12.4	—	—
Printing press operators	11.22	6.4	11.22	6.4	—	—
Textile sewing machine operators	15.10	7.6	15.10	7.6	—	—
Packaging and filling machine operators	9.17	2.2	9.17	2.2	—	—
Extruding and forming machine operators	12.44	12.7	12.44	12.7	—	—
Painting and paint spraying machine operators ...	11.64	5.5	11.64	5.5	—	—
Miscellaneous machine operators, n.e.c.	14.45	14.4	14.45	14.4	—	—
Welders and cutters	12.81	6.9	12.73	7.0	—	—
Assemblers	15.54	11.6	15.54	11.6	—	—
Production inspectors, checkers and examiners ..	12.42	6.8	12.42	6.8	—	—
	13.20	7.7	13.20	7.7	—	—
Transportation and material moving						
Truck drivers	16.01	5.4	15.72	6.8	17.09	7.4
Bus drivers	16.17	9.3	16.21	9.6	—	—
Crane and tower operators	16.43	1.9	—	—	16.46	1.9
Industrial truck and tractor equipment operators ..	19.74	5.9	19.74	5.9	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.83	6.8	13.83	6.8	—	—
	17.37	8.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.84	3.3	11.71	3.6	13.45	6.6
	10.25	8.6	10.15	9.2	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Stock handlers and baggers	\$11.14	4.8	\$11.19	5.1	—	—
Machine feeders and offbearers	9.53	7.5	9.53	7.5	—	—
Freight, stock, and material handlers, n.e.c.	11.21	7.1	11.21	7.1	—	—
Hand packers and packagers	10.92	10.0	10.92	10.0	—	—
Laborers, except construction, n.e.c.	12.96	5.9	12.50	7.6	—	—
Service	11.49	5.2	9.17	3.8	\$15.37	5.7
Protective service	13.84	10.9	7.88	8.8	16.99	4.5
Firefighting	15.54	3.6	—	—	15.54	3.6
Police and detectives, public service	18.25	5.4	—	—	19.14	2.9
Guards and police, except public service	8.08	11.0	—	—	—	—
Food service	9.06	7.3	8.66	8.4	—	—
Waiters, waitresses, and bartenders	4.11	24.7	4.11	24.7	—	—
Waiters and waitresses	3.36	18.8	3.36	18.8	—	—
Other food service	10.77	4.1	10.71	4.9	—	—
Supervisors, food preparation and service	13.42	7.0	13.52	7.6	—	—
Cooks	9.21	4.7	9.35	5.6	—	—
Food preparation, n.e.c.	9.60	6.6	8.29	4.9	—	—
Health service	9.44	2.5	9.11	2.1	11.99	7.0
Health aides, except nursing	10.45	5.6	9.68	5.9	—	—
Nursing aides, orderlies and attendants	8.83	2.5	8.84	2.6	—	—
Cleaning and building service	10.79	5.8	10.15	7.2	11.94	9.5
Supervisors, cleaning and building service workers	12.21	13.4	—	—	—	—
Maids and housemen	7.39	3.8	7.39	3.8	—	—
Janitors and cleaners	11.13	6.5	10.77	8.5	11.65	10.0
Personal service	15.04	14.6	11.37	10.4	18.26	7.1
Service, n.e.c.	13.72	15.5	9.75	10.5	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$9.24	4.4	\$8.39	3.6	\$14.19	8.4
All excluding sales	9.55	4.9	8.63	4.2	14.19	8.4
White collar	11.80	8.5	10.77	8.3	15.82	9.2
White collar excluding sales	13.49	11.7	12.61	14.1	15.83	9.2
Professional specialty and technical	18.89	4.0	18.68	5.6	19.20	5.3
Professional specialty	19.86	4.5	20.42	7.1	19.27	5.4
Health related	21.84	4.7	22.22	4.8	—	—
Registered nurses	21.30	4.2	21.27	4.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	18.20	8.2	13.28	27.6	19.18	5.7
Teachers, n.e.c.	19.17	9.9	—	—	18.16	11.2
Librarians, archivists, and curators	21.52	17.4	—	—	20.56	20.8
Librarians	21.81	17.5	—	—	20.85	21.2
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.59	3.4	14.50	3.5	—	—
Radiological technicians	15.31	7.9	15.31	7.9	—	—
Licensed practical nurses	13.86	3.6	13.86	3.6	—	—
Health technologists and technicians, n.e.c.	13.79	6.5	13.79	6.5	—	—
Technical and related, n.e.c.	15.73	13.8	—	—	—	—
Executive, administrative, and managerial	20.37	8.2	20.66	8.5	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	20.62	9.2	20.97	9.6	—	—
Sales	6.87	2.8	6.86	2.8	—	—
Sales workers, other commodities	6.88	5.2	6.88	5.2	—	—
Cashiers	6.73	2.7	6.72	2.7	—	—
Administrative support, including clerical	8.41	7.0	8.36	8.1	8.66	7.0
Secretaries	12.15	9.1	12.72	10.5	—	—
Receptionists	8.84	6.0	8.69	6.1	—	—
Library clerks	8.14	6.2	—	—	7.96	6.1
General office clerks	8.82	5.1	8.71	5.0	—	—
Administrative support, n.e.c.	9.01	6.0	9.96	3.1	6.69	4.0
Blue collar	8.55	5.4	8.06	5.9	13.78	4.2
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	7.73	5.7	7.73	5.7	—	—
Transportation and material moving	11.95	8.5	10.09	11.4	13.78	4.2
Bus drivers	13.86	3.7	—	—	13.99	3.4
Handlers, equipment cleaners, helpers, and laborers	7.86	5.8	7.86	5.8	—	—
Stock handlers and baggers	7.28	4.5	7.28	4.5	—	—
Freight, stock, and material handlers, n.e.c.	9.10	12.7	9.10	12.7	—	—
Laborers, except construction, n.e.c.	6.94	5.7	6.94	5.7	—	—
Service	6.43	4.2	5.97	4.0	10.43	6.8
Protective service	10.75	17.7	8.42	11.4	15.87	9.9
Food service	5.62	5.3	5.42	5.4	9.37	5.8
Waiters, waitresses, and bartenders	2.81	10.7	2.81	10.7	—	—
Bartenders	3.64	26.8	3.64	26.8	—	—
Waiters and waitresses	2.63	14.4	2.63	14.4	—	—
Waiters'/Waitresses' assistants	2.86	16.6	2.86	16.6	—	—
Other food service	7.07	3.5	6.87	3.4	9.37	5.8
Cooks	8.27	4.5	7.97	3.8	—	—
Kitchen workers, food preparation	6.39	4.3	6.37	4.4	—	—
Food preparation, n.e.c.	7.11	4.5	6.88	4.5	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service	\$8.66	5.0	\$8.29	4.0	—	—
Health aides, except nursing	9.38	10.9	8.44	11.5	—	—
Nursing aides, orderlies and attendants	8.23	3.0	8.23	3.1	—	—
Cleaning and building service	6.42	2.3	6.38	2.4	—	—
Janitors and cleaners	6.38	2.2	6.32	2.3	—	—
Personal service	7.78	13.4	5.96	13.7	\$10.46	10.7
Service, n.e.c.	7.14	17.9	5.82	16.4	—	—

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$692	1.9	39.6	\$667	2.3	39.7	\$797	2.7	39.5
All excluding sales	689	1.8	39.7	661	2.3	39.7	797	2.8	39.5
White collar	823	2.2	39.5	800	2.7	39.6	903	3.5	39.1
White collar excluding sales	831	2.1	39.5	807	2.6	39.6	905	3.6	39.1
Professional specialty and technical	941	2.0	39.2	893	2.6	39.4	1,055	3.5	38.5
Professional specialty	1,009	2.2	39.1	964	2.8	39.5	1,094	3.7	38.4
Engineers, architects, and surveyors	1,140	3.3	40.0	1,140	3.4	40.0	-	-	-
Industrial engineers	1,060	5.3	40.0	1,060	5.3	40.0	-	-	-
Mechanical engineers	974	6.4	40.0	974	6.4	40.0	-	-	-
Engineers, n.e.c.	1,180	3.7	40.0	1,180	3.7	40.0	-	-	-
Mathematical and computer scientists	1,127	2.8	39.5	1,139	2.7	39.5	-	-	-
Computer systems analysts and scientists	1,138	3.1	39.7	1,154	3.1	39.8	-	-	-
Natural scientists	1,063	13.0	40.0	-	-	-	-	-	-
Health related	932	5.2	39.7	889	5.3	39.6	1,171	14.0	39.8
Physicians	1,489	20.0	40.0	1,403	27.9	40.0	-	-	-
Registered nurses	822	1.7	39.5	805	1.3	39.5	955	8.7	39.6
Teachers, college and university Other post-secondary teachers	1,289	5.8	39.3	1,157	6.1	39.1	1,420	7.5	39.4
Teachers, except college and university	1,429	7.8	39.4	-	-	-	1,429	7.8	39.4
Prekindergarten and kindergarten	1,086	4.3	37.2	600	9.7	37.3	1,222	3.5	37.2
Elementary school teachers	693	28.2	37.7	368	8.4	39.4	-	-	-
Secondary school teachers	1,149	4.2	36.6	-	-	-	1,265	3.4	37.1
Teachers, n.e.c.	1,223	5.7	37.9	839	7.2	37.3	-	-	-
Librarians, archivists, and curators	1,009	6.6	37.3	-	-	-	-	-	-
Librarians	979	9.5	38.1	965	13.1	38.3	1,009	11.2	37.6
Social scientists and urban planners	828	9.0	38.1	704	6.8	38.5	1,009	11.2	37.6
Social, recreation, and religious workers	1,072	8.1	39.6	-	-	-	-	-	-
Social workers	677	6.1	39.8	592	3.8	39.7	711	7.6	39.8
Lawyers and judges	676	6.2	39.8	592	3.8	39.7	710	7.6	39.8
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Professional, n.e.c.	845	7.0	39.6	826	7.4	39.6	-	-	-
Technical	810	9.6	39.7	767	10.7	39.7	-	-	-
Licensed practical nurses	695	4.7	39.4	697	5.3	39.3	684	7.7	39.9
Health technologists and technicians, n.e.c.	593	6.1	39.0	554	2.8	38.9	-	-	-
Electrical and electronic technicians	610	8.9	40.2	658	6.0	40.0	-	-	-
Engineering technicians, n.e.c.	746	8.8	39.8	757	9.2	40.0	-	-	-
Drafters	527	12.2	40.0	525	12.4	40.0	-	-	-
Computer programmers	573	8.6	40.0	572	8.7	40.0	-	-	-
Technical and related, n.e.c. ...	798	7.9	40.0	795	8.5	40.0	-	-	-
Financial managers	684	6.6	39.8	665	8.9	39.7	730	6.6	39.9
Executive, administrative, and managerial	1,131	4.2	40.0	1,183	4.7	40.0	960	8.8	39.9
Executives, administrators, and managers	1,319	5.6	40.1	1,404	6.0	40.1	1,057	11.7	40.0
Administrators and officials, public administration	1,011	23.4	40.0	-	-	-	1,011	23.4	40.0
Financial managers	1,373	7.9	39.6	1,375	8.0	39.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Managers, marketing, advertising, and public relations	\$1,630	20.7	40.2	\$1,716	21.4	40.2	—	—	—
Administrators, education and related fields	1,434	7.4	39.6	904	18.5	39.2	\$1,600	2.3	39.8
Managers, medicine and health	1,232	17.6	40.0	1,232	17.6	40.0	—	—	—
Managers, service organizations, n.e.c.	931	24.3	40.0	—	—	—	—	—	—
Managers and administrators, n.e.c.	1,362	7.7	40.3	1,431	7.9	40.3	—	—	—
Management related	803	3.2	39.8	812	3.8	39.8	772	5.1	39.7
Accountants and auditors	762	5.7	39.9	757	6.4	39.9	—	—	—
Other financial officers	848	11.8	40.0	867	13.0	40.0	—	—	—
Personnel, training, and labor relations specialists	823	4.4	40.0	848	5.7	40.0	—	—	—
Management related, n.e.c.	776	5.6	39.5	778	6.6	39.5	—	—	—
Sales									
Supervisors, sales	749	9.5	38.9	751	9.7	38.9	—	—	—
Supervisors, sales	842	10.6	39.1	857	11.1	39.0	—	—	—
Sales, other business services	1,308	18.9	40.0	1,308	18.9	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,183	6.6	40.0	1,183	6.6	40.0	—	—	—
Sales workers, other commodities	384	10.8	39.3	384	10.8	39.3	—	—	—
Cashiers	348	10.5	37.8	330	9.7	37.6	—	—	—
Administrative support, including clerical									
Supervisors, general office	508	1.7	39.7	502	1.9	39.7	538	3.0	39.6
Supervisors, general office	684	9.1	40.0	680	12.7	40.0	—	—	—
Secretaries	554	2.2	39.5	555	2.4	39.5	550	5.0	39.6
Receptionists	432	5.4	39.6	407	4.2	39.5	—	—	—
Order clerks	486	9.6	39.7	486	9.6	39.7	—	—	—
Library clerks	441	6.0	38.0	—	—	—	451	7.1	38.2
Records clerks, n.e.c.	419	8.2	38.9	417	9.4	38.6	—	—	—
Bookkeepers, accounting and auditing clerks	480	3.0	39.8	463	2.9	39.9	—	—	—
Payroll and timekeeping clerks	565	6.0	40.0	540	5.4	40.0	—	—	—
Billing clerks	478	7.4	39.9	478	7.4	39.9	—	—	—
Mail clerks, except postal service	333	4.2	39.2	333	4.2	39.2	—	—	—
Dispatchers	444	19.1	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	503	6.4	40.0	503	6.4	40.0	—	—	—
Insurance adjusters, examiners, and investigators	500	4.1	38.4	500	4.1	38.4	—	—	—
Investigators and adjusters, except insurance	483	7.8	40.0	483	7.8	40.0	—	—	—
Bill and account collectors	451	6.4	40.0	451	6.4	40.0	—	—	—
General office clerks	472	4.5	39.7	443	4.3	40.0	540	8.2	39.2
Administrative support, n.e.c.	539	4.6	39.6	547	4.6	39.7	—	—	—
Blue collar	579	2.5	39.9	575	2.7	40.0	630	3.9	39.5

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair	\$715	2.3	40.1	\$729	2.6	40.1	\$634	3.8	39.9
Industrial machinery repairers	728	6.9	40.0	729	7.0	40.0	—	—	—
Millwrights	953	3.6	40.0	953	3.6	40.0	—	—	—
Mechanics and repairers, n.e.c.	706	6.2	40.0	727	7.0	40.0	661	11.3	39.9
Electricians	875	6.1	40.0	904	5.9	40.0	—	—	—
Plumbers, pipefitters and steamfitters	747	11.3	40.0	866	11.9	40.0	—	—	—
Supervisors, production	749	8.5	40.8	749	8.5	40.8	—	—	—
Tool and die makers	815	6.6	40.0	815	6.6	40.0	—	—	—
Machinists	633	4.3	40.0	633	4.3	40.0	—	—	—
Miscellaneous precision workers, n.e.c.	607	4.8	40.0	607	4.8	40.0	—	—	—
Inspectors, testers, and graders	682	11.5	40.0	662	13.7	40.0	—	—	—
Machine operators, assemblers, and inspectors	518	3.7	40.0	517	3.8	40.0	—	—	—
Punching and stamping press operators	387	14.8	40.0	387	14.8	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	591	7.5	40.0	591	7.5	40.0	—	—	—
Fabricating machine operators, n.e.c.	638	12.4	39.8	638	12.4	39.8	—	—	—
Molding and casting machine operators	449	6.4	40.0	449	6.4	40.0	—	—	—
Printing press operators	597	7.3	39.5	597	7.3	39.5	—	—	—
Textile sewing machine operators	367	2.2	40.0	367	2.2	40.0	—	—	—
Packaging and filling machine operators	498	12.7	40.0	498	12.7	40.0	—	—	—
Extruding and forming machine operators	466	5.5	40.0	466	5.5	40.0	—	—	—
Painting and paint spraying machine operators	578	14.4	40.0	578	14.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	513	6.9	40.0	509	7.0	40.0	—	—	—
Welders and cutters	622	11.6	40.0	622	11.6	40.0	—	—	—
Assemblers	497	6.8	40.0	497	6.8	40.0	—	—	—
Production inspectors, checkers and examiners ...	528	7.7	40.0	528	7.7	40.0	—	—	—
Transportation and material moving	634	5.6	39.6	627	6.9	39.9	659	8.6	38.6
Truck drivers	645	9.4	39.9	646	9.7	39.9	—	—	—
Bus drivers	609	7.1	37.1	—	—	—	611	7.2	37.2
Crane and tower operators	789	5.9	40.0	789	5.9	40.0	—	—	—
Industrial truck and tractor equipment operators	553	6.8	40.0	553	6.8	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	695	8.4	40.0	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	473	3.4	40.0	468	3.6	40.0	538	6.6	40.0
Groundskeepers and gardeners, except farm	410	8.6	40.0	406	9.2	40.0	—	—	—
Stock handlers and baggers ...	444	5.0	39.9	446	5.3	39.9	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Machine feeders and offbearers	\$381	7.5	40.0	\$381	7.5	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	448	7.1	40.0	448	7.1	40.0	—	—	—
Hand packers and packagers	437	10.0	40.0	437	10.0	40.0	—	—	—
Laborers, except construction, n.e.c.	518	5.9	40.0	500	7.6	40.0	—	—	—
Service	456	5.3	39.7	358	3.6	39.0	\$626	5.9	40.7
Protective service	570	11.6	41.2	315	8.8	40.0	712	5.1	41.9
Firefighting	711	6.7	45.8	—	—	—	711	6.7	45.8
Police and detectives, public service	730	5.4	40.0	—	—	—	766	2.9	40.0
Guards and police, except public service	323	11.0	40.0	—	—	—	—	—	—
Food service	356	7.2	39.3	342	8.3	39.5	—	—	—
Waiters, waitresses, and bartenders	160	24.6	38.9	160	24.6	38.9	—	—	—
Waiters and waitresses	129	18.5	38.5	129	18.5	38.5	—	—	—
Other food service	425	4.1	39.4	425	5.0	39.7	—	—	—
Supervisors, food preparation and service	532	6.9	39.6	551	6.7	40.8	—	—	—
Cooks	359	5.0	38.9	362	6.2	38.7	—	—	—
Food preparation, n.e.c.	379	6.9	39.4	324	4.4	39.0	—	—	—
Health service	374	2.5	39.6	360	2.1	39.5	479	7.0	40.0
Health aides, except nursing ..	417	5.6	39.9	386	5.9	39.9	—	—	—
Nursing aides, orderlies and attendants	348	2.5	39.4	348	2.6	39.4	—	—	—
Cleaning and building service	424	6.1	39.3	396	7.8	39.0	474	9.4	39.7
Supervisors, cleaning and building service workers ...	489	13.4	40.0	—	—	—	—	—	—
Maids and housemen	268	9.4	36.3	268	9.4	36.3	—	—	—
Janitors and cleaners	441	6.5	39.7	426	8.6	39.6	463	9.9	39.7
Personal service	559	17.2	37.2	391	5.1	34.4	730	7.1	40.0
Service, n.e.c.	549	15.5	40.0	390	10.5	40.0	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$35,113	1.9	2,013	\$34,360	2.3	2,045	\$38,048	2.7	1,887
All excluding sales	34,925	1.8	2,013	34,074	2.3	2,047	38,061	2.8	1,886
White collar	41,438	2.2	1,985	41,333	2.7	2,043	41,761	3.5	1,806
White collar excluding sales	41,678	2.1	1,981	41,630	2.6	2,046	41,809	3.6	1,804
Professional specialty and technical	45,586	2.0	1,897	45,609	2.6	2,015	45,542	3.5	1,662
Professional specialty	48,070	2.2	1,863	48,939	2.8	2,005	46,674	3.7	1,636
Engineers, architects, and surveyors	59,261	3.3	2,080	59,279	3.4	2,080	-	-	-
Industrial engineers	55,096	5.3	2,080	55,096	5.3	2,080	-	-	-
Mechanical engineers	50,636	6.4	2,080	50,636	6.4	2,080	-	-	-
Engineers, n.e.c.	61,361	3.7	2,080	61,361	3.7	2,080	-	-	-
Mathematical and computer scientists	58,582	2.8	2,053	59,243	2.7	2,055	-	-	-
Computer systems analysts and scientists	59,181	3.1	2,066	59,982	3.1	2,069	-	-	-
Natural scientists	55,281	13.0	2,080	-	-	-	-	-	-
Health related	48,268	5.2	2,053	46,223	5.3	2,061	59,162	14.0	2,009
Physicians	77,406	20.0	2,080	72,935	27.9	2,080	-	-	-
Registered nurses	42,501	1.7	2,043	41,839	1.3	2,055	47,210	8.7	1,957
Teachers, college and university Other post-secondary teachers	53,538	5.8	1,632	50,959	6.1	1,723	55,843	7.5	1,550
Teachers, except college and university	55,599	7.8	1,532	-	-	-	55,599	7.8	1,532
Prekindergarten and kindergarten	42,271	4.3	1,448	25,530	9.7	1,587	46,482	3.5	1,413
Elementary school teachers	30,796	28.2	1,678	18,336	8.4	1,960	-	-	-
Secondary school teachers	42,783	4.2	1,361	-	-	-	46,835	3.4	1,373
Teachers, n.e.c.	46,184	5.7	1,431	31,694	7.2	1,408	-	-	-
Librarians, archivists, and curators	39,593	6.6	1,463	-	-	-	-	-	-
Librarians	46,943	9.5	1,826	47,036	13.1	1,869	46,755	11.2	1,742
Social scientists and urban planners	38,926	9.0	1,792	33,420	6.8	1,827	46,755	11.2	1,742
Social, recreation, and religious workers	51,927	8.1	1,919	-	-	-	-	-	-
Social workers	34,353	6.1	2,019	30,787	3.8	2,066	35,757	7.6	2,001
Lawyers and judges	34,307	6.2	2,019	30,787	3.8	2,066	35,705	7.6	2,000
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Professional, n.e.c.	43,828	7.0	2,057	42,848	7.4	2,055	-	-	-
Technical	42,002	9.6	2,061	39,754	10.7	2,058	-	-	-
Licensed practical nurses	35,845	4.7	2,030	36,250	5.3	2,044	33,350	7.7	1,947
Health technologists and technicians, n.e.c.	29,081	6.1	1,912	28,807	2.8	2,021	-	-	-
Electrical and electronic technicians	31,743	8.9	2,090	34,207	6.0	2,080	-	-	-
Engineering technicians, n.e.c.	38,793	8.8	2,068	39,382	9.2	2,080	-	-	-
Drafters	27,399	12.2	2,080	27,288	12.4	2,080	-	-	-
Computer programmers	29,795	8.6	2,080	29,767	8.7	2,080	-	-	-
Technical and related, n.e.c. ...	41,488	7.9	2,080	41,331	8.5	2,080	-	-	-
	35,550	6.6	2,069	34,590	8.9	2,066	37,977	6.6	2,076
Executive, administrative, and managerial	58,332	4.2	2,062	61,524	4.7	2,080	48,262	8.8	2,006
Executives, administrators, and managers	67,743	5.6	2,058	72,983	6.0	2,086	52,251	11.7	1,976
Administrators and officials, public administration	52,572	23.4	2,078	-	-	-	52,572	23.4	2,078
Financial managers	71,417	7.9	2,059	71,490	8.0	2,060	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Managers, marketing, advertising, and public relations	\$84,776	20.7	2,091	\$89,232	21.4	2,092	—	—	—
Administrators, education and related fields	63,740	7.4	1,760	46,631	18.5	2,021	\$68,162	2.3	1,693
Managers, medicine and health	64,071	17.6	2,080	64,071	17.6	2,080	—	—	—
Managers, service organizations, n.e.c.	48,410	24.3	2,080	—	—	—	—	—	—
Managers and administrators, n.e.c.	70,814	7.7	2,094	74,425	7.9	2,095	—	—	—
Management related	41,757	3.2	2,069	42,204	3.8	2,070	40,166	5.1	2,067
Accountants and auditors	39,640	5.7	2,073	39,371	6.4	2,073	—	—	—
Other financial officers	44,085	11.8	2,078	45,101	13.0	2,080	—	—	—
Personnel, training, and labor relations specialists	42,793	4.4	2,078	44,098	5.7	2,080	—	—	—
Management related, n.e.c.	40,351	5.6	2,054	40,437	6.6	2,056	—	—	—
Sales									
Supervisors, sales	38,962	9.5	2,025	39,039	9.7	2,024	—	—	—
Sales, other business services	43,769	10.6	2,031	44,539	11.1	2,027	—	—	—
Sales representatives, mining, manufacturing, and wholesale	67,995	18.9	2,080	67,995	18.9	2,080	—	—	—
Sales workers, other commodities	61,538	6.6	2,080	61,538	6.6	2,080	—	—	—
Cashiers	19,968	10.8	2,042	19,968	10.8	2,042	—	—	—
	18,096	10.5	1,963	17,173	9.7	1,957	—	—	—
Administrative support, including clerical									
Supervisors, general office	26,317	1.7	2,053	26,083	1.9	2,062	27,340	3.0	2,013
Secretaries	35,565	9.1	2,080	35,377	12.7	2,080	—	—	—
Receptionists	28,489	2.2	2,034	28,773	2.4	2,049	27,597	5.0	1,987
Order clerks	22,478	5.4	2,061	21,173	4.2	2,056	—	—	—
Library clerks	25,287	9.6	2,065	25,287	9.6	2,065	—	—	—
Records clerks, n.e.c.	22,908	6.0	1,977	—	—	—	23,453	7.1	1,985
Bookkeepers, accounting and auditing clerks	21,788	8.2	2,021	21,669	9.4	2,009	—	—	—
Payroll and timekeeping clerks	24,941	3.0	2,070	24,083	2.9	2,073	—	—	—
Billing clerks	29,354	6.0	2,080	28,087	5.4	2,080	—	—	—
Mail clerks, except postal service	24,861	7.4	2,073	24,861	7.4	2,073	—	—	—
Dispatchers	17,310	4.2	2,038	17,310	4.2	2,038	—	—	—
Traffic, shipping and receiving clerks	23,095	19.1	2,080	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	26,166	6.4	2,080	26,166	6.4	2,080	—	—	—
Investigators and adjusters, except insurance	25,993	4.1	1,995	25,993	4.1	1,995	—	—	—
Bill and account collectors	25,127	7.8	2,080	25,127	7.8	2,080	—	—	—
General office clerks	23,443	6.4	2,080	23,443	6.4	2,080	—	—	—
Administrative support, n.e.c.	24,277	4.5	2,045	23,021	4.3	2,079	27,108	8.2	1,968
	27,845	4.6	2,045	28,431	4.6	2,062	—	—	—
Blue collar	29,700	2.5	2,048	29,516	2.7	2,053	31,811	3.9	1,993

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair									
Industrial machinery repairers	\$36,772	2.3	2,061	\$37,412	2.6	2,058	\$32,966	3.8	2,077
Millwrights	36,218	6.9	1,989	36,216	7.0	1,988	—	—	—
Mechanics and repairers, n.e.c.	44,705	3.6	1,876	44,705	3.6	1,876	—	—	—
Electricians	36,728	6.2	2,079	37,824	7.0	2,080	34,348	11.3	2,075
Plumbers, pipefitters and steamfitters	45,514	6.1	2,080	46,988	5.9	2,080	—	—	—
Supervisors, production	38,869	11.3	2,080	45,043	11.9	2,080	—	—	—
Tool and die makers	38,954	8.5	2,119	38,954	8.5	2,119	—	—	—
Machinists	42,371	6.6	2,080	42,371	6.6	2,080	—	—	—
Miscellaneous precision workers, n.e.c.	31,892	4.3	2,014	31,892	4.3	2,014	—	—	—
Inspectors, testers, and graders	31,564	4.8	2,080	31,564	4.8	2,080	—	—	—
	35,442	11.5	2,080	34,410	13.7	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Punching and stamping press operators	26,598	3.7	2,051	26,565	3.8	2,051	—	—	—
Grinding, abrading, buffing, and polishing machine operators	20,110	14.8	2,080	20,110	14.8	2,080	—	—	—
Fabricating machine operators, n.e.c.	30,717	7.5	2,080	30,717	7.5	2,080	—	—	—
Molding and casting machine operators	32,420	12.4	2,025	32,420	12.4	2,025	—	—	—
Printing press operators	22,154	6.4	1,975	22,154	6.4	1,975	—	—	—
Textile sewing machine operators	31,042	7.3	2,055	31,042	7.3	2,055	—	—	—
Packaging and filling machine operators	19,063	2.2	2,080	19,063	2.2	2,080	—	—	—
Extruding and forming machine operators	25,875	12.7	2,080	25,875	12.7	2,080	—	—	—
Painting and paint spraying machine operators	24,218	5.5	2,080	24,218	5.5	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	30,057	14.4	2,080	30,057	14.4	2,080	—	—	—
Welders and cutters	26,053	6.9	2,033	25,865	7.0	2,032	—	—	—
Assemblers	32,330	11.6	2,080	32,330	11.6	2,080	—	—	—
Production inspectors, checkers and examiners ...	25,839	6.8	2,080	25,839	6.8	2,080	—	—	—
	27,448	7.7	2,080	27,448	7.7	2,080	—	—	—
Transportation and material moving									
Truck drivers	31,810	5.6	1,987	31,635	6.9	2,013	32,423	8.6	1,898
Bus drivers	33,395	9.4	2,065	33,467	9.7	2,065	—	—	—
Crane and tower operators	28,503	7.1	1,734	—	—	—	28,621	7.2	1,739
Industrial truck and tractor equipment operators	25,181	5.9	1,276	25,181	5.9	1,276	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	28,774	6.8	2,080	28,774	6.8	2,080	—	—	—
	36,122	8.4	2,080	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Groundskeepers and gardeners, except farm	24,458	3.4	2,066	24,326	3.6	2,078	25,958	6.6	1,931
Stock handlers and baggers ...	21,318	8.6	2,080	21,118	9.2	2,080	—	—	—
	22,615	5.0	2,030	23,202	5.3	2,073	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Machine feeders and offbearers	\$19,832	7.5	2,080	\$19,832	7.5	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	23,314	7.1	2,080	23,314	7.1	2,080	—	—	—
Hand packers and packagers	22,712	10.0	2,080	22,712	10.0	2,080	—	—	—
Laborers, except construction, n.e.c.	26,962	5.9	2,080	25,991	7.6	2,080	—	—	—
Service	23,383	5.3	2,035	18,589	3.6	2,026	\$31,494	5.9	2,049
Protective service	29,654	11.6	2,143	16,385	8.8	2,080	36,999	5.1	2,178
Firefighting	36,978	6.7	2,380	—	—	—	36,978	6.7	2,380
Police and detectives, public service	37,959	5.4	2,080	—	—	—	39,815	2.9	2,080
Guards and police, except public service	16,810	11.0	2,080	—	—	—	—	—	—
Food service	17,959	7.2	1,983	17,751	8.3	2,050	—	—	—
Waiters, waitresses, and bartenders	8,313	24.6	2,022	8,313	24.6	2,022	—	—	—
Waiters and waitresses	6,721	18.5	2,003	6,721	18.5	2,003	—	—	—
Other food service	21,228	4.1	1,970	22,096	5.0	2,063	—	—	—
Supervisors, food preparation and service	27,073	6.9	2,018	28,662	6.7	2,119	—	—	—
Cooks	18,655	5.0	2,025	18,814	6.2	2,011	—	—	—
Food preparation, n.e.c.	18,075	6.9	1,882	16,760	4.4	2,021	—	—	—
Health service	19,419	2.5	2,058	18,727	2.1	2,055	24,926	7.0	2,078
Health aides, except nursing ..	21,656	5.6	2,072	20,040	5.9	2,071	—	—	—
Nursing aides, orderlies and attendants	18,086	2.5	2,049	18,091	2.6	2,047	—	—	—
Cleaning and building service	22,002	6.1	2,039	20,535	7.8	2,024	24,658	9.4	2,066
Supervisors, cleaning and building service workers ...	25,406	13.4	2,080	—	—	—	—	—	—
Maids and housemen	13,957	9.4	1,888	13,957	9.4	1,888	—	—	—
Janitors and cleaners	22,914	6.5	2,058	22,099	8.6	2,053	24,063	9.9	2,065
Personal service	27,377	17.2	1,820	20,172	5.1	1,774	33,986	7.1	1,862
Service, n.e.c.	26,867	15.5	1,959	20,278	10.5	2,080	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.43	1.9	\$15.71	2.3	\$19.58	2.6
All excluding sales	16.45	1.9	15.69	2.3	19.59	2.6
White collar	19.87	2.5	19.16	3.1	22.38	3.6
1	6.92	3.4	6.89	3.5	7.26	10.4
2	8.62	7.1	8.46	7.2	9.75	12.2
3	10.47	2.4	10.02	2.4	12.29	3.9
4	11.88	2.6	11.68	3.0	13.08	4.3
5	15.51	5.9	14.57	4.7	18.97	15.1
6	17.50	8.4	17.83	9.7	16.00	9.7
7	19.86	3.1	19.39	2.9	21.23	7.9
8	21.64	2.8	20.69	3.1	23.38	4.9
9	25.63	2.3	24.28	2.4	28.16	4.6
10	29.62	7.5	30.02	8.8	28.04	11.7
11	32.11	2.2	31.86	2.3	33.81	6.0
12	39.36	4.3	39.17	5.2	40.18	3.4
13	49.03	6.6	49.81	6.8	-	-
14	72.56	13.2	73.55	13.2	-	-
Not able to be leveled	26.28	7.6	23.88	6.6	36.25	16.7
White collar excluding sales	20.34	2.5	19.66	3.2	22.42	3.6
1	7.25	6.4	7.24	8.1	7.26	10.4
2	8.59	7.1	8.41	7.1	9.75	12.2
3	10.85	2.1	10.47	2.0	12.16	4.0
4	12.20	2.4	12.01	2.8	13.08	4.3
5	15.11	6.4	13.84	3.3	18.97	15.1
6	15.99	3.9	15.99	4.3	16.00	9.7
7	19.39	3.1	18.70	2.3	21.23	7.9
8	21.51	2.7	20.07	1.8	23.68	5.0
9	25.54	2.4	24.07	2.5	28.16	4.6
10	29.82	7.9	30.30	9.4	28.04	11.7
11	32.11	2.2	31.86	2.3	33.81	6.0
12	39.36	4.3	39.17	5.2	40.18	3.4
13	49.03	6.6	49.81	6.8	-	-
14	72.56	13.2	73.55	13.2	-	-
Not able to be leveled	26.02	7.9	23.42	6.9	36.25	16.7
Professional specialty and technical	23.55	2.0	22.32	2.6	26.38	3.7
Professional specialty	25.23	2.2	24.10	2.8	27.30	3.9
5	17.89	18.2	11.64	19.9	20.92	18.1
6	16.01	9.9	14.48	9.6	20.20	11.2
7	21.41	4.9	19.89	2.6	24.74	9.8
8	22.77	3.4	20.22	2.2	26.44	5.0
9	26.40	2.9	23.82	3.2	29.73	4.7
10	26.20	4.5	26.69	5.2	24.99	9.1
11	31.67	3.0	31.86	3.1	29.65	12.7
12	36.29	7.4	35.27	7.8	-	-
13	47.12	10.6	47.86	10.6	-	-
Not able to be leveled	26.46	9.0	22.76	5.1	36.25	16.7
Engineers, architects, and surveyors	28.49	3.3	28.50	3.4	-	-
9	26.50	4.6	26.45	4.6	-	-
10	24.45	6.1	24.68	6.3	-	-
11	33.18	4.3	33.18	4.3	-	-
Industrial engineers	26.49	5.3	26.49	5.3	-	-
9	25.79	5.1	25.79	5.1	-	-
Mechanical engineers	24.34	6.4	24.34	6.4	-	-
Engineers, n.e.c.	29.50	3.7	29.50	3.7	-	-
9	29.89	2.7	29.89	2.7	-	-
11	35.29	4.8	35.29	4.8	-	-
Mathematical and computer scientists	28.53	2.7	28.83	2.7	-	-
9	26.97	3.6	26.89	3.7	-	-
11	31.40	4.6	31.40	4.6	-	-
Computer systems analysts and scientists	28.65	3.1	28.99	3.1	-	-
9	26.76	4.1	-	-	-	-
11	31.29	5.0	31.29	5.0	-	-
Natural scientists	26.58	13.0	-	-	-	-
Health related	23.23	4.4	22.39	4.4	28.24	13.4

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
7	\$20.42	1.1	\$20.42	1.1	–	–
8	20.31	2.5	19.96	1.5	–	–
9	22.57	5.3	22.62	6.2	\$22.37	9.4
11	25.41	6.2	25.27	6.3	–	–
Not able to be leveled	27.77	19.2	19.83	4.4	–	–
Physicians	37.79	19.4	36.03	26.6	–	–
Not able to be leveled	28.85	22.6	–	–	–	–
Registered nurses	20.90	1.6	20.54	1.4	23.80	8.0
7	20.47	1.1	20.47	1.1	–	–
8	20.17	1.4	20.30	1.1	–	–
9	20.81	3.6	19.98	3.6	23.43	7.9
11	25.01	6.3	–	–	–	–
Respiratory therapists	18.02	1.9	18.02	1.9	–	–
Physical therapists	28.94	5.3	28.94	5.3	–	–
Teachers, college and university	32.80	5.5	29.55	5.9	36.01	7.2
12	32.27	11.4	28.33	6.4	–	–
Other post-secondary teachers	36.28	7.4	–	–	36.28	7.4
Teachers, except college and university	27.19	5.4	15.68	12.9	30.26	5.3
5	20.43	24.5	–	–	–	–
6	11.54	15.2	10.10	8.3	–	–
7	26.71	8.8	19.09	7.2	29.70	5.1
8	28.16	9.2	–	–	28.72	9.6
9	30.51	4.3	–	–	32.49	5.3
Prekindergarten and kindergarten	16.84	33.1	–	–	–	–
9	32.74	6.2	–	–	–	–
Elementary school teachers	31.03	4.0	–	–	34.03	3.4
9	30.39	4.5	–	–	34.60	.8
Secondary school teachers	32.52	5.0	22.29	6.6	37.34	2.0
7	26.38	9.0	23.62	11.4	–	–
9	33.25	5.9	22.07	8.1	–	–
Teachers, n.e.c.	24.99	6.5	–	–	25.78	5.7
9	26.43	1.6	–	–	–	–
Vocational and educational counselors	23.23	15.3	–	–	23.23	15.3
Librarians, archivists, and curators	25.25	9.5	25.19	13.5	25.36	11.9
9	24.02	13.6	–	–	–	–
11	36.74	8.9	–	–	22.54	6.0
Librarians	21.73	8.7	18.63	5.7	25.50	11.8
9	24.02	13.6	–	–	–	–
11	22.54	6.0	–	–	22.54	6.0
Social scientists and urban planners	27.06	8.8	–	–	–	–
Social, recreation, and religious workers	16.90	6.2	14.71	3.7	17.84	7.8
6	17.15	16.9	–	–	–	–
7	16.31	6.4	–	–	–	–
9	15.61	4.4	–	–	–	–
Social workers	16.90	6.2	14.71	3.7	17.85	7.9
6	17.25	17.0	–	–	–	–
7	16.31	6.4	–	–	–	–
9	15.61	4.4	–	–	–	–
Lawyers and judges	26.47	18.1	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.20	6.8	20.73	7.2	–	–
Not able to be leveled	20.46	11.3	18.88	12.4	–	–
Professional, n.e.c.	20.20	9.5	19.13	10.6	–	–
Not able to be leveled	20.22	13.5	–	–	–	–
Technical	17.41	4.9	17.46	5.5	17.10	7.9
4	12.44	7.4	12.44	7.4	–	–
5	14.84	3.6	14.86	3.7	–	–
6	15.15	4.0	15.71	2.4	12.78	15.4
7	18.82	6.1	18.77	7.5	–	–
8	20.14	3.0	20.47	2.2	19.10	10.0

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Clinical laboratory technologists and technicians	\$14.89	2.7	\$14.89	2.7	—	—
Radiological technicians	17.85	7.4	18.58	6.3	—	—
Licensed practical nurses	15.01	5.0	14.19	1.9	—	—
5	13.61	2.4	13.61	2.4	—	—
6	14.46	2.5	14.44	2.6	—	—
7	17.06	9.4	—	—	—	—
Health technologists and technicians, n.e.c.	14.85	7.3	15.66	4.7	—	—
4	13.07	5.3	13.07	5.3	—	—
6	13.76	12.8	16.00	3.2	—	—
Electrical and electronic technicians	18.68	8.6	18.85	9.2	—	—
7	20.77	7.6	20.77	7.6	—	—
Engineering technicians, n.e.c.	13.17	12.2	13.12	12.4	—	—
Drafters	14.32	8.6	14.31	8.7	—	—
Computer programmers	19.88	7.5	19.80	8.0	—	—
Technical and related, n.e.c.	17.16	6.4	16.73	8.8	\$18.17	6.4
7	18.16	4.3	—	—	—	—
8	20.14	5.5	—	—	19.09	10.3
Executive, administrative, and managerial	28.18	4.2	29.43	4.7	24.03	8.8
5	14.90	9.0	16.28	6.5	—	—
6	18.71	11.0	18.83	12.7	—	—
7	18.20	5.1	18.54	5.5	17.41	10.6
8	18.91	4.0	18.58	4.8	19.24	6.2
9	24.15	3.1	24.94	3.3	21.35	5.8
10	30.26	6.8	28.98	6.5	—	—
11	32.22	3.3	31.31	3.3	—	—
12	41.03	5.1	41.76	6.7	38.81	2.6
13	51.48	7.6	52.37	8.0	—	—
14	77.24	12.1	77.24	12.1	—	—
Executives, administrators, and managers	32.87	5.6	34.92	6.1	26.45	11.7
7	17.91	11.8	—	—	—	—
8	18.52	6.0	19.17	9.3	—	—
9	24.35	4.1	25.40	4.3	21.01	7.2
10	30.67	8.0	28.90	7.2	—	—
11	32.92	3.3	32.04	3.5	—	—
12	41.03	5.1	41.76	6.7	38.81	2.6
13	51.48	7.6	52.37	8.0	—	—
14	77.24	12.1	77.24	12.1	—	—
Administrators and officials, public administration	25.30	23.4	—	—	25.30	23.4
Financial managers	34.43	7.9	34.45	8.0	—	—
9	25.65	7.3	25.65	7.3	—	—
12	46.04	16.8	—	—	—	—
Managers, marketing, advertising, and public relations	40.55	20.7	42.65	21.5	—	—
Administrators, education and related fields	36.21	7.3	23.08	19.6	40.26	2.7
12	40.08	.7	—	—	—	—
Managers, medicine and health	30.80	17.6	30.80	17.6	—	—
Managers, service organizations, n.e.c.	23.27	24.3	—	—	—	—
Managers and administrators, n.e.c.	33.81	7.8	35.52	8.0	—	—
9	24.39	6.2	25.44	6.5	—	—
10	30.84	7.1	30.84	7.1	—	—
11	31.93	3.1	31.93	3.1	—	—
12	39.47	7.1	39.47	7.1	—	—
13	57.94	10.8	60.00	11.0	—	—
Management related	20.19	3.1	20.41	3.7	19.39	5.1
5	16.42	6.2	16.38	6.5	—	—
6	18.82	11.4	18.97	13.2	—	—
7	18.28	5.6	18.48	6.5	17.67	10.3
8	19.17	5.3	18.10	3.6	—	—
9	23.61	3.5	23.78	4.1	—	—
Accountants and auditors	19.12	5.7	19.00	6.3	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Other financial officers	\$21.21	11.8	\$21.68	13.0	–	–
Personnel, training, and labor relations specialists	20.38	4.1	20.88	5.2	\$19.44	5.0
7	20.50	5.3	–	–	–	–
Management related, n.e.c.	19.94	5.6	20.05	6.7	–	–
6	16.39	1.9	–	–	–	–
9	22.65	6.0	–	–	–	–
Sales	16.03	8.9	16.01	9.0	–	–
1	6.82	3.9	6.82	3.9	–	–
3	8.01	6.4	7.63	4.7	–	–
4	10.42	9.8	10.42	9.8	–	–
5	18.07	12.7	18.07	12.7	–	–
6	31.17	29.5	31.17	29.5	–	–
7	26.72	11.1	26.72	11.1	–	–
8	22.36	10.6	22.96	11.1	–	–
9	28.21	8.7	28.21	8.7	–	–
Supervisors, sales	21.25	10.0	21.64	10.4	–	–
8	21.16	8.8	22.95	8.2	–	–
Sales, other business services	32.69	18.9	32.69	18.9	–	–
Sales representatives, mining, manufacturing, and wholesale	29.59	6.6	29.59	6.6	–	–
Sales workers, other commodities	8.31	8.3	8.31	8.3	–	–
Cashiers	7.60	4.2	7.41	3.8	–	–
1	6.95	5.2	6.95	5.2	–	–
3	8.48	8.4	7.82	5.2	–	–
Administrative support, including clerical	12.23	3.0	12.07	3.5	12.97	3.2
1	7.25	6.4	7.24	8.1	7.26	10.4
2	8.59	7.2	8.41	7.2	9.76	12.2
3	10.84	2.1	10.45	2.0	12.16	4.0
4	12.18	2.6	11.96	3.0	13.08	4.3
5	13.78	2.5	13.61	2.4	15.57	8.2
6	14.91	2.5	15.14	3.0	13.97	2.3
7	16.97	2.2	16.74	2.3	17.75	3.8
Not able to be leveled	18.95	8.7	18.95	8.7	–	–
Supervisors, general office	16.95	8.9	16.81	12.1	–	–
Supervisors, distribution, scheduling, and adjusting clerks	13.80	13.9	–	–	–	–
Secretaries	13.91	2.3	13.97	2.5	13.69	4.9
2	11.60	11.9	–	–	–	–
3	11.95	6.5	10.71	3.8	–	–
4	12.52	2.9	12.38	3.5	12.79	5.0
5	14.25	2.9	14.42	2.9	–	–
6	15.83	2.7	15.94	2.6	–	–
7	17.00	3.1	16.66	2.6	–	–
Receptionists	10.61	5.3	10.03	4.1	–	–
2	8.85	4.8	8.74	5.0	–	–
3	11.26	5.2	10.61	4.8	–	–
Information clerks, n.e.c.	12.87	9.0	13.38	10.4	–	–
Order clerks	12.25	10.0	12.25	10.0	–	–
Personnel clerks, except payroll and timekeeping	15.41	13.1	–	–	–	–
Library clerks	9.75	5.5	–	–	9.62	6.2
1	6.44	2.9	–	–	6.51	2.8
4	10.89	9.6	–	–	10.92	14.1
Records clerks, n.e.c.	10.77	8.9	10.78	10.3	–	–
4	13.10	6.1	13.10	6.1	–	–
Bookkeepers, accounting and auditing clerks	12.00	3.1	11.57	2.9	–	–
3	11.88	4.7	11.27	3.8	–	–
4	10.90	2.6	10.90	2.6	–	–
Payroll and timekeeping clerks	13.87	6.1	13.26	5.5	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Billing clerks	\$11.99	7.3	\$11.99	7.3	—	—
Telephone operators	10.43	2.3	10.43	2.3	—	—
Mail clerks, except postal service	8.46	4.5	8.46	4.5	—	—
Dispatchers	10.29	17.4	—	—	—	—
Traffic, shipping and receiving clerks	12.57	6.4	12.57	6.4	—	—
3	12.47	9.5	12.47	9.5	—	—
Insurance adjusters, examiners, and investigators	13.03	4.8	13.03	4.8	—	—
Investigators and adjusters, except insurance	11.99	7.8	11.87	8.4	—	—
Bill and account collectors	11.27	6.4	11.27	6.4	—	—
General office clerks	11.68	4.6	10.90	4.0	\$13.64	9.1
2	9.12	3.2	9.25	2.6	—	—
3	9.35	3.5	9.31	3.5	—	—
4	12.48	4.2	12.88	4.7	—	—
5	14.88	9.7	—	—	—	—
Data entry keyers	10.92	5.1	—	—	—	—
Teachers' aides	9.65	2.9	—	—	9.66	2.9
Administrative support, n.e.c.	12.97	4.8	13.36	4.6	9.72	12.1
1	6.91	5.3	—	—	—	—
2	9.86	6.3	9.55	12.5	—	—
3	10.69	8.9	10.13	8.5	—	—
5	13.58	3.6	13.58	3.6	—	—
7	15.33	1.5	15.33	1.5	—	—
Blue collar	14.13	2.4	13.99	2.6	15.82	3.5
1	8.95	4.8	8.88	5.0	—	—
2	10.76	3.6	10.40	3.6	15.96	2.2
3	13.33	4.0	13.33	4.3	13.42	5.4
4	14.72	5.8	14.72	6.1	14.68	5.0
5	14.66	2.9	14.39	2.8	16.52	10.3
6	16.56	3.9	16.44	4.3	17.77	2.2
7	19.18	2.8	19.54	3.1	17.03	5.1
8	27.11	2.0	27.11	2.0	—	—
9	28.04	4.3	28.14	4.4	—	—
Precision production, craft, and repair	17.85	2.3	18.18	2.5	15.87	3.8
3	13.79	13.6	13.90	16.1	—	—
4	13.31	5.4	13.41	5.4	—	—
5	14.12	3.5	14.12	4.2	14.11	5.5
6	17.07	3.9	16.91	4.8	17.77	2.2
7	19.71	2.4	20.31	2.4	16.43	5.6
9	28.04	4.3	28.14	4.4	—	—
Industrial machinery repairers	18.21	6.9	18.21	7.0	—	—
7	21.39	4.8	21.44	4.8	—	—
Machinery maintenance	13.05	14.2	—	—	—	—
Millwrights	23.83	3.6	23.83	3.6	—	—
7	23.83	3.6	23.83	3.6	—	—
Mechanics and repairers, n.e.c.	17.67	6.2	18.18	7.0	16.55	11.4
6	18.54	4.7	19.72	5.2	—	—
7	21.75	7.8	—	—	—	—
Electricians	21.88	6.1	22.59	5.9	—	—
7	21.91	6.1	22.63	5.9	—	—
Plumbers, pipefitters and steamfitters	18.69	11.3	21.66	11.9	—	—
7	19.82	11.4	—	—	—	—
Supervisors, production	18.38	7.4	18.38	7.4	—	—
7	17.16	6.2	17.16	6.2	—	—
Tool and die makers	20.37	6.6	20.37	6.6	—	—
7	20.58	7.1	20.58	7.1	—	—
Machinists	15.84	4.3	15.84	4.3	—	—
7	16.07	5.1	16.07	5.1	—	—
Miscellaneous precision workers, n.e.c.	15.17	4.8	15.17	4.8	—	—
Inspectors, testers, and graders	17.04	11.5	16.54	13.7	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$12.91	3.7	\$12.89	3.8	—	—
1	8.29	5.9	8.29	5.9	—	—
2	9.59	3.2	9.59	3.2	—	—
3	13.55	5.7	13.55	5.7	—	—
4	14.51	7.9	14.51	7.9	—	—
5	14.45	4.2	14.45	4.2	—	—
6	16.23	6.6	16.23	6.6	—	—
7	16.74	5.3	16.70	5.6	—	—
Punching and stamping press operators	9.67	14.8	9.67	14.8	—	—
Grinding, abrading, buffing, and polishing machine operators	14.77	7.5	14.77	7.5	—	—
Fabricating machine operators, n.e.c.	16.01	12.4	16.01	12.4	—	—
Molding and casting machine operators	11.15	6.3	11.15	6.3	—	—
Printing press operators	15.10	7.6	15.10	7.6	—	—
Textile sewing machine operators	9.17	2.1	9.17	2.1	—	—
Laundering and dry cleaning machine operators	7.51	3.2	7.51	3.2	—	—
Packaging and filling machine operators	12.44	12.7	12.44	12.7	—	—
Extruding and forming machine operators	11.64	5.5	11.64	5.5	—	—
Painting and paint spraying machine operators ...	14.45	14.4	14.45	14.4	—	—
Miscellaneous machine operators, n.e.c.	12.76	6.8	12.67	6.9	—	—
2	9.17	7.6	9.17	7.6	—	—
4	14.63	7.4	14.63	7.4	—	—
5	13.94	6.8	13.94	6.8	—	—
6	16.23	4.0	16.23	4.0	—	—
Welders and cutters	15.54	11.6	15.54	11.6	—	—
Assemblers	12.34	6.7	12.34	6.7	—	—
1	8.26	3.9	8.26	3.9	—	—
2	10.76	7.6	10.76	7.6	—	—
3	17.36	9.5	17.36	9.5	—	—
4	10.63	5.3	10.63	5.3	—	—
Production inspectors, checkers and examiners ...	13.20	7.7	13.20	7.7	—	—
5	15.09	9.1	15.09	9.1	—	—
Transportation and material moving	15.67	5.5	15.41	7.1	\$16.49	6.5
1	9.54	15.8	9.72	18.7	—	—
2	14.00	7.9	—	—	15.96	2.2
3	14.27	5.9	14.11	7.6	—	—
4	16.62	9.5	16.79	9.9	—	—
5	16.91	9.3	15.25	5.6	19.43	15.4
Truck drivers	15.78	9.8	15.83	10.1	—	—
4	17.18	10.9	17.18	10.9	—	—
5	13.83	2.8	13.97	2.7	—	—
Bus drivers	15.69	2.0	—	—	15.75	2.0
2	15.96	2.2	—	—	15.96	2.2
Crane and tower operators	19.74	5.9	19.74	5.9	—	—
Industrial truck and tractor equipment operators ...	13.72	6.6	13.72	6.6	—	—
3	14.81	10.5	14.81	10.5	—	—
Miscellaneous material moving equipment operators, n.e.c.	17.37	8.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.83	3.1	10.67	3.3	13.45	6.6
1	9.26	6.2	9.14	6.4	—	—
2	11.77	4.7	11.77	4.7	—	—
3	11.68	5.9	11.59	7.0	—	—
4	12.21	7.4	11.51	7.1	—	—
5	13.97	9.6	13.88	10.2	—	—
Groundskeepers and gardeners, except farm	10.06	8.4	9.96	8.9	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.02	2.4	12.02	2.4	—	—
Stock handlers and baggers	9.66	4.2	9.63	4.4	—	—
1	8.24	5.5	8.24	5.5	—	—
2	12.77	3.7	12.77	3.7	—	—
3	11.32	8.8	11.71	10.0	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Machine feeders and offbearers	\$9.04	8.7	\$9.04	8.7	—	—
Freight, stock, and material handlers, n.e.c.	10.27	7.0	10.27	7.0	—	—
2	11.74	8.5	11.74	8.5	—	—
Hand packers and packagers	10.85	9.6	10.85	9.6	—	—
Laborers, except construction, n.e.c.	11.96	7.4	11.36	9.7	—	—
1	11.51	12.3	11.03	16.6	—	—
Service						
1	7.17	4.7	6.51	4.2	\$14.87	5.5
2	7.42	8.2	6.77	8.1	11.53	11.3
3	8.98	3.8	8.61	4.0	11.45	4.7
4	11.70	8.7	10.42	6.3	13.51	11.3
5	13.45	3.0	12.19	4.3	14.22	3.0
6	15.96	7.1	14.34	5.6	—	—
7	17.96	5.5	—	—	18.73	5.2
8	20.37	7.9	—	—	21.48	8.0
Protective service	13.63	10.8	7.95	8.0	16.95	4.3
2	7.15	6.6	—	—	—	—
3	11.58	5.5	—	—	—	—
4	11.20	7.7	—	—	—	—
7	17.86	6.2	—	—	18.48	5.6
8	19.44	4.7	—	—	19.44	4.7
Firefighting	15.55	3.6	—	—	15.55	3.6
Police and detectives, public service	18.23	5.0	—	—	19.06	2.6
7	17.46	8.4	—	—	18.86	3.1
Guards and police, except public service	8.16	10.2	7.78	8.9	—	—
Food service	7.12	5.0	6.73	5.1	10.53	5.4
1	6.59	7.6	6.11	6.0	11.23	8.2
2	5.26	14.2	4.61	12.1	—	—
3	7.16	14.5	7.16	14.5	—	—
4	9.57	6.4	9.16	8.1	—	—
Waiters, waitresses, and bartenders	3.29	14.4	3.29	14.4	—	—
1	3.64	18.3	3.64	18.3	—	—
2	2.32	5.8	2.32	5.8	—	—
3	5.36	39.4	5.36	39.4	—	—
Bartenders	5.77	34.3	5.77	34.3	—	—
2	3.05	31.0	3.05	31.0	—	—
Waiters and waitresses	2.94	11.8	2.94	11.8	—	—
1	3.46	26.2	3.46	26.2	—	—
2	2.15	.0	2.15	.0	—	—
Waiters'/Waitresses' assistants	2.77	15.9	2.77	15.9	—	—
Other food service	8.79	4.1	8.49	4.4	10.53	5.4
1	7.45	6.9	6.93	4.7	11.23	8.2
2	8.25	6.1	7.67	4.3	—	—
3	8.34	3.5	8.34	3.5	—	—
4	9.57	6.7	9.11	8.4	—	—
Supervisors, food preparation and service	12.90	6.2	13.04	7.0	—	—
Cooks	8.83	3.5	8.77	4.2	—	—
3	8.52	3.5	8.52	3.5	—	—
Kitchen workers, food preparation	6.87	6.8	6.86	7.0	—	—
1	6.41	7.2	6.41	7.2	—	—
Food preparation, n.e.c.	8.40	5.9	7.45	3.2	11.06	5.9
1	8.37	10.0	7.30	3.7	—	—
2	8.39	7.3	7.53	5.2	—	—
Health service	9.33	2.2	9.00	1.9	11.99	6.2
2	8.02	4.4	8.02	4.4	—	—
3	8.96	2.6	8.96	2.7	—	—
4	9.45	6.0	9.28	5.7	—	—
Health aides, except nursing	10.30	4.9	9.51	5.1	13.01	2.6
3	9.16	6.6	9.12	6.7	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
Health aides, except nursing—Continued						
4	\$11.02	7.3	\$10.78	8.0	—	—
Nursing aides, orderlies and attendants	8.74	2.2	8.75	2.3	—	—
3	8.89	3.0	8.91	3.1	—	—
4	8.39	2.1	—	—	—	—
Cleaning and building service	9.59	6.3	8.85	7.2	\$11.42	9.2
1	7.94	5.8	7.25	4.4	—	—
2	10.83	14.3	10.23	18.1	—	—
3	10.11	6.2	9.74	7.5	—	—
Supervisors, cleaning and building service workers	12.21	13.4	—	—	—	—
Maids and housemen	7.37	3.4	7.37	3.4	—	—
1	7.52	5.1	7.52	5.1	—	—
Janitors and cleaners	9.69	7.2	8.99	8.7	11.14	9.7
1	8.01	6.6	7.20	5.3	—	—
2	11.22	15.7	—	—	—	—
3	10.30	6.2	9.98	7.9	—	—
Personal service	13.44	16.7	9.93	9.0	16.88	12.0
1	8.19	12.7	—	—	—	—
2	5.54	23.0	5.51	23.3	—	—
3	9.25	9.8	8.75	9.8	—	—
4	15.33	8.9	13.72	15.7	—	—
Early childhood teachers' assistants	7.66	6.3	7.43	5.9	—	—
Service, n.e.c.	11.91	18.8	8.08	11.1	—	—
1	8.70	13.0	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay

of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.44	1.9	\$16.80	2.3	\$20.16	2.8
All excluding sales	17.35	1.8	16.65	2.3	20.18	2.8
White collar	20.87	2.2	20.23	2.7	23.12	3.7
1	7.96	8.8	7.96	8.8	—	—
2	9.72	3.5	9.52	3.0	10.97	10.5
3	10.74	2.4	10.29	2.3	12.39	4.2
4	12.20	2.7	12.02	3.1	13.19	4.4
5	15.48	6.6	14.77	4.6	19.00	23.1
6	17.73	8.8	18.06	10.3	16.17	10.3
7	19.94	3.3	19.42	3.0	21.41	8.3
8	21.60	2.9	20.69	3.3	23.17	4.8
9	25.87	2.3	24.34	2.5	28.85	4.4
10	29.86	7.7	30.02	8.8	29.08	13.5
11	32.48	2.2	32.12	2.3	35.02	3.8
12	39.36	4.3	39.17	5.2	40.18	3.4
13	48.72	6.8	49.50	6.9	—	—
14	72.56	13.2	73.55	13.2	—	—
Not able to be leveled	26.84	7.6	24.35	6.6	—	—
White collar excluding sales	21.03	2.1	20.35	2.6	23.17	3.7
2	9.67	3.6	9.47	3.1	10.97	10.5
3	10.99	2.3	10.62	2.2	12.25	4.3
4	12.40	2.5	12.22	2.9	13.19	4.4
5	14.97	7.3	13.99	2.9	19.00	23.1
6	16.11	4.2	16.10	4.6	16.17	10.3
7	19.46	3.2	18.70	2.4	21.41	8.3
8	21.45	2.8	19.99	2.0	23.47	4.8
9	25.78	2.4	24.12	2.6	28.85	4.4
10	30.09	8.1	30.30	9.4	29.08	13.5
11	32.50	2.2	32.13	2.3	35.02	3.8
12	39.36	4.3	39.17	5.2	40.18	3.4
13	48.72	6.8	49.50	6.9	—	—
14	72.56	13.2	73.55	13.2	—	—
Not able to be leveled	26.59	8.0	23.90	6.9	—	—
Professional specialty and technical	24.03	2.1	22.63	2.7	27.40	3.7
Professional specialty	25.80	2.2	24.41	2.7	28.53	3.8
5	18.29	27.4	11.94	20.6	—	—
6	16.32	10.9	14.58	10.1	—	—
7	21.53	5.3	19.84	2.7	25.11	10.4
8	22.82	3.6	20.10	2.6	26.08	4.7
9	26.83	2.8	23.90	3.4	30.76	4.2
10	26.38	4.8	26.69	5.2	25.36	11.6
11	32.37	3.0	32.35	3.2	32.53	6.7
12	36.29	7.4	35.27	7.8	—	—
13	46.50	11.2	47.24	11.2	—	—
Not able to be leveled	26.79	9.1	22.94	5.1	—	—
Engineers, architects, and surveyors	28.49	3.3	28.50	3.4	—	—
9	26.50	4.6	26.45	4.6	—	—
10	24.45	6.1	24.68	6.3	—	—
11	33.18	4.3	33.18	4.3	—	—
Industrial engineers	26.49	5.3	26.49	5.3	—	—
9	25.79	5.1	25.79	5.1	—	—
Mechanical engineers	24.34	6.4	24.34	6.4	—	—
Engineers, n.e.c.	29.50	3.7	29.50	3.7	—	—
9	29.89	2.7	29.89	2.7	—	—
11	35.29	4.8	35.29	4.8	—	—
Mathematical and computer scientists	28.53	2.7	28.83	2.7	—	—
9	26.97	3.6	26.89	3.7	—	—
11	31.40	4.6	31.40	4.6	—	—
Computer systems analysts and scientists	28.65	3.1	28.99	3.1	—	—
9	26.76	4.1	—	—	—	—
11	31.29	5.0	31.29	5.0	—	—
Natural scientists	26.58	13.0	—	—	—	—
Health related	23.51	5.1	22.43	5.3	29.45	14.0
7	20.26	1.1	20.26	1.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Health related —Continued						
8	\$20.19	3.1	\$19.71	1.7	—	—
9	23.02	6.0	22.82	7.1	\$23.89	9.8
Not able to be leveled	27.77	19.2	19.83	4.4	—	—
Physicians	37.21	20.0	35.07	27.9	—	—
Not able to be leveled	28.85	22.6	—	—	—	—
Registered nurses	20.80	1.7	20.36	1.3	24.12	9.0
7	20.31	1.1	20.31	1.1	—	—
8	19.97	1.5	20.11	1.0	—	—
9	20.89	4.4	19.98	4.3	23.89	9.8
Teachers, college and university	32.81	5.6	29.57	5.9	36.02	7.2
12	32.27	11.4	28.33	6.4	—	—
Other post-secondary teachers	36.28	7.4	—	—	36.28	7.4
Teachers, except college and university	29.19	4.5	16.08	11.0	32.89	3.4
5	24.58	38.9	—	—	—	—
7	27.51	9.0	19.65	7.7	30.33	6.2
8	27.42	8.5	—	—	27.97	8.8
9	31.47	3.2	—	—	33.79	3.6
Prekindergarten and kindergarten	18.35	31.2	9.35	9.5	—	—
9	32.82	6.2	—	—	—	—
Elementary school teachers	31.43	3.9	—	—	34.12	3.4
9	30.68	4.5	—	—	—	—
Secondary school teachers	32.28	5.3	22.52	6.6	—	—
9	33.25	5.9	22.07	8.1	—	—
Teachers, n.e.c.	27.07	5.6	—	—	—	—
Librarians, archivists, and curators	25.70	10.3	25.17	13.9	26.83	13.2
9	23.02	15.7	—	—	—	—
11	36.74	8.9	—	—	22.54	6.0
Librarians	21.72	9.8	18.29	5.6	26.83	13.2
9	23.02	15.7	—	—	—	—
11	22.54	6.0	—	—	22.54	6.0
Social scientists and urban planners	27.06	8.8	—	—	—	—
Social, recreation, and religious workers	17.02	6.3	14.90	3.8	17.87	7.8
7	16.31	6.4	—	—	—	—
9	15.61	4.4	—	—	—	—
Social workers	17.00	6.3	14.90	3.8	17.85	7.9
7	16.31	6.4	—	—	—	—
9	15.61	4.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.31	6.8	20.85	7.3	—	—
Not able to be leveled	20.72	11.5	19.16	12.8	—	—
Professional, n.e.c.	20.38	9.6	19.32	10.7	—	—
Technical	17.66	5.2	17.74	5.9	17.13	8.1
4	12.52	8.1	12.52	8.1	—	—
5	14.83	3.9	14.85	3.9	—	—
6	15.19	4.8	15.90	2.9	12.78	15.4
7	19.04	6.5	19.01	8.0	—	—
8	20.18	3.0	20.47	2.2	—	—
Licensed practical nurses	15.21	5.6	14.26	2.0	—	—
5	13.63	2.5	13.63	2.5	—	—
6	14.43	2.8	14.41	2.9	—	—
Health technologists and technicians, n.e.c.	15.19	9.6	16.45	6.0	—	—
6	12.98	17.7	—	—	—	—
Electrical and electronic technicians	18.76	8.6	18.93	9.2	—	—
7	20.94	7.4	20.94	7.4	—	—
Engineering technicians, n.e.c.	13.17	12.2	13.12	12.4	—	—
Drafters	14.32	8.6	14.31	8.7	—	—
Computer programmers	19.95	7.9	19.87	8.5	—	—
Technical and related, n.e.c.	17.19	6.5	16.74	8.8	18.29	6.6
8	20.23	5.6	—	—	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial	\$28.28	4.2	\$29.57	4.7	\$24.06	8.8
5	14.86	9.3	16.29	6.8	—	—
6	18.77	11.3	18.90	13.0	—	—
7	18.20	5.3	18.53	5.7	17.45	10.8
8	18.91	4.0	18.58	4.8	19.24	6.2
9	24.16	3.2	24.97	3.4	21.35	5.8
10	30.26	6.8	28.98	6.5	—	—
11	32.22	3.3	31.31	3.3	—	—
12	41.03	5.1	41.76	6.7	38.81	2.6
13	51.48	7.6	52.37	8.0	—	—
14	77.24	12.1	77.24	12.1	—	—
Executives, administrators, and managers	32.91	5.6	34.98	6.1	26.45	11.7
7	17.91	11.8	—	—	—	—
8	18.52	6.0	19.17	9.3	—	—
9	24.40	4.1	25.48	4.3	21.01	7.2
10	30.67	8.0	28.90	7.2	—	—
11	32.92	3.3	32.04	3.5	—	—
12	41.03	5.1	41.76	6.7	38.81	2.6
13	51.48	7.6	52.37	8.0	—	—
14	77.24	12.1	77.24	12.1	—	—
Administrators and officials, public administration	25.30	23.4	—	—	25.30	23.4
Financial managers	34.68	8.0	34.70	8.0	—	—
9	25.95	7.1	25.95	7.1	—	—
12	46.04	16.8	—	—	—	—
Managers, marketing, advertising, and public relations	40.55	20.7	42.65	21.5	—	—
Administrators, education and related fields	36.21	7.3	23.08	19.6	40.26	2.7
12	40.08	.7	—	—	—	—
Managers, medicine and health	30.80	17.6	30.80	17.6	—	—
Managers, service organizations, n.e.c.	23.27	24.3	—	—	—	—
Managers and administrators, n.e.c.	33.81	7.8	35.52	8.0	—	—
9	24.39	6.2	25.44	6.5	—	—
10	30.84	7.1	30.84	7.1	—	—
11	31.93	3.1	31.93	3.1	—	—
12	39.47	7.1	39.47	7.1	—	—
13	57.94	10.8	60.00	11.0	—	—
Management related	20.18	3.2	20.39	3.8	19.43	5.1
5	16.44	6.5	16.40	6.8	—	—
6	18.88	11.7	19.05	13.5	—	—
7	18.28	5.9	18.47	6.8	17.73	10.6
8	19.17	5.3	18.10	3.6	—	—
9	23.46	3.7	23.61	4.4	—	—
Accountants and auditors	19.12	5.7	19.00	6.3	—	—
Other financial officers	21.21	11.8	21.68	13.0	—	—
Personnel, training, and labor relations specialists	20.59	4.3	21.20	5.7	—	—
7	20.87	5.5	—	—	—	—
Management related, n.e.c.	19.65	5.7	19.67	6.9	—	—
6	16.39	1.9	—	—	—	—
Sales	19.24	8.9	19.29	9.0	—	—
3	8.38	8.1	7.79	5.4	—	—
4	11.14	10.6	11.14	10.6	—	—
5	18.53	12.5	18.53	12.5	—	—
6	31.17	29.5	31.17	29.5	—	—
7	26.72	11.1	26.72	11.1	—	—
8	22.36	10.6	22.96	11.1	—	—
9	28.21	8.7	28.21	8.7	—	—
Supervisors, sales	21.55	10.0	21.97	10.4	—	—
8	21.16	8.8	22.95	8.2	—	—
Sales, other business services	32.69	18.9	32.69	18.9	—	—
Sales representatives, mining, manufacturing, and wholesale	29.59	6.6	29.59	6.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Sales workers, other commodities	\$9.78	10.0	\$9.78	10.0	—	—
Cashiers	9.22	8.9	8.77	8.0	—	—
Administrative support, including clerical	12.82	1.7	12.65	2.0	\$13.58	3.0
2	9.71	3.6	9.50	3.1	10.97	10.5
3	10.98	2.3	10.60	2.2	12.25	4.3
4	12.38	2.6	12.17	3.1	13.19	4.4
5	13.91	2.5	13.74	2.5	15.57	8.2
6	14.96	2.6	15.17	3.0	—	—
7	16.96	2.2	16.71	2.4	17.75	3.8
Supervisors, general office	17.10	9.1	17.01	12.7	—	—
Secretaries	14.01	2.3	14.04	2.5	13.89	4.9
3	12.37	6.8	—	—	—	—
4	12.53	3.1	12.35	3.7	12.85	5.2
5	14.25	2.9	14.42	2.9	—	—
6	15.83	2.7	15.94	2.6	—	—
7	16.94	3.3	16.54	2.7	—	—
Receptionists	10.90	5.2	10.30	4.2	—	—
3	11.70	4.1	11.11	3.9	—	—
Order clerks	12.25	10.0	12.25	10.0	—	—
Library clerks	11.59	5.9	—	—	11.82	7.0
Records clerks, n.e.c.	10.78	8.9	10.78	10.3	—	—
4	13.10	6.1	13.10	6.1	—	—
Bookkeepers, accounting and auditing clerks	12.05	3.1	11.62	2.9	—	—
3	11.93	4.6	11.33	3.8	—	—
4	10.90	2.6	10.90	2.6	—	—
Payroll and timekeeping clerks	14.11	6.0	13.50	5.4	—	—
Billing clerks	11.99	7.3	11.99	7.3	—	—
Mail clerks, except postal service	8.49	4.7	8.49	4.7	—	—
Dispatchers	11.10	19.1	—	—	—	—
Traffic, shipping and receiving clerks	12.58	6.4	12.58	6.4	—	—
Insurance adjusters, examiners, and investigators	13.03	4.8	13.03	4.8	—	—
Investigators and adjusters, except insurance	12.08	7.8	12.08	7.8	—	—
Bill and account collectors	11.27	6.4	11.27	6.4	—	—
General office clerks	11.87	4.8	11.08	4.3	13.77	9.4
3	9.28	3.7	9.24	3.7	—	—
4	12.50	4.2	12.92	4.7	—	—
5	14.88	9.7	—	—	—	—
Administrative support, n.e.c.	13.62	4.6	13.79	4.6	—	—
3	10.69	9.4	10.06	8.9	—	—
5	14.46	1.9	14.46	1.9	—	—
7	15.33	1.5	15.33	1.5	—	—
Blue collar	14.50	2.5	14.38	2.7	15.96	3.7
1	9.45	6.1	9.37	6.4	—	—
2	10.85	3.7	10.49	3.7	—	—
3	13.48	4.1	13.51	4.3	12.98	6.7
4	14.82	5.8	14.82	6.0	—	—
5	14.74	3.0	14.46	2.8	16.67	10.6
6	16.56	3.9	16.44	4.3	17.77	2.2
7	19.18	2.8	19.54	3.1	17.03	5.1
8	27.11	2.0	27.11	2.0	—	—
9	28.04	4.3	28.14	4.4	—	—
Precision production, craft, and repair	17.85	2.3	18.18	2.5	15.87	3.8
3	13.80	13.6	13.91	16.1	—	—
4	13.31	5.4	13.41	5.4	—	—
5	14.12	3.5	14.12	4.2	14.11	5.5
6	17.07	3.9	16.91	4.8	17.77	2.2
7	19.71	2.4	20.31	2.4	16.43	5.6
9	28.04	4.3	28.14	4.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Industrial machinery repairers	\$18.21	6.9	\$18.21	7.0	—	—
7	21.39	4.8	21.44	4.8	—	—
Millwrights	23.83	3.6	23.83	3.6	—	—
7	23.83	3.6	23.83	3.6	—	—
Mechanics and repairers, n.e.c.	17.67	6.2	18.18	7.0	\$16.55	11.4
6	18.54	4.7	19.72	5.2	—	—
7	21.75	7.8	—	—	—	—
Electricians	21.88	6.1	22.59	5.9	—	—
7	21.91	6.1	22.63	5.9	—	—
Plumbers, pipefitters and steamfitters	18.69	11.3	21.66	11.9	—	—
7	19.82	11.4	—	—	—	—
Supervisors, production	18.38	7.4	18.38	7.4	—	—
7	17.16	6.2	17.16	6.2	—	—
Tool and die makers	20.37	6.6	20.37	6.6	—	—
7	20.58	7.1	20.58	7.1	—	—
Machinists	15.84	4.3	15.84	4.3	—	—
7	16.07	5.1	16.07	5.1	—	—
Miscellaneous precision workers, n.e.c.	15.17	4.8	15.17	4.8	—	—
Inspectors, testers, and graders	17.04	11.5	16.54	13.7	—	—
Machine operators, assemblers, and inspectors						
1	12.97	3.8	12.95	3.8	—	—
2	8.36	6.3	8.36	6.3	—	—
3	9.61	3.3	9.61	3.3	—	—
4	13.60	5.6	13.60	5.6	—	—
5	14.51	7.9	14.51	7.9	—	—
6	14.45	4.2	14.45	4.2	—	—
7	16.23	6.6	16.23	6.6	—	—
7	16.74	5.3	16.70	5.6	—	—
Punching and stamping press operators	9.67	14.8	9.67	14.8	—	—
Grinding, abrading, buffing, and polishing machine operators	14.77	7.5	14.77	7.5	—	—
Fabricating machine operators, n.e.c.	16.01	12.4	16.01	12.4	—	—
Molding and casting machine operators	11.22	6.4	11.22	6.4	—	—
Printing press operators	15.10	7.6	15.10	7.6	—	—
Textile sewing machine operators	9.17	2.2	9.17	2.2	—	—
Packaging and filling machine operators	12.44	12.7	12.44	12.7	—	—
Extruding and forming machine operators	11.64	5.5	11.64	5.5	—	—
Painting and paint spraying machine operators ...	14.45	14.4	14.45	14.4	—	—
Miscellaneous machine operators, n.e.c.	12.81	6.9	12.73	7.0	—	—
2	9.17	7.6	9.17	7.6	—	—
4	14.63	7.4	14.63	7.4	—	—
5	13.94	6.8	13.94	6.8	—	—
6	16.23	4.0	16.23	4.0	—	—
Welders and cutters	15.54	11.6	15.54	11.6	—	—
Assemblers	12.42	6.8	12.42	6.8	—	—
2	10.79	7.8	10.79	7.8	—	—
3	17.36	9.5	17.36	9.5	—	—
4	10.63	5.3	10.63	5.3	—	—
Production inspectors, checkers and examiners ..	13.20	7.7	13.20	7.7	—	—
5	15.09	9.1	15.09	9.1	—	—
Transportation and material moving						
1	16.01	5.4	15.72	6.8	17.09	7.4
2	9.76	16.4	—	—	—	—
3	14.10	8.4	—	—	—	—
4	14.34	7.0	14.26	7.8	—	—
5	17.11	8.9	17.27	9.2	—	—
6	17.30	9.8	15.54	5.9	—	—
Truck drivers	16.17	9.3	16.21	9.6	—	—
4	17.78	9.8	17.78	9.8	—	—
Bus drivers	16.43	1.9	—	—	16.46	1.9
Crane and tower operators	19.74	5.9	19.74	5.9	—	—
Industrial truck and tractor equipment operators ..	13.83	6.8	13.83	6.8	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Industrial truck and tractor equipment operators —Continued						
3	\$15.29	11.6	\$15.29	11.6	—	—
Miscellaneous material moving equipment operators, n.e.c.	17.37	8.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	11.84	3.3	11.71	3.6	\$13.45	6.6
1	10.52	8.3	10.37	8.9	—	—
2	12.15	4.7	12.15	4.7	—	—
3	12.26	5.4	12.31	6.3	—	—
4	12.30	7.5	11.59	7.3	—	—
5	14.59	9.0	14.54	9.7	—	—
Groundskeepers and gardeners, except farm	10.25	8.6	10.15	9.2	—	—
Stock handlers and baggers	11.14	4.8	11.19	5.1	—	—
1	9.42	8.1	9.42	8.1	—	—
2	12.81	3.7	12.81	3.7	—	—
Machine feeders and offbearers	9.53	7.5	9.53	7.5	—	—
Freight, stock, and material handlers, n.e.c.	11.21	7.1	11.21	7.1	—	—
2	12.12	9.7	12.12	9.7	—	—
Hand packers and packagers	10.92	10.0	10.92	10.0	—	—
Laborers, except construction, n.e.c.	12.96	5.9	12.50	7.6	—	—
1	11.72	12.5	11.29	17.0	—	—
Service	11.49	5.2	9.17	3.8	15.37	5.7
1	8.72	5.4	7.79	5.0	10.61	8.6
2	8.76	9.5	8.01	9.6	12.17	11.6
3	9.17	4.2	8.80	4.4	11.52	4.9
4	11.92	9.3	10.61	7.0	13.69	11.7
5	13.32	3.1	12.20	4.3	14.03	3.0
6	15.96	7.1	14.34	5.6	—	—
7	17.99	5.7	—	—	18.80	5.3
8	20.37	7.9	—	—	21.48	8.0
Protective service	13.84	10.9	7.88	8.8	16.99	4.5
3	11.50	6.0	—	—	—	—
4	11.20	7.7	—	—	—	—
7	17.88	6.6	—	—	18.54	5.8
Firefighting	15.54	3.6	—	—	15.54	3.6
Police and detectives, public service	18.25	5.4	—	—	19.14	2.9
7	17.49	9.0	—	—	19.01	3.8
Guards and police, except public service	8.08	11.0	—	—	—	—
Food service	9.06	7.3	8.66	8.4	—	—
1	8.91	13.3	7.72	11.6	—	—
2	6.50	23.7	5.19	25.2	—	—
3	7.03	19.1	7.03	19.1	—	—
4	9.70	8.1	—	—	—	—
Waiters, waitresses, and bartenders	4.11	24.7	4.11	24.7	—	—
Waiters and waitresses	3.36	18.8	3.36	18.8	—	—
Other food service	10.77	4.1	10.71	4.9	—	—
1	10.22	8.0	9.14	5.0	—	—
2	9.14	7.3	8.24	6.9	—	—
3	8.72	3.3	8.72	3.3	—	—
4	9.70	8.7	—	—	—	—
Supervisors, food preparation and service	13.42	7.0	13.52	7.6	—	—
Cooks	9.21	4.7	9.35	5.6	—	—
3	8.62	3.9	8.62	3.9	—	—
Food preparation, n.e.c.	9.60	6.6	8.29	4.9	—	—
1	10.12	9.7	8.67	4.4	—	—
2	9.09	8.7	—	—	—	—
Health service	9.44	2.5	9.11	2.1	11.99	7.0
2	8.28	3.0	8.28	3.0	—	—
3	9.04	3.0	9.06	3.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service—Continued						
4	\$9.07	4.8	\$9.06	4.8	—	—
Health aides, except nursing	10.45	5.6	9.68	5.9	—	—
3	9.17	7.0	9.17	7.0	—	—
4	10.55	6.9	10.55	7.0	—	—
Nursing aides, orderlies and attendants	8.83	2.5	8.84	2.6	—	—
3	9.00	3.4	9.02	3.6	—	—
Cleaning and building service	10.79	5.8	10.15	7.2	\$11.94	9.5
1	8.73	5.4	7.94	4.2	—	—
2	12.57	9.5	12.33	13.1	—	—
3	10.80	5.0	10.38	6.9	—	—
Supervisors, cleaning and building service workers	12.21	13.4	—	—	—	—
Maids and housemen	7.39	3.8	7.39	3.8	—	—
Janitors and cleaners	11.13	6.5	10.77	8.5	11.65	10.0
1	8.92	5.7	8.03	4.9	—	—
2	13.40	9.2	13.75	13.5	—	—
3	11.12	4.2	10.81	6.3	—	—
Personal service	15.04	14.6	11.37	10.4	18.26	7.1
4	15.72	7.4	—	—	—	—
Service, n.e.c.	13.72	15.5	9.75	10.5	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$9.24	4.4	\$8.39	3.6	\$14.19	8.4
All excluding sales	9.55	4.9	8.63	4.2	14.19	8.4
White collar	11.80	8.5	10.77	8.3	15.82	9.2
1	6.51	2.4	6.42	2.1	7.26	10.4
2	—	—	—	—	8.13	10.4
3	8.82	4.9	8.46	4.5	11.29	7.9
4	9.05	4.3	9.03	4.5	9.59	7.0
5	15.73	14.1	11.65	9.8	—	—
6	14.56	4.4	14.66	3.5	14.24	16.1
7	17.88	5.3	18.69	4.7	12.00	16.8
8	22.18	7.1	20.74	2.3	—	—
9	21.48	6.4	22.90	5.0	20.05	11.5
Not able to be leveled	10.04	6.2	—	—	—	—
White collar excluding sales	13.49	11.7	12.61	14.1	15.83	9.2
1	7.19	9.9	—	—	7.26	10.4
2	—	—	—	—	8.13	10.4
3	9.64	4.3	9.23	3.7	11.30	8.0
4	9.93	6.6	9.96	7.1	9.59	7.0
5	16.08	13.8	11.71	11.4	—	—
6	14.56	4.4	14.66	3.5	14.24	16.1
7	17.88	5.3	18.69	4.7	12.00	16.8
8	22.18	7.1	20.74	2.3	—	—
9	21.48	6.4	22.90	5.0	20.05	11.5
Not able to be leveled	10.04	6.2	—	—	—	—
Professional specialty and technical	18.89	4.0	18.68	5.6	19.20	5.3
Professional specialty	19.86	4.5	20.42	7.1	19.27	5.4
5	17.22	12.9	—	—	—	—
6	13.99	12.4	—	—	—	—
7	19.06	8.4	20.65	6.0	—	—
8	22.39	7.3	20.74	2.3	—	—
9	21.14	7.1	22.57	5.8	20.05	11.5
Health related	21.84	4.7	22.22	4.8	—	—
7	21.94	4.7	21.94	4.7	—	—
8	20.74	2.3	20.74	2.3	—	—
9	20.42	6.0	21.48	4.3	—	—
Registered nurses	21.30	4.2	21.27	4.6	—	—
7	22.03	4.8	22.03	4.8	—	—
8	20.89	2.4	20.89	2.4	—	—
9	20.44	2.3	19.99	2.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	18.20	8.2	13.28	27.6	19.18	5.7
7	12.11	18.3	—	—	—	—
9	20.67	10.2	—	—	19.77	10.6
Teachers, n.e.c.	19.17	9.9	—	—	18.16	11.2
9	22.56	11.6	—	—	—	—
Librarians, archivists, and curators	21.52	17.4	—	—	20.56	20.8
Librarians	21.81	17.5	—	—	20.85	21.2
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.59	3.4	14.50	3.5	—	—
5	14.98	5.8	14.98	5.8	—	—
6	14.94	1.7	14.94	1.7	—	—
7	15.78	7.4	16.05	7.3	—	—
Radiological technicians	15.31	7.9	15.31	7.9	—	—
Licensed practical nurses	13.86	3.6	13.86	3.6	—	—
Health technologists and technicians, n.e.c.	13.79	6.5	13.79	6.5	—	—
Technical and related, n.e.c.	15.73	13.8	—	—	—	—
Executive, administrative, and managerial	20.37	8.2	20.66	8.5	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	20.62	9.2	20.97	9.6	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Sales	\$6.87	2.8	\$6.86	2.8	–	–
1	6.43	2.1	6.43	2.1	–	–
3	7.41	5.8	7.38	5.8	–	–
4	7.30	5.2	7.30	5.2	–	–
Sales workers, other commodities	6.88	5.2	6.88	5.2	–	–
Cashiers	6.73	2.7	6.72	2.7	–	–
1	6.49	2.6	6.49	2.6	–	–
Administrative support, including clerical	8.41	7.0	8.36	8.1	\$8.66	7.0
1	7.19	9.9	–	–	7.26	10.4
2	–	–	–	–	8.14	10.5
3	9.60	4.4	9.16	3.8	11.30	8.0
4	9.80	7.6	9.82	8.3	9.59	7.0
Secretaries	12.15	9.1	12.72	10.5	–	–
4	12.48	7.8	12.79	8.3	–	–
Receptionists	8.84	6.0	8.69	6.1	–	–
Library clerks	8.14	6.2	–	–	7.96	6.1
1	6.44	2.9	–	–	6.51	2.8
4	8.60	1.9	–	–	8.60	1.9
General office clerks	8.82	5.1	8.71	5.0	–	–
Administrative support, n.e.c.	9.01	6.0	9.96	3.1	6.69	4.0
Blue collar	8.55	5.4	8.06	5.9	13.78	4.2
1	7.74	7.0	7.74	7.0	–	–
2	8.62	9.4	7.83	7.8	–	–
3	10.65	13.1	8.19	6.2	–	–
Precision production, craft, and repair	–	–	–	–	–	–
Machine operators, assemblers, and inspectors	7.73	5.7	7.73	5.7	–	–
Transportation and material moving	11.95	8.5	10.09	11.4	13.78	4.2
Bus drivers	13.86	3.7	–	–	13.99	3.4
Handlers, equipment cleaners, helpers, and laborers	7.86	5.8	7.86	5.8	–	–
1	7.81	7.4	7.81	7.4	–	–
2	7.70	9.4	7.70	9.4	–	–
3	7.38	4.3	7.38	4.3	–	–
Stock handlers and baggers	7.28	4.5	7.28	4.5	–	–
1	7.29	4.8	7.29	4.8	–	–
Freight, stock, and material handlers, n.e.c.	9.10	12.7	9.10	12.7	–	–
Laborers, except construction, n.e.c.	6.94	5.7	6.94	5.7	–	–
Service	6.43	4.2	5.97	4.0	10.43	6.8
1	6.12	5.0	5.87	5.0	8.76	9.3
2	5.23	9.3	4.98	9.9	–	–
3	8.24	5.2	7.89	4.4	–	–
4	9.94	6.9	9.15	7.4	–	–
Protective service	10.75	17.7	8.42	11.4	15.87	9.9
Food service	5.62	5.3	5.42	5.4	9.37	5.8
1	5.86	6.4	5.71	6.7	9.08	6.5
2	4.54	10.9	4.34	11.0	–	–
3	7.40	8.6	7.40	8.6	–	–
Waiters, waitresses, and bartenders	2.81	10.7	2.81	10.7	–	–
1	3.42	18.9	3.42	18.9	–	–
2	2.38	7.6	2.38	7.6	–	–
Bartenders	3.64	26.8	3.64	26.8	–	–
Waiters and waitresses	2.63	14.4	2.63	14.4	–	–
2	2.13	.0	2.13	.0	–	–
Waiters'/Waitresses' assistants	2.86	16.6	2.86	16.6	–	–
Other food service	7.07	3.5	6.87	3.4	9.37	5.8
1	6.58	4.4	6.42	4.2	9.08	6.5
2	7.49	3.6	7.34	3.5	–	–

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
3	\$7.96	5.7	\$7.96	5.7	—	—
Cooks	8.27	4.5	7.97	3.8	—	—
Kitchen workers, food preparation	6.39	4.3	6.37	4.4	—	—
1	6.00	2.3	6.00	2.3	—	—
Food preparation, n.e.c.	7.11	4.5	6.88	4.5	—	—
1	6.55	6.0	6.33	6.1	—	—
2	7.57	5.5	7.32	5.2	—	—
Health service	8.66	5.0	8.29	4.0	—	—
3	8.39	4.1	8.30	4.0	—	—
4	11.50	6.3	—	—	—	—
Health aides, except nursing	9.38	10.9	8.44	11.5	—	—
Nursing aides, orderlies and attendants	8.23	3.0	8.23	3.1	—	—
3	8.33	4.3	8.33	4.3	—	—
Cleaning and building service	6.42	2.3	6.38	2.4	—	—
1	6.26	4.1	6.25	4.3	—	—
Janitors and cleaners	6.38	2.2	6.32	2.3	—	—
1	6.15	4.1	—	—	—	—
Personal service	7.78	13.4	5.96	13.7	\$10.46	10.7
1	8.08	17.8	—	—	—	—
2	3.64	31.0	3.52	31.3	—	—
Service, n.e.c.	7.14	17.9	5.82	16.4	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Cleveland-Akron, OH, August 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.44	\$9.24	\$17.48	\$16.01	\$16.21	\$20.69
All excluding sales	17.35	9.55	17.71	15.94	16.40	18.01
White collar	20.87	11.80	20.75	19.70	19.59	24.46
White-collar excluding sales	21.03	13.49	21.91	20.02	20.26	23.46
Professional specialty and technical	24.03	18.89	27.50	22.41	23.60	—
Professional specialty	25.80	19.86	28.87	24.00	25.22	—
Technical	17.66	14.59	16.92	17.48	17.31	—
Executive, administrative, and managerial	28.28	20.37	21.11	28.54	27.59	38.98
Sales	19.24	6.87	9.90	17.10	11.49	25.08
Administrative support, including clerical	12.82	8.41	12.51	12.18	12.28	—
Blue collar	14.50	8.55	16.70	12.11	14.08	14.91
Precision production, craft, and repair	17.85	—	19.30	16.52	17.80	18.73
Machine operators, assemblers, and inspectors	12.97	7.73	16.75	10.87	12.88	13.26
Transportation and material moving	16.01	11.95	16.89	13.29	15.53	18.50
Handlers, equipment cleaners, helpers, and laborers	11.84	7.86	12.70	9.22	10.80	—
Service	11.49	6.43	14.29	7.84	10.00	—
	Relative error ⁶ (percent)					
All occupations	1.9	4.4	2.1	2.6	1.8	11.5
All excluding sales	1.8	4.9	2.1	2.6	1.9	13.9
White collar	2.2	8.5	4.2	2.9	2.4	14.9
White-collar excluding sales	2.1	11.7	4.2	2.9	2.5	28.3
Professional specialty and technical	2.1	4.0	3.8	2.4	2.1	—
Professional specialty	2.2	4.5	3.8	2.6	2.2	—
Technical	5.2	3.4	10.7	5.3	5.2	—
Executive, administrative, and managerial	4.2	8.2	12.9	4.3	4.0	21.9
Sales	8.9	2.8	6.1	9.6	7.0	11.3
Administrative support, including clerical	1.7	7.0	5.2	3.4	3.0	—
Blue collar	2.5	5.4	2.6	2.9	2.5	8.5
Precision production, craft, and repair	2.3	—	3.1	3.1	2.4	11.4
Machine operators, assemblers, and inspectors	3.8	5.7	4.5	3.7	3.9	11.2
Transportation and material moving	5.4	8.5	6.2	8.1	5.8	7.0
Handlers, equipment cleaners, helpers, and laborers	3.3	5.8	3.9	2.6	3.2	—
Service	5.2	4.2	5.6	2.9	4.8	—

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

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$15.71	-	-	-	-	-	-	-	-	-
All excluding sales	15.69	-	-	-	-	-	-	-	-	-
White collar	19.16	-	-	-	-	-	-	-	-	-
White-collar excluding sales	19.66	-	-	-	-	-	-	-	-	-
Professional specialty and technical	22.32	-	-	-	-	-	-	-	-	-
Professional specialty	24.10	-	-	-	-	-	-	-	-	-
Technical	17.46	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	29.43	-	-	-	-	-	-	-	-	-
Sales	16.01	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.07	-	-	-	-	-	-	-	-	-
Blue collar	13.99	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	18.18	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	12.89	-	-	-	-	-	-	-	-	-
Transportation and material moving	15.41	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.67	-	-	-	-	-	-	-	-	-
Service	7.98	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.3	-	-	-	-	-	-	-	-	-
All excluding sales	2.3	-	-	-	-	-	-	-	-	-
White collar	3.1	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.2	-	-	-	-	-	-	-	-	-
Professional specialty and technical	2.6	-	-	-	-	-	-	-	-	-
Professional specialty	2.8	-	-	-	-	-	-	-	-	-
Technical	5.5	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	4.7	-	-	-	-	-	-	-	-	-
Sales	9.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.5	-	-	-	-	-	-	-	-	-
Blue collar	2.6	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	2.5	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	3.8	-	-	-	-	-	-	-	-	-
Transportation and material moving	7.1	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	3.3	-	-	-	-	-	-	-	-	-
Service	3.0	-	-	-	-	-	-	-	-	-

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$15.71	\$13.59	\$16.33	\$14.58	\$18.59
All excluding sales	15.69	13.00	16.39	14.54	18.68
White collar	19.16	17.52	19.58	18.66	20.48
White-collar excluding sales	19.66	17.90	19.97	19.14	20.72
Professional specialty and technical	22.32	18.65	22.79	21.32	23.82
Professional specialty	24.10	19.25	24.63	24.31	24.82
Technical	17.46	17.62	17.43	14.75	20.18
Executive, administrative, and managerial	29.43	32.41	28.84	29.63	27.92
Sales	16.01	16.83	15.12	15.28	14.61
Administrative support, including clerical	12.07	11.08	12.29	11.45	13.14
Blue collar	13.99	12.73	14.35	12.27	18.14
Precision production, craft, and repair	18.18	16.80	18.59	16.11	21.50
Machine operators, assemblers, and inspectors	12.89	10.68	13.47	11.70	17.72
Transportation and material moving	15.41	15.47	15.39	12.06	18.91
Handlers, equipment cleaners, helpers, and laborers	10.67	10.55	10.71	10.13	12.05
Service	7.98	6.65	8.64	7.93	9.68
Relative error ⁴ (percent)					
All occupations	2.3	6.6	2.5	4.0	2.8
All excluding sales	2.3	5.9	2.6	4.2	2.8
White collar	3.1	9.6	3.3	6.0	2.9
White-collar excluding sales	3.2	9.2	3.5	6.6	2.9
Professional specialty and technical	2.6	11.1	2.4	5.0	2.6
Professional specialty	2.8	16.2	2.4	5.2	2.1
Technical	5.5	11.2	6.1	4.0	9.7
Executive, administrative, and managerial	4.7	11.9	4.9	8.1	4.6
Sales	9.0	15.0	9.7	12.1	12.6
Administrative support, including clerical	3.5	4.7	4.2	7.2	2.8
Blue collar	2.6	5.0	3.0	3.6	3.0
Precision production, craft, and repair	2.5	5.0	2.9	4.7	3.3
Machine operators, assemblers, and inspectors	3.8	7.0	4.1	4.9	5.2
Transportation and material moving	7.1	8.9	9.4	7.1	5.2
Handlers, equipment cleaners, helpers, and laborers	3.3	7.1	3.8	4.2	6.8
Service	3.0	6.3	3.4	3.3	7.7

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

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

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.50	\$9.73	\$14.18	\$20.37	\$28.75
All excluding sales	7.66	10.00	14.23	20.33	28.50
White collar	8.72	12.02	17.34	24.56	34.59
White collar excluding sales	9.60	12.71	17.84	25.16	34.66
Professional specialty and technical	13.23	16.94	21.05	29.55	35.82
Professional specialty	15.44	19.50	23.22	30.99	36.49
Engineers, architects, and surveyors	19.68	23.08	29.07	31.50	35.91
Industrial engineers	19.96	23.08	26.33	27.40	31.52
Mechanical engineers	18.48	19.68	23.70	24.67	30.15
Engineers, n.e.c.	21.57	23.10	30.99	33.57	36.71
Mathematical and computer scientists	22.05	25.02	28.50	30.29	35.53
Computer systems analysts and scientists	22.05	25.02	28.75	30.29	35.53
Natural scientists	17.60	20.96	20.96	32.33	43.24
Health related	17.10	19.53	20.56	23.01	31.71
Physicians	17.01	17.10	19.95	59.90	67.20
Registered nurses	17.86	19.84	20.55	21.61	23.97
Respiratory therapists	16.71	16.71	18.13	18.50	18.92
Physical therapists	24.01	24.42	29.61	32.14	33.33
Teachers, college and university	24.46	26.35	29.80	36.49	47.30
Other post-secondary teachers	26.35	29.42	36.49	45.09	47.85
Teachers, except college and university	13.07	19.50	29.01	35.11	37.27
Prekindergarten and kindergarten	7.75	8.00	9.06	34.89	35.32
Elementary school teachers	18.74	29.01	34.11	35.87	36.78
Secondary school teachers	18.57	23.00	37.49	37.49	37.73
Teachers, n.e.c.	16.22	19.44	28.75	30.33	30.33
Vocational and educational counselors	19.50	19.50	19.50	20.02	45.86
Librarians, archivists, and curators	16.18	18.47	20.43	37.32	38.13
Librarians	16.18	17.26	19.43	22.51	38.13
Social scientists and urban planners	23.16	23.16	23.87	35.98	36.54
Social, recreation, and religious workers	13.02	13.23	14.75	19.55	24.51
Social workers	13.02	13.23	14.75	19.55	24.51
Lawyers and judges	12.82	20.71	23.45	41.28	41.28
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.35	15.44	17.85	27.90	31.73
Professional, n.e.c.	12.35	15.44	17.52	22.88	35.70
Technical	10.87	13.70	15.73	19.47	22.24
Clinical laboratory technologists and technicians	10.87	11.63	15.11	16.71	18.20
Radiological technicians	14.51	15.02	20.48	20.48	20.48
Licensed practical nurses	13.07	13.35	14.48	15.35	20.95
Health technologists and technicians, n.e.c.	8.50	12.64	14.81	17.81	19.47
Electrical and electronic technicians	15.00	15.61	16.82	23.59	23.59
Engineering technicians, n.e.c.	10.35	10.35	11.68	16.80	16.94
Drafters	11.66	12.35	12.78	15.50	21.10
Computer programmers	13.85	18.05	20.19	21.68	22.02
Technical and related, n.e.c.	9.41	14.68	16.36	20.05	22.39
Executive, administrative, and managerial	15.37	18.51	24.68	33.00	42.79
Executives, administrators, and managers	17.13	22.12	29.23	38.10	48.08
Administrators and officials, public administration	12.02	20.50	23.54	36.17	36.17
Financial managers	22.39	28.06	30.15	42.34	48.08
Managers, marketing, advertising, and public relations	18.48	23.21	35.04	37.36	54.34
Administrators, education and related fields	17.79	37.65	39.69	40.61	42.86
Managers, medicine and health	18.70	22.62	25.99	27.39	47.07
Managers, service organizations, n.e.c.	11.50	11.50	19.31	23.09	52.68
Managers and administrators, n.e.c.	18.85	24.04	28.76	35.49	57.50
Management related	14.66	16.59	18.66	23.22	27.40
Accountants and auditors	15.09	16.52	18.17	21.17	26.63
Other financial officers	14.31	16.94	18.51	25.97	30.46
Personnel, training, and labor relations specialists	15.76	18.37	19.19	23.12	25.75
Management related, n.e.c.	14.66	15.79	18.43	22.45	30.37
Sales	6.04	7.49	12.40	20.47	32.56
Supervisors, sales	11.92	14.13	20.16	24.47	30.27
Sales, other business services	14.90	21.50	32.18	53.56	53.56
Sales representatives, mining, manufacturing, and wholesale	17.59	20.13	32.56	39.34	43.68

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales workers, other commodities	\$6.35	\$6.35	\$7.57	\$9.00	\$10.75
Cashiers	5.85	5.85	6.45	8.24	10.45
Administrative support, including clerical					
Supervisors, general office	7.57	9.72	11.78	14.40	16.77
Supervisors, distribution, scheduling, and adjusting clerks	13.00	13.00	15.13	18.91	30.00
Secretaries	11.05	11.05	11.05	18.12	19.60
Receptionists	10.95	11.72	13.77	15.63	17.58
Information clerks, n.e.c.	8.00	9.03	10.49	12.51	12.81
Order clerks	9.58	10.51	11.30	14.39	18.15
Personnel clerks, except payroll and timekeeping Library clerks	5.92	9.55	12.62	14.18	21.37
Records clerks, n.e.c.	10.00	10.35	16.24	16.34	25.09
Bookkeepers, accounting and auditing clerks	6.25	7.31	10.11	11.79	12.91
Payroll and timekeeping clerks	6.84	8.54	10.67	13.82	14.37
Billing clerks	9.75	10.67	11.95	13.35	14.50
Telephone operators	11.00	12.10	13.00	15.15	17.70
Mail clerks, except postal service	8.50	10.24	12.19	15.49	15.49
Dispatchers	9.96	9.96	10.54	10.94	10.94
Traffic, shipping and receiving clerks	6.88	7.90	8.08	9.52	10.10
Insurance adjusters, examiners, and investigators	6.36	7.50	7.50	13.96	16.83
Investigators and adjusters, except insurance	9.90	10.47	13.00	14.46	15.41
Bill and account collectors	10.44	11.28	12.49	14.53	17.51
General office clerks	9.25	9.30	11.88	13.46	16.66
Data entry keyers	9.14	10.33	11.44	11.76	11.76
Teachers' aides	8.56	9.21	10.75	14.00	16.61
Administrative support, n.e.c.	8.63	9.54	10.91	11.03	15.51
	9.17	9.52	9.82	9.82	11.12
	9.00	10.27	14.07	15.47	15.84
Blue collar					
	8.05	9.78	13.05	17.56	21.54
Precision production, craft, and repair					
Industrial machinery repairers	11.75	13.57	17.02	20.54	25.31
Machinery maintenance	11.60	12.10	18.69	20.42	24.60
Millwrights	9.75	11.00	11.00	14.38	19.16
Mechanics and repairers, n.e.c.	19.97	24.28	25.03	25.21	25.26
Electricians	12.60	14.75	17.22	20.30	22.72
Plumbers, pipefitters and steamfitters	16.15	17.73	19.67	25.59	27.63
Supervisors, production	12.06	13.30	15.05	25.03	25.03
Tool and die makers	11.55	12.76	17.70	24.47	27.89
Machinists	14.50	15.45	20.50	25.39	26.32
Miscellaneous precision workers, n.e.c.	12.88	14.52	15.84	16.23	20.15
Inspectors, testers, and graders	14.27	14.48	15.29	17.10	17.66
	10.50	12.75	15.46	19.91	29.24
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	8.00	9.36	11.75	15.60	21.40
Grinding, abrading, buffing, and polishing machine operators	6.25	6.26	8.00	9.69	16.57
Fabricating machine operators, n.e.c.	9.93	13.00	14.77	16.27	17.56
Molding and casting machine operators	9.00	10.92	15.44	21.40	21.76
Printing press operators	8.50	9.38	10.20	11.50	13.54
Textile sewing machine operators	11.34	13.05	14.88	17.31	17.31
Laundrying and dry cleaning machine operators Packaging and filling machine operators	8.78	8.78	8.92	9.62	9.69
Extruding and forming machine operators	6.88	6.88	7.32	8.03	8.10
Painting and paint spraying machine operators ...	8.80	8.80	11.90	13.50	18.36
Miscellaneous machine operators, n.e.c.	9.79	10.29	11.79	12.10	15.46
Welders and cutters	9.76	9.76	12.77	15.57	21.92
Assemblers	7.64	9.78	12.42	15.72	18.35
Production inspectors, checkers and examiners ..	8.78	12.75	13.08	22.04	25.18
	8.00	9.40	9.66	15.00	21.34
	8.69	10.00	12.54	15.21	21.34
Transportation and material moving					
Truck drivers	9.10	12.07	15.55	18.60	21.22
Bus drivers	10.00	11.75	16.39	21.22	21.22
Crane and tower operators	14.14	14.58	15.96	17.01	17.55
	16.34	17.57	20.58	22.87	22.87

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving —Continued					
Industrial truck and tractor equipment operators ..	\$9.10	\$11.38	\$12.30	\$14.73	\$21.62
Miscellaneous material moving equipment operators, n.e.c.	10.77	13.80	17.00	20.16	21.63
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	6.57	8.05	10.50	13.00	14.40
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	8.25	8.50	9.06	10.33	14.03
Stock handlers and baggers	10.33	10.75	11.55	13.17	13.79
Machine feeders and offbearers	5.80	7.33	8.78	11.75	13.48
Freight, stock, and material handlers, n.e.c.	5.15	7.43	8.94	11.35	12.10
Hand packers and packagers	7.45	7.80	9.75	11.68	11.72
Laborers, except construction, n.e.c.	7.50	8.08	10.85	13.59	14.40
Service	6.57	7.73	13.00	13.24	16.52
Protective service	5.65	6.80	8.79	12.52	17.31
Firefighting	6.39	7.66	13.73	17.59	21.04
Police and detectives, public service	13.73	13.85	16.01	16.72	17.31
Guards and police, except public service	15.42	17.59	18.26	20.27	21.04
Food service	6.39	6.39	7.47	7.66	12.54
Waiters, waitresses, and bartenders	2.13	3.90	7.27	9.20	12.19
Bartenders	2.13	2.13	2.13	2.32	8.06
Waiters and waitresses	2.13	2.13	4.33	11.63	11.63
Waiters/Waitresses' assistants	2.13	2.13	2.13	2.23	5.25
Other food service	2.13	2.13	2.21	2.32	5.81
Supervisors, food preparation and service	5.90	6.56	7.99	10.49	12.80
Cooks	7.96	10.96	13.84	15.38	16.93
Kitchen workers, food preparation	7.50	7.84	8.66	9.44	10.34
Food preparation, n.e.c.	5.68	5.79	6.02	7.39	10.50
Health service	5.96	6.71	8.79	9.71	11.67
Health aides, except nursing	7.31	8.00	8.86	10.06	12.37
Nursing aides, orderlies and attendants	7.03	8.00	9.71	12.37	13.87
Cleaning and building service	7.60	8.00	8.52	9.43	10.29
Supervisors, cleaning and building service workers	6.16	6.75	8.57	11.50	15.72
Maids and housemen	7.75	7.95	13.05	16.56	16.56
Janitors and cleaners	6.41	6.82	7.20	7.63	8.78
Personal service	6.01	6.75	8.93	11.50	15.72
Early childhood teachers' assistants	6.75	8.17	11.53	15.89	23.36
Service, n.e.c.	5.88	7.33	7.33	7.33	10.23
	6.75	8.17	10.81	15.89	21.15

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.19	\$9.25	\$13.35	\$19.95	\$26.70
All excluding sales	7.44	9.44	13.46	19.82	26.25
White collar	8.39	11.36	16.43	23.28	32.33
White collar excluding sales	9.21	11.97	16.83	23.59	32.16
Professional specialty and technical	13.02	16.43	20.42	26.86	32.53
Professional specialty	15.44	18.64	21.92	29.66	35.27
Engineers, architects, and surveyors	19.68	23.08	29.07	31.97	35.91
Industrial engineers	19.96	23.08	26.33	27.40	31.52
Mechanical engineers	18.48	19.68	23.70	24.67	30.15
Engineers, n.e.c.	21.57	23.10	30.99	33.57	36.71
Mathematical and computer scientists	22.05	26.56	28.75	30.29	35.53
Computer systems analysts and scientists	22.05	26.56	29.34	30.29	36.36
Natural scientists	—	—	—	—	—
Health related	17.34	19.50	20.42	22.02	29.61
Physicians	17.10	18.55	19.95	67.20	70.88
Registered nurses	17.86	19.84	20.42	21.26	23.40
Respiratory therapists	16.71	16.71	18.13	18.50	18.92
Physical therapists	24.01	24.42	29.61	32.14	33.33
Teachers, college and university	22.06	24.46	27.41	33.73	38.88
Teachers, except college and university	8.00	9.06	16.22	19.10	23.00
Secondary school teachers	17.64	18.57	22.53	23.00	31.26
Librarians, archivists, and curators	16.18	18.47	19.43	37.32	46.59
Librarians	16.18	18.47	18.58	19.43	21.78
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.67	13.02	14.56	15.75	18.57
Social workers	11.67	13.02	14.56	15.75	18.57
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.35	15.44	17.85	23.96	34.52
Professional, n.e.c.	12.35	15.44	16.64	21.98	35.70
Technical	10.98	13.58	15.50	19.23	22.39
Clinical laboratory technologists and technicians	10.87	11.63	15.11	16.71	18.20
Radiological technicians	13.70	15.40	20.48	20.48	20.48
Licensed practical nurses	12.56	13.21	14.21	15.35	15.99
Health technologists and technicians, n.e.c.	11.35	13.67	15.29	18.71	19.47
Electrical and electronic technicians	15.00	15.61	18.11	23.59	23.59
Engineering technicians, n.e.c.	10.35	10.35	11.68	16.80	16.94
Drafters	11.66	12.35	12.78	15.50	21.10
Computer programmers	13.85	18.05	20.19	22.02	22.02
Technical and related, n.e.c.	9.41	14.54	15.35	19.86	22.39
Executive, administrative, and managerial	16.13	18.66	25.77	33.00	45.67
Executives, administrators, and managers	19.82	24.26	30.12	39.79	54.34
Financial managers	22.39	28.06	30.15	42.34	48.08
Managers, marketing, advertising, and public relations	18.48	31.25	35.15	37.36	54.34
Administrators, education and related fields	11.62	11.62	21.84	36.06	37.65
Managers, medicine and health	18.70	22.62	25.99	27.39	47.07
Managers and administrators, n.e.c.	20.03	25.00	29.42	39.79	58.25
Management related	14.66	16.52	18.66	24.54	29.82
Accountants and auditors	15.09	16.31	18.03	21.17	26.63
Other financial officers	13.93	16.86	23.01	30.46	30.46
Personnel, training, and labor relations specialists	15.76	18.54	20.19	23.12	27.24
Management related, n.e.c.	14.66	15.83	18.03	19.48	31.25
Sales	6.04	7.49	12.40	20.47	32.56
Supervisors, sales	11.92	14.13	20.16	24.47	37.24
Sales, other business services	14.90	21.50	32.18	53.56	53.56
Sales representatives, mining, manufacturing, and wholesale	17.59	20.13	32.56	39.34	43.68
Sales workers, other commodities	6.35	6.35	7.57	9.00	10.75
Cashiers	5.85	5.85	6.45	8.24	10.45
Administrative support, including clerical	7.50	9.52	11.48	14.39	16.32
Supervisors, general office	13.00	13.00	14.75	17.72	30.00

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Secretaries	\$10.55	\$11.72	\$14.17	\$16.02	\$17.58
Receptionists	8.00	8.51	10.17	10.58	12.51
Information clerks, n.e.c.	9.58	10.51	14.39	14.39	18.15
Order clerks	5.92	9.55	12.62	14.18	21.37
Records clerks, n.e.c.	6.84	8.09	10.96	14.02	15.92
Bookkeepers, accounting and auditing clerks	9.75	10.63	11.48	12.17	13.50
Payroll and timekeeping clerks	11.00	11.00	13.00	15.10	15.15
Billing clerks	8.50	10.24	12.19	15.49	15.49
Telephone operators	9.96	9.96	10.54	10.94	10.94
Mail clerks, except postal service	6.88	7.90	8.08	9.52	10.10
Traffic, shipping and receiving clerks	9.90	10.47	13.00	14.46	15.41
Insurance adjusters, examiners, and investigators	10.44	11.28	12.49	14.53	17.51
Investigators and adjusters, except insurance	9.25	9.30	11.88	12.02	17.02
Bill and account collectors	9.14	10.33	11.44	11.76	11.76
General office clerks	8.56	9.20	9.94	12.15	14.50
Administrative support, n.e.c.	9.03	10.39	14.11	15.61	15.84
Blue collar	8.00	9.66	12.75	17.62	21.62
Precision production, craft, and repair					
Industrial machinery repairers	11.95	13.89	17.36	22.72	25.39
Millwrights	11.60	12.10	18.69	20.42	24.60
Mechanics and repairers, n.e.c.	19.97	24.28	25.03	25.21	25.26
Electricians	12.60	14.75	18.19	20.30	25.57
Plumbers, pipefitters and steamfitters	16.15	18.38	25.31	27.63	27.63
Supervisors, production	12.06	24.28	24.28	25.03	25.26
Tool and die makers	11.55	12.76	17.70	24.47	27.89
Machinists	14.50	15.45	20.50	25.39	26.32
Miscellaneous precision workers, n.e.c.	12.88	14.52	15.84	16.23	20.15
Inspectors, testers, and graders	14.27	14.48	15.29	17.10	17.66
Machine operators, assemblers, and inspectors	10.50	12.75	15.42	17.90	29.24
Punching and stamping press operators	8.00	9.36	11.75	15.60	21.40
Grinding, abrading, buffing, and polishing machine operators	6.25	6.26	8.00	9.69	16.57
Fabricating machine operators, n.e.c.	9.93	13.00	14.77	16.27	17.56
Molding and casting machine operators	9.00	10.92	15.44	21.40	21.76
Printing press operators	8.50	9.38	10.20	11.50	13.54
Textile sewing machine operators	11.34	13.05	14.88	17.31	17.31
Laundry and dry cleaning machine operators	8.78	8.78	8.92	9.62	9.69
Packaging and filling machine operators	6.88	6.88	7.32	8.03	8.10
Extruding and forming machine operators	8.80	8.80	11.90	13.50	18.36
Painting and paint spraying machine operators ...	9.79	10.29	11.79	12.10	15.46
Miscellaneous machine operators, n.e.c.	9.76	9.76	12.77	15.57	21.92
Welders and cutters	7.64	9.78	12.42	15.69	18.35
Assemblers	8.78	12.75	13.08	22.04	25.18
Production inspectors, checkers and examiners ..	8.00	9.40	9.66	15.00	21.34
Transportation and material moving	8.69	10.00	12.54	15.21	21.34
Truck drivers	8.84	11.50	15.00	20.58	21.22
Crane and tower operators	9.41	11.75	16.39	21.22	21.22
Industrial truck and tractor equipment operators ..	16.34	17.57	20.58	22.87	22.87
Handlers, equipment cleaners, helpers, and laborers	9.10	11.38	12.30	14.73	21.62
Groundskeepers and gardeners, except farm	6.52	8.05	10.33	13.00	14.23
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	8.25	8.25	9.06	10.00	14.03
Stock handlers and baggers	10.33	10.75	11.55	13.17	13.79
Machine feeders and offbearers	5.80	7.14	8.76	11.75	13.48
Freight, stock, and material handlers, n.e.c.	5.15	7.43	8.94	11.35	12.10
Hand packers and packagers	7.45	7.80	9.75	11.68	11.72
Laborers, except construction, n.e.c.	7.50	8.08	10.85	13.59	14.40
	6.57	7.62	13.00	13.00	15.80

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service	\$2.23	\$6.28	\$7.69	\$9.25	\$11.50
Protective service	6.39	6.39	7.66	8.42	10.49
Guards and police, except public service	6.39	6.39	7.47	7.66	12.54
Food service	2.13	2.32	6.60	8.85	10.96
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.32	8.06
Bartenders	2.13	2.13	4.33	11.63	11.63
Waiters and waitresses	2.13	2.13	2.13	2.23	5.25
Waiters/Waitresses' assistants	2.13	2.13	2.21	2.32	5.81
Other food service	5.79	6.30	7.81	9.25	13.84
Supervisors, food preparation and service	7.96	10.96	14.02	15.87	16.93
Cooks	7.50	7.84	8.50	9.44	10.34
Kitchen workers, food preparation	5.68	5.79	5.90	7.39	10.50
Food preparation, n.e.c.	5.92	6.56	7.50	8.85	9.44
Health service	7.06	7.83	8.62	9.71	11.16
Health aides, except nursing	7.03	7.38	9.45	10.03	11.20
Nursing aides, orderlies and attendants	7.60	8.14	8.52	9.43	10.29
Cleaning and building service	6.01	6.28	7.63	9.37	13.05
Maids and housemen	6.41	6.82	7.20	7.63	8.78
Janitors and cleaners	5.79	6.28	7.64	9.37	13.71
Personal service	4.55	7.33	8.32	11.21	23.36
Early childhood teachers' assistants	5.39	7.33	7.33	7.33	10.23
Service, n.e.c.	3.79	6.75	8.00	9.00	13.69

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.41	\$13.23	\$17.01	\$23.22	\$35.11
All excluding sales	10.40	13.23	17.01	23.22	35.11
White collar	11.03	13.96	19.76	29.65	36.60
White collar excluding sales	11.03	13.86	20.00	30.28	36.60
Professional specialty and technical	14.48	19.50	25.25	34.27	37.27
Professional specialty	14.64	19.55	26.55	34.89	37.49
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	16.72	21.16	24.40	30.76	46.11
Registered nurses	16.72	21.16	21.16	30.76	30.78
Teachers, college and university	26.35	29.42	36.49	45.09	47.85
Other post-secondary teachers	26.35	29.42	36.49	45.09	47.85
Teachers, except college and university	19.50	25.25	33.75	36.26	37.49
Elementary school teachers	29.01	34.09	34.11	36.23	37.27
Secondary school teachers	36.77	37.49	37.49	37.73	39.01
Teachers, n.e.c.	18.51	20.00	28.75	30.33	30.33
Vocational and educational counselors	19.50	19.50	19.50	20.02	45.86
Librarians, archivists, and curators	14.80	17.05	23.06	38.13	38.13
Librarians	14.80	17.26	23.06	38.13	38.13
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.23	13.23	15.93	23.22	24.51
Social workers	13.23	13.23	15.93	23.22	24.51
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	8.50	15.02	16.82	20.95	22.00
Technical and related, n.e.c.	14.93	16.36	18.00	20.05	22.00
Executive, administrative, and managerial	13.46	18.37	20.50	31.49	39.69
Executives, administrators, and managers	12.02	18.85	23.21	36.17	40.61
Administrators and officials, public administration	12.02	20.50	23.54	36.17	36.17
Administrators, education and related fields	39.02	39.02	40.61	42.50	42.86
Management related	13.46	16.92	18.81	22.45	24.25
Personnel, training, and labor relations specialists	16.92	18.37	18.81	22.49	22.49
Sales	—	—	—	—	—
Administrative support, including clerical	9.11	10.75	12.81	14.40	17.85
Secretaries	10.95	11.70	12.63	15.63	17.85
Library clerks	6.25	7.31	9.86	11.79	13.46
General office clerks	10.36	10.36	12.12	17.98	19.57
Teachers' aides	9.17	9.52	9.82	9.82	11.12
Administrative support, n.e.c.	6.68	6.68	10.41	10.41	13.83
Blue collar	11.38	13.71	15.51	17.01	19.91
Precision production, craft, and repair	11.38	13.57	15.51	17.31	19.91
Mechanics and repairers, n.e.c.	10.99	10.99	16.95	21.14	21.14
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.33	14.58	15.55	17.01	21.63
Bus drivers	14.24	14.58	15.96	17.01	17.55
Handlers, equipment cleaners, helpers, and laborers	10.38	12.01	13.67	15.55	16.52
Service	9.17	10.85	14.33	17.59	21.15
Protective service	12.40	13.85	16.75	19.20	22.67
Firefighting	13.73	13.85	16.01	16.72	17.31
Police and detectives, public service	17.04	17.59	19.04	20.27	21.04
Food service	8.66	9.71	10.49	12.19	12.52
Other food service	8.66	9.71	10.49	12.19	12.52
Food preparation, n.e.c.	9.71	10.49	10.52	12.52	12.52

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Health service	\$7.91	\$10.81	\$12.69	\$13.27	\$13.87
Health aides, except nursing	12.37	12.37	13.27	13.87	13.87
Cleaning and building service	8.77	9.32	9.94	13.92	15.72
Janitors and cleaners	7.56	9.32	9.94	13.92	15.72
Personal service	8.58	15.03	15.89	21.15	25.59

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.66	\$10.94	\$15.10	\$21.14	\$29.65
All excluding sales	8.71	10.96	15.08	21.04	29.42
White collar	10.10	13.00	18.11	26.18	35.27
White collar excluding sales	10.41	13.23	18.21	26.33	35.32
Professional specialty and technical	13.35	17.10	21.64	29.88	36.26
Professional specialty	15.44	19.68	23.97	31.50	36.60
Engineers, architects, and surveyors	19.68	23.08	29.07	31.50	35.91
Industrial engineers	19.96	23.08	26.33	27.40	31.52
Mechanical engineers	18.48	19.68	23.70	24.67	30.15
Engineers, n.e.c.	21.57	23.10	30.99	33.57	36.71
Mathematical and computer scientists	22.05	25.02	28.50	30.29	35.53
Computer systems analysts and scientists	22.05	25.02	28.75	30.29	35.53
Natural scientists	17.60	20.96	20.96	32.33	43.24
Health related	17.10	19.61	20.42	23.09	31.71
Physicians	17.01	17.10	19.95	59.90	67.20
Registered nurses	17.55	19.84	20.42	21.16	23.50
Teachers, college and university	24.46	26.35	29.80	36.49	47.30
Other post-secondary teachers	26.35	29.42	36.49	45.09	47.85
Teachers, except college and university	15.94	23.00	32.24	36.23	37.49
Prekindergarten and kindergarten	7.75	8.00	9.10	34.89	35.32
Elementary school teachers	19.10	29.01	34.11	35.87	37.27
Secondary school teachers	18.57	23.00	37.49	37.49	37.73
Teachers, n.e.c.	17.75	25.25	28.75	30.33	30.33
Librarians, archivists, and curators	16.18	18.47	21.78	37.32	38.13
Librarians	16.18	18.47	19.43	21.90	38.13
Social scientists and urban planners	23.16	23.16	23.87	35.98	36.54
Social, recreation, and religious workers	13.02	13.23	15.12	19.60	24.51
Social workers	13.02	13.23	15.12	19.55	24.51
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.60	15.44	17.85	27.90	31.73
Professional, n.e.c.	12.35	15.44	17.52	22.88	35.70
Technical	10.87	13.85	16.10	19.86	22.28
Licensed practical nurses	13.07	13.35	14.48	15.99	20.95
Health technologists and technicians, n.e.c.	8.50	13.22	14.47	18.95	19.47
Electrical and electronic technicians	15.00	16.26	18.11	23.59	23.59
Engineering technicians, n.e.c.	10.35	10.35	11.68	16.80	16.94
Drafters	11.66	12.35	12.78	15.50	21.10
Computer programmers	13.85	18.05	20.19	22.02	22.02
Technical and related, n.e.c.	9.41	14.68	16.36	20.05	22.39
Executive, administrative, and managerial	15.37	18.51	24.74	33.08	42.79
Executives, administrators, and managers	17.13	22.17	29.23	38.10	48.08
Administrators and officials, public administration	12.02	20.50	23.54	36.17	36.17
Financial managers	22.39	28.15	30.15	42.34	48.08
Managers, marketing, advertising, and public relations	18.48	23.21	35.04	37.36	54.34
Administrators, education and related fields	17.79	37.65	39.69	40.61	42.86
Managers, medicine and health	18.70	22.62	25.99	27.39	47.07
Managers, service organizations, n.e.c.	11.50	11.50	19.31	23.09	52.68
Managers and administrators, n.e.c.	18.85	24.04	28.76	35.49	57.50
Management related	14.50	16.52	18.66	23.22	27.40
Accountants and auditors	15.09	16.52	18.17	21.17	26.63
Other financial officers	14.31	16.94	18.51	25.97	30.46
Personnel, training, and labor relations specialists	15.76	18.37	19.19	23.12	25.75
Management related, n.e.c.	14.66	15.79	18.27	22.45	31.25
Sales	8.20	9.38	16.72	24.45	34.65
Supervisors, sales	12.10	14.13	20.16	24.47	30.27
Sales, other business services	14.90	21.50	32.18	53.56	53.56
Sales representatives, mining, manufacturing, and wholesale	17.59	20.13	32.56	39.34	43.68
Sales workers, other commodities	6.73	8.20	8.64	9.60	15.22
Cashiers	6.25	7.64	8.24	10.45	12.40
Administrative support, including clerical	9.03	10.45	12.33	14.85	17.09
Supervisors, general office	13.00	13.00	15.13	18.91	30.00

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Secretaries	\$11.06	\$11.84	\$14.11	\$15.63	\$17.58
Receptionists	8.00	9.98	10.58	12.81	12.81
Order clerks	5.92	9.55	12.62	14.18	21.37
Library clerks	7.57	10.22	11.57	12.91	16.93
Records clerks, n.e.c.	6.84	8.54	10.67	13.82	14.37
Bookkeepers, accounting and auditing clerks	9.92	10.67	11.95	13.35	14.50
Payroll and timekeeping clerks	11.00	12.10	13.41	15.15	17.70
Billing clerks	8.50	10.24	12.19	15.49	15.49
Mail clerks, except postal service	6.88	7.90	8.08	9.52	10.10
Dispatchers	7.50	7.50	10.45	13.96	16.83
Traffic, shipping and receiving clerks	9.90	10.47	13.00	14.46	15.41
Insurance adjusters, examiners, and investigators	10.44	11.28	12.49	14.53	17.51
Investigators and adjusters, except insurance	9.25	9.30	11.88	14.58	17.02
Bill and account collectors	9.14	10.33	11.44	11.76	11.76
General office clerks	8.56	9.21	10.75	14.03	16.61
Administrative support, n.e.c.	9.03	12.30	14.11	15.69	15.84
Blue collar	8.68	10.28	13.50	17.73	21.63
Precision production, craft, and repair					
Industrial machinery repairers	11.60	12.10	18.69	20.42	24.60
Millwrights	19.97	24.28	25.03	25.21	25.26
Mechanics and repairers, n.e.c.	12.60	14.75	17.22	20.30	22.72
Electricians	16.15	17.73	19.67	25.59	27.63
Plumbers, pipefitters and steamfitters	12.06	13.30	15.05	25.03	25.03
Supervisors, production	11.55	12.76	17.70	24.47	27.89
Tool and die makers	14.50	15.45	20.50	25.39	26.32
Machinists	12.88	14.52	15.84	16.23	20.15
Miscellaneous precision workers, n.e.c.	14.27	14.48	15.29	17.10	17.66
Inspectors, testers, and graders	10.50	12.75	15.46	19.91	29.24
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	6.25	6.26	8.00	9.69	16.57
Grinding, abrading, buffing, and polishing machine operators	9.93	13.00	14.77	16.27	17.56
Fabricating machine operators, n.e.c.	9.00	10.92	15.44	21.40	21.76
Molding and casting machine operators	8.50	9.38	10.20	11.50	13.54
Printing press operators	11.34	13.05	14.88	17.31	17.31
Textile sewing machine operators	8.78	8.78	8.92	9.62	9.69
Packaging and filling machine operators	8.80	8.80	11.90	13.50	18.36
Extruding and forming machine operators	9.79	10.29	11.79	12.10	15.46
Painting and paint spraying machine operators ...	9.76	9.76	12.77	15.57	21.92
Miscellaneous machine operators, n.e.c.	7.64	9.78	12.42	15.72	18.35
Welders and cutters	8.78	12.75	13.08	22.04	25.18
Assemblers	8.00	9.40	9.66	15.22	21.34
Production inspectors, checkers and examiners ..	8.69	10.00	12.54	15.21	21.34
Transportation and material moving					
Truck drivers	10.75	13.48	16.39	21.22	21.22
Bus drivers	15.48	15.55	17.01	17.01	17.55
Crane and tower operators	16.34	17.57	20.58	22.87	22.87
Industrial truck and tractor equipment operators ..	9.10	11.38	12.30	16.37	21.62
Miscellaneous material moving equipment operators, n.e.c.	10.77	13.80	17.00	20.16	21.63
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.25	8.25	10.00	11.75	14.03
Stock handlers and baggers	7.14	8.76	11.69	13.05	14.02
Machine feeders and offbearers	7.35	8.10	9.16	11.35	12.10
Freight, stock, and material handlers, n.e.c.	7.80	9.75	10.25	11.41	17.94
Hand packers and packagers	7.50	7.61	11.60	13.59	14.40
Laborers, except construction, n.e.c.	7.73	12.01	13.00	14.23	16.52
Service					
Protective service	6.70	8.14	9.94	14.17	19.04
Protective service	6.39	8.42	13.85	17.71	21.10

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service —Continued					
Firefighting	\$13.73	\$13.85	\$16.01	\$16.72	\$17.31
Police and detectives, public service	15.42	17.59	18.26	20.27	21.04
Guards and police, except public service	6.39	6.39	7.66	8.79	12.54
Food service					
Waiters, waitresses, and bartenders	2.13	7.50	9.25	11.63	14.67
Waiters and waitresses	2.13	2.13	2.13	5.25	11.63
Other food service	2.13	2.13	2.13	3.25	9.67
Supervisors, food preparation and service	7.67	8.66	10.49	12.52	15.38
Cooks	7.96	10.96	13.84	15.87	16.93
Food preparation, n.e.c.	7.50	8.29	8.66	9.44	10.34
Food preparation, n.e.c.	7.24	8.79	9.44	10.52	12.52
Health service					
Health aides, except nursing	7.45	8.14	8.88	10.20	12.37
Nursing aides, orderlies and attendants	7.03	8.71	9.71	12.37	13.87
Nursing aides, orderlies and attendants	7.60	8.14	8.61	9.46	10.29
Cleaning and building service					
Supervisors, cleaning and building service workers	7.00	7.95	9.32	12.57	15.72
Maids and housemen	7.75	7.95	13.05	16.56	16.56
Janitors and cleaners	6.41	6.82	7.22	7.63	8.78
Personal service	7.19	8.77	9.37	12.57	15.72
Service, n.e.c.	8.00	9.00	15.89	19.39	25.59
Service, n.e.c.	8.17	8.58	15.89	15.89	21.15

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.59	\$6.16	\$7.45	\$10.25	\$18.75
All excluding sales	5.30	6.28	7.56	10.71	19.44
White collar	6.04	7.11	8.44	16.83	20.86
White collar excluding sales	7.11	7.11	10.53	19.44	22.02
Professional specialty and technical	9.65	15.28	19.50	21.38	25.30
Professional specialty	9.00	18.51	19.50	22.02	26.86
Health related	17.86	19.25	21.73	22.68	26.86
Registered nurses	17.86	20.05	21.73	22.68	26.86
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	8.00	17.84	19.50	19.50	20.00
Teachers, n.e.c.	8.00	17.84	19.44	20.00	35.00
Librarians, archivists, and curators	10.61	14.64	17.05	32.35	33.43
Librarians	10.61	14.64	17.05	32.35	33.43
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.35	12.46	15.15	15.40	18.35
Radiological technicians	11.67	14.51	15.05	15.40	19.18
Licensed practical nurses	12.46	12.46	13.84	15.15	15.99
Health technologists and technicians, n.e.c.	10.59	11.35	15.29	15.29	15.43
Technical and related, n.e.c.	10.14	10.28	18.00	18.00	18.00
Executive, administrative, and managerial	16.00	16.67	18.80	21.27	29.81
Executives, administrators, and managers	—	—	—	—	—
Management related	16.00	16.67	18.80	24.54	29.81
Sales	5.85	5.90	6.35	7.41	8.61
Sales workers, other commodities	6.00	6.35	6.35	7.41	8.61
Cashiers	5.85	5.85	6.06	6.63	8.44
Administrative support, including clerical	7.11	7.11	7.11	9.62	11.12
Secretaries	9.13	9.62	11.11	14.70	17.88
Receptionists	7.25	7.25	8.50	10.25	11.56
Library clerks	5.87	6.25	7.43	9.32	11.79
General office clerks	7.25	7.92	7.92	10.07	10.85
Administrative support, n.e.c.	6.68	7.00	10.27	10.27	11.10
Blue collar	5.69	6.60	8.05	9.61	11.73
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	6.20	6.36	7.67	8.81	9.20
Transportation and material moving	8.84	8.84	12.33	14.58	14.72
Bus drivers	12.14	12.33	14.58	14.72	14.72
Handlers, equipment cleaners, helpers, and laborers	5.58	6.45	7.62	9.07	10.71
Stock handlers and baggers	5.58	5.80	7.50	8.05	9.27
Freight, stock, and material handlers, n.e.c.	7.45	7.45	9.56	11.68	11.68
Laborers, except construction, n.e.c.	6.23	6.31	7.25	7.62	7.62
Service	2.13	5.68	6.28	7.75	9.12
Protective service	6.05	7.47	7.47	16.50	17.04
Food service	2.13	2.23	5.99	7.53	8.81
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.23	4.50
Bartenders	2.13	2.13	2.13	4.50	8.50
Waiters and waitresses	2.13	2.13	2.13	2.23	2.57
Waiters/Waitresses' assistants	2.13	2.13	2.21	2.32	5.81
Other food service	5.68	5.90	6.77	7.81	8.95
Cooks	6.30	7.75	7.84	8.95	10.08
Kitchen workers, food preparation	5.68	5.68	5.90	6.98	7.72
Food preparation, n.e.c.	5.92	6.00	6.77	8.44	9.12
Health service	6.10	7.31	8.03	9.62	12.69
Health aides, except nursing	5.65	6.35	9.62	12.69	12.69
Nursing aides, orderlies and attendants	7.31	7.31	8.00	8.86	9.86
Cleaning and building service	5.79	6.01	6.28	6.75	7.56

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service —Continued					
Janitors and cleaners	\$5.79	\$6.01	\$6.28	\$6.40	\$7.22
Personal service	3.79	6.50	6.92	10.59	13.22
Service, n.e.c.	2.13	3.79	6.92	10.59	10.81

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Cleveland–Akron, OH, Metropolitan Statistical Area includes Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-

stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. See appendix table 2 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. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

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

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

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the 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. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	574
Responding	344
Out of business or not in survey scope	32
Unable or refused to pro- vide data	198

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 each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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 workers¹ represented by the survey, by occupational group,² National Compensation Survey, Cleveland-Akron, OH, August 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	798,100	635,700	162,400
All excluding sales	750,600	588,800	161,800
White collar	412,800	308,600	104,100
White-collar excluding sales	365,200	261,700	103,500
Professional specialty and technical	175,100	110,400	64,700
Professional specialty	141,100	80,700	60,400
Technical	34,000	29,700	4,300
Executive, administrative, and managerial	60,700	46,400	14,300
Sales	47,500	46,900	-
Administrative support, including clerical	129,500	104,900	24,600
Blue collar	243,400	223,400	19,900
Precision production, craft, and repair	57,900	49,600	8,300
Machine operators, assemblers, and inspectors	101,400	101,000	-
Transportation and material moving	32,500	23,800	8,700
Handlers, equipment cleaners, helpers, and laborers	51,600	49,100	2,500
Service	142,000	103,700	38,300

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

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

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Cleveland-Akron, OH, August 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	4,400	344	93	251	147	104
Private industry	4,000	297	89	208	129	79
Goods-producing industries	1,200	100	21	79	47	32
Mining	(³)	2	1	1	1	-
Construction	100	8	6	2	2	-
Manufacturing	1,100	90	14	76	44	32
Service-producing industries	2,800	197	68	129	82	47
Transportation and public utilities	300	14	5	9	4	5
Wholesale and retail trade	1,300	54	32	22	18	4
Finance, insurance and real estate	100	16	2	14	5	9
Services	1,100	113	29	84	55	29
State and local government	300	47	4	43	18	25

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

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

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	2
All excluding sales	4	5	2
White collar	6	7	4
White collar excluding sales	7	7	5
Professional specialty and technical	8	8	7
Professional specialty	9	9	8
Engineers, architects, and surveyors	9	9	—
Industrial engineers	9	9	—
Mechanical engineers	10	10	—
Engineers, n.e.c.	9	9	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	9	9	—
Health related	8	8	9
Physicians	—	—	—
Registered nurses	8	8	8
Respiratory therapists	6	—	—
Physical therapists	9	—	—
Teachers, college and university	11	11	—
Other post-secondary teachers	9	11	—
Teachers, except college and university	8	9	5
Prekindergarten and kindergarten	6	9	—
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, n.e.c.	7	7	6
Vocational and educational counselors	5	—	—
Librarians, archivists, and curators	9	9	9
Librarians	9	9	9
Social scientists and urban planners	9	9	—
Social, recreation, and religious workers	7	7	—
Social workers	7	7	—
Lawyers and judges	10	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	5	5	—
Professional, n.e.c.	5	5	—
Technical	6	6	6
Clinical laboratory technologists and technicians	7	—	—
Radiological technicians	7	—	6
Licensed practical nurses	6	6	6
Health technologists and technicians, n.e.c.	6	6	6
Electrical and electronic technicians	7	7	—
Engineering technicians, n.e.c.	6	6	—
Drafters	5	5	—
Computer programmers	7	7	—
Technical and related, n.e.c.	7	7	8
Executive, administrative, and managerial	9	9	7
Executives, administrators, and managers	10	10	—
Administrators and officials, public administration	9	9	—
Financial managers	11	11	—
Managers, marketing, advertising, and public relations	11	11	—
Administrators, education and related fields	12	12	—
Managers, medicine and health	10	10	—
Managers, service organizations, n.e.c.	9	9	—
Managers and administrators, n.e.c.	9	9	—
Management related	7	7	6
Accountants and auditors	6	6	—
Other financial officers	7	7	—
Personnel, training, and labor relations specialists	7	7	—
Management related, n.e.c.	8	7	—
Sales	4	5	1
Supervisors, sales	8	8	—
Sales, other business services	6	6	—
Sales representatives, mining, manufacturing, and wholesale	5	5	—
Sales workers, other commodities	3	4	3

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Sales —Continued			
Cashiers	1	3	1
Administrative support, including clerical			
Supervisors, general office	4	4	2
Supervisors, distribution, scheduling, and adjusting clerks	6	6	—
Secretaries	5	—	—
Receptionists	4	5	4
Information clerks, n.e.c.	3	3	3
Order clerks	4	—	—
Personnel clerks, except payroll and timekeeping	4	4	—
Library clerks	4	—	—
Records clerks, n.e.c.	2	4	1
Bookkeepers, accounting and auditing clerks	3	3	—
Payroll and timekeeping clerks	4	4	—
Billing clerks	4	4	—
Telephone operators	2	—	—
Mail clerks, except postal service	2	2	—
Dispatchers	3	4	—
Traffic, shipping and receiving clerks	4	4	—
Insurance adjusters, examiners, and investigators	5	5	—
Investigators and adjusters, except insurance	4	4	—
Bill and account collectors	4	4	—
General office clerks	4	4	2
Data entry keyers	2	—	—
Teachers' aides	2	—	—
Administrative support, n.e.c.	4	5	3
Blue collar	4	4	1
Precision production, craft, and repair			
Industrial machinery repairers	7	7	—
Machinery maintenance	7	7	—
Millwrights	4	—	—
Mechanics and repairers, n.e.c.	7	7	—
Electricians	6	6	—
Plumbers, pipefitters and steamfitters	7	7	—
Supervisors, production	7	7	—
Tool and die makers	7	7	—
Machinists	6	6	—
Miscellaneous precision workers, n.e.c.	5	5	—
Inspectors, testers, and graders	6	6	—
Machine operators, assemblers, and inspectors			
Punching and stamping press operators	3	3	1
Grinding, abrading, buffing, and polishing machine operators	1	1	—
Fabricating machine operators, n.e.c.	4	4	—
Molding and casting machine operators	4	4	—
Printing press operators	3	3	—
Textile sewing machine operators	6	6	—
Laundering and dry cleaning machine operators	3	3	—
Packaging and filling machine operators	1	—	—
Extruding and forming machine operators	2	2	—
Painting and paint spraying machine operators	3	3	—
Miscellaneous machine operators, n.e.c.	3	3	—
Welders and cutters	4	4	—
Assemblers	5	5	—
Production inspectors, checkers and examiners	3	3	—
4	4	—	
Transportation and material moving			
Truck drivers	4	4	3
Bus drivers	4	4	—
Crane and tower operators	2	2	3
Industrial truck and tractor equipment operators	5	5	—
3	3	—	

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:**¹ **Selected occupations, all industries, National Compensation Survey, Cleveland-Akron, OH, August 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar –Continued			
Transportation and material moving –Continued			
Miscellaneous material moving equipment operators, n.e.c.	4	4	–
Handlers, equipment cleaners, helpers, and laborers			
Groundskeepers and gardeners, except farm	2	3	–
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	5	–	–
Stock handlers and baggers	1	2	1
Machine feeders and offbearers	2	2	–
Freight, stock, and material handlers, n.e.c.	1	2	1
Hand packers and packagers	2	2	–
Laborers, except construction, n.e.c.	2	2	2
Service			
Protective service	2	3	2
Firefighting	5	5	2
Police and detectives, public service	7	7	–
Guards and police, except public service	7	7	–
Food service	2	2	–
Waiters, waitresses, and bartenders	2	3	1
Bartenders	2	2	2
Waiters and waitresses	2	–	2
Waiters/Waitresses' assistants	2	–	2
Other food service	1	3	1
Supervisors, food preparation and service	5	6	–
Cooks	3	4	2
Kitchen workers, food preparation	1	–	1
Food preparation, n.e.c.	1	2	1
Health service	3	3	3
Health aides, except nursing	3	3	3
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	2	2	1
Supervisors, cleaning and building service workers	5	5	–
Maids and housemen	1	1	–
Janitors and cleaners	2	2	2
Personal service	3	4	2
Early childhood teachers' assistants	2	–	–
Service, n.e.c.	3	4	2

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

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