



Boston–Worcester–Lawrence, MA–NH–ME–CT National Compensation Survey September 2002

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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Boston–Worcester–Lawrence, MA–NH–ME–CT, metropolitan area. Data were collected between March 2002 and April 2003; the average reference month is September 2002. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

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

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

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$22.29	2.4	34.7	\$21.82	2.8	34.5	\$24.42	4.4	35.8
Worker characteristics:⁴									
White-collar occupations ⁵	26.74	2.2	35.5	26.56	2.2	35.8	27.59	6.8	34.5
Professional specialty and technical	30.98	2.2	35.5	30.19	2.4	35.8	33.85	4.8	34.3
Executive, administrative, and managerial	35.23	3.1	39.5	35.49	3.0	40.1	33.52	12.1	36.1
Sales	20.72	16.8	29.6	20.75	17.3	29.4	19.87	3.5	36.9
Administrative support	16.21	2.5	35.8	16.37	3.1	36.3	15.65	1.0	34.1
Blue-collar occupations ⁵	16.91	1.7	36.5	16.60	2.0	36.3	20.01	1.7	39.6
Precision production, craft, and repair	22.44	2.8	40.0	22.43	3.0	40.0	22.53	5.8	39.9
Machine operators, assemblers, and inspectors	13.38	4.6	36.2	13.05	4.5	36.1	—	—	—
Transportation and material moving	17.04	3.2	37.9	16.67	4.4	37.7	19.76	9.4	39.2
Handlers, equipment cleaners, helpers, and laborers	12.39	5.1	31.6	12.07	5.7	31.0	15.80	7.1	39.7
Service occupations ⁵	13.11	3.7	30.3	10.56	2.8	28.1	19.17	2.1	37.6
Full time	23.65	2.0	39.1	23.35	2.2	39.5	24.86	4.8	37.4
Part time	12.88	4.5	19.6	12.71	4.5	19.7	15.30	16.0	18.9
Union	22.58	3.2	34.8	20.09	4.5	32.6	24.38	4.0	36.5
Nonunion	22.18	2.9	34.7	22.10	2.9	34.8	24.74	9.1	31.3
Time	22.06	2.5	34.7	21.52	2.9	34.5	24.42	4.4	35.8
Incentive	28.71	17.5	34.6	28.71	17.5	34.6	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.42	5.9	31.7	16.33	6.2	31.6	19.28	2.0	34.4
100-499 workers	21.19	3.6	34.3	20.46	3.6	34.3	26.26	12.1	34.5
500 workers or more	25.35	3.0	36.4	25.92	4.0	36.3	23.87	1.6	36.4

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$22.29	2.4	\$21.82	2.8	\$24.42	4.4
All excluding sales	22.39	2.4	21.90	2.9	24.47	4.4
White collar	26.74	2.2	26.56	2.2	27.59	6.8
White collar excluding sales	27.45	2.2	27.38	2.2	27.73	6.9
Professional specialty and technical	30.98	2.2	30.19	2.4	33.85	4.8
Professional specialty	33.19	2.2	32.81	2.3	34.29	4.9
Engineers, architects, and surveyors	35.29	3.2	35.45	3.7	—	—
Civil engineers	33.68	5.8	30.60	11.2	—	—
Electrical and electronic engineers	39.30	5.9	39.30	5.9	—	—
Industrial engineers	29.34	7.5	29.34	7.5	—	—
Mechanical engineers	31.59	5.4	31.59	5.4	—	—
Engineers, n.e.c.	34.84	3.7	35.77	5.5	—	—
Mathematical and computer scientists	34.06	2.8	34.64	2.6	—	—
Computer systems analysts and scientists	34.99	3.1	35.51	2.9	—	—
Operations and systems researchers and analysts	26.69	6.7	27.34	6.5	—	—
Natural scientists	28.44	6.8	28.44	6.9	—	—
Health related	29.71	2.0	30.03	2.2	27.39	2.7
Physicians	36.42	25.2	40.25	25.2	—	—
Registered nurses	29.27	1.7	29.30	1.9	28.98	1.3
Pharmacists	34.26	1.5	34.26	1.5	—	—
Physical therapists	28.35	7.7	28.35	7.7	—	—
Teachers, college and university	47.84	5.2	51.69	4.8	—	—
Medical science teachers	51.19	16.8	51.19	16.8	—	—
Art, drama, and music teachers	46.24	29.5	46.24	29.5	—	—
English teachers	46.58	12.5	—	—	—	—
Other post-secondary teachers	38.97	17.6	42.29	19.0	—	—
Teachers, except college and university	35.76	5.3	22.13	3.1	38.16	4.6
Elementary school teachers	38.96	4.0	—	—	39.19	3.9
Secondary school teachers	38.36	3.1	29.29	7.1	39.39	1.7
Teachers, special education	28.40	7.0	—	—	—	—
Teachers, n.e.c.	34.64	1.5	—	—	—	—
Librarians, archivists, and curators	29.99	9.1	30.05	11.4	—	—
Librarians	29.69	12.0	—	—	—	—
Social scientists and urban planners	28.15	12.9	28.15	12.9	—	—
Social, recreation, and religious workers	19.59	3.5	18.17	2.5	21.14	8.7
Social workers	19.68	3.1	17.22	.7	—	—
Recreation workers	19.18	8.1	—	—	—	—
Lawyers and judges	50.09	11.3	—	—	—	—
Lawyers	49.85	12.5	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.48	12.1	24.88	12.9	—	—
Editors and reporters	19.98	6.3	19.98	6.3	—	—
Public relations specialists	25.26	12.8	—	—	—	—
Athletes	26.48	7.3	26.48	7.3	—	—
Technical	20.95	5.4	20.81	5.7	23.60	12.5
Clinical laboratory technologists and technicians	17.62	8.3	17.61	8.5	—	—
Radiological technicians	25.31	11.6	25.31	11.6	—	—
Licensed practical nurses	19.82	1.8	20.01	1.6	—	—
Health technologists and technicians, n.e.c.	15.49	9.9	15.31	10.3	—	—
Electrical and electronic technicians	23.49	4.4	23.49	4.4	—	—
Drafters	22.79	4.8	22.79	4.8	—	—
Computer programmers	30.56	4.1	30.56	4.1	—	—
Legal assistants	28.14	12.5	—	—	—	—
Technical and related, n.e.c.	21.95	3.5	21.95	3.5	—	—
Executive, administrative, and managerial	35.23	3.1	35.49	3.0	33.52	12.1
Executives, administrators, and managers	39.77	2.6	39.92	2.2	38.87	12.6
Administrators and officials, public administration	33.32	13.7	—	—	33.32	13.7
Financial managers	36.99	8.6	36.86	8.8	—	—
Managers, marketing, advertising, and public relations	41.75	11.0	41.75	11.0	—	—
Administrators, education and related fields	38.60	10.3	35.50	14.3	41.72	13.7
Managers, medicine and health	39.07	19.9	39.13	20.0	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
Managers, service organizations, n.e.c.	\$25.97	8.6	\$25.97	8.6	–	–
Managers and administrators, n.e.c.	42.84	4.4	42.39	4.5	–	–
Management related	28.01	7.6	28.62	8.2	\$23.45	4.8
Accountants and auditors	23.44	7.0	23.47	8.2	–	–
Other financial officers	40.97	19.6	42.28	19.1	–	–
Personnel, training, and labor relations specialists	28.07	8.7	28.26	8.9	–	–
Purchasing agents and buyers, n.e.c.	24.86	7.0	24.86	7.0	–	–
Management related, n.e.c.	29.56	9.1	30.72	9.8	–	–
Sales	20.72	16.8	20.75	17.3	19.87	3.5
Supervisors, sales	17.44	6.3	17.19	6.4	–	–
Sales, other business services	26.17	13.0	26.17	13.0	–	–
Sales representatives, mining, manufacturing, and wholesale	42.34	5.2	42.34	5.2	–	–
Sales workers, apparel	8.91	4.8	8.91	4.8	–	–
Sales workers, other commodities	15.44	18.9	15.44	18.9	–	–
Cashiers	9.47	3.2	8.63	2.9	19.68	1.3
Administrative support, including clerical	16.21	2.5	16.37	3.1	15.65	1.0
Supervisors, general office	24.57	11.0	24.76	11.2	–	–
Supervisors, financial records processing	27.24	10.9	27.24	10.9	–	–
Secretaries	17.83	4.2	17.65	5.2	18.66	3.9
Typists	14.81	4.3	–	–	–	–
Interviewers	11.62	2.1	–	–	–	–
Transportation ticket and reservation agents	14.03	8.8	14.03	8.8	–	–
Receptionists	12.16	6.7	12.37	7.5	10.46	18.8
Information clerks, n.e.c.	12.89	6.7	12.32	4.2	–	–
Order clerks	15.64	9.2	15.64	9.2	–	–
Library clerks	15.92	10.3	–	–	15.59	12.5
Records clerks, n.e.c.	14.14	6.7	14.13	6.9	–	–
Bookkeepers, accounting and auditing clerks	15.21	4.2	14.72	4.3	17.78	7.7
Payroll and timekeeping clerks	16.10	8.1	–	–	–	–
Billing clerks	13.98	5.3	13.98	5.3	–	–
Telephone operators	10.73	5.5	10.65	6.9	–	–
Mail clerks, except postal service	11.27	8.7	10.91	9.1	–	–
Dispatchers	14.44	5.8	–	–	–	–
Production coordinators	20.73	8.2	20.73	8.2	–	–
Traffic, shipping and receiving clerks	16.60	5.3	16.60	5.3	–	–
Stock and inventory clerks	14.84	11.7	13.45	10.3	–	–
Insurance adjusters, examiners, and investigators	19.39	2.6	19.39	2.6	–	–
Investigators and adjusters, except insurance	18.09	18.9	18.09	18.9	–	–
General office clerks	15.65	3.9	15.65	4.3	15.65	7.2
Data entry keyers	12.83	4.3	11.51	8.0	–	–
Teachers' aides	12.16	.3	–	–	12.17	.2
Administrative support, n.e.c.	18.39	9.2	18.47	9.5	–	–
Blue collar	16.91	1.7	16.60	2.0	20.01	1.7
Precision production, craft, and repair	22.44	2.8	22.43	3.0	22.53	5.8
Bus, truck, and stationary engine mechanics	21.88	17.0	–	–	–	–
Mechanics and repairers, n.e.c.	19.74	6.1	19.52	7.5	–	–
Carpenters	23.26	9.7	–	–	–	–
Plumbers, pipefitters and steamfitters	19.22	8.9	–	–	–	–
Construction trades, n.e.c.	16.00	9.2	–	–	16.34	8.3
Supervisors, production	22.64	6.0	22.64	6.0	–	–
Electrical and electronic equipment assemblers ..	17.84	4.0	17.84	4.0	–	–
Machine operators, assemblers, and inspectors	13.38	4.6	13.05	4.5	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Fabricating machine operators, n.e.c.	\$13.23	6.4	\$13.23	6.4	—	—
Miscellaneous machine operators, n.e.c.	13.17	5.3	12.50	.5	—	—
Assemblers	11.74	5.3	11.74	5.3	—	—
Production inspectors, checkers and examiners ..	13.24	13.8	13.24	13.8	—	—
Transportation and material moving	17.04	3.2	16.67	4.4	\$19.76	9.4
Truck drivers	17.69	5.5	17.79	5.6	—	—
Bus drivers	17.01	8.0	15.59	1.2	—	—
Handlers, equipment cleaners, helpers, and laborers	12.39	5.1	12.07	5.7	15.80	7.1
Groundskeepers and gardeners, except farm	14.02	5.5	—	—	—	—
Construction laborers	18.73	11.9	—	—	14.70	6.1
Stock handlers and baggers	10.26	3.4	10.26	3.4	—	—
Machine feeders and offbearers	14.44	5.2	14.44	5.2	—	—
Freight, stock, and material handlers, n.e.c.	13.55	14.7	13.54	14.8	—	—
Hand packers and packagers	9.11	5.3	9.11	5.3	—	—
Laborers, except construction, n.e.c.	12.55	16.3	11.10	18.9	18.88	14.4
Service	13.11	3.7	10.56	2.8	19.17	2.1
Protective service	17.92	10.0	11.16	11.1	21.65	2.1
Supervisors, firefighters and fire prevention	24.99	1.4	—	—	24.99	1.4
Supervisors, police and detectives	32.53	14.9	—	—	32.53	14.9
Firefighting	21.53	1.0	—	—	21.53	1.0
Police and detectives, public service	20.69	5.0	—	—	20.69	5.0
Guards and police, except public service	10.72	9.4	10.61	9.0	—	—
Food service	7.99	4.0	7.78	4.7	12.48	6.5
Waiters, waitresses, and bartenders	3.49	12.8	3.49	12.8	—	—
Bartenders	4.85	15.7	4.85	15.7	—	—
Waiters and waitresses	3.19	13.4	3.19	13.4	—	—
Other food service	10.38	2.7	10.22	3.1	12.48	6.5
Supervisors, food preparation and service	12.29	11.2	12.19	11.5	—	—
Cooks	12.14	4.3	12.02	4.8	—	—
Kitchen workers, food preparation	11.91	19.4	11.91	19.4	—	—
Food preparation, n.e.c.	8.22	5.8	8.21	5.8	—	—
Health service	11.95	2.1	11.73	2.3	13.19	2.2
Health aides, except nursing	11.14	2.2	11.13	2.3	—	—
Nursing aides, orderlies and attendants	11.93	2.2	11.65	2.5	13.29	1.7
Cleaning and building service	11.95	5.9	10.85	4.8	15.01	5.7
Maids and housemen	8.74	8.4	8.74	8.4	—	—
Janitors and cleaners	12.41	7.4	11.33	7.2	14.92	6.1
Personal service	14.27	6.6	14.11	6.9	16.13	22.5
Welfare service aides	12.04	8.1	12.04	8.1	—	—
Child care workers, n.e.c.	11.76	4.2	11.72	5.3	—	—
Service, n.e.c.	11.21	7.9	11.08	9.2	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$23.65	2.0	\$23.35	2.2	\$24.86	4.8
All excluding sales	23.47	2.0	23.10	2.2	24.89	4.9
White collar	27.77	2.1	27.72	2.1	27.98	6.8
White collar excluding sales	27.82	2.3	27.75	2.2	28.08	6.8
Professional specialty and technical	31.19	2.3	30.30	2.7	34.18	4.5
Professional specialty	33.38	2.3	32.96	2.6	34.52	4.7
Engineers, architects, and surveyors	35.29	3.2	35.45	3.7	—	—
Civil engineers	33.68	5.8	30.60	11.2	—	—
Electrical and electronic engineers	39.30	5.9	39.30	5.9	—	—
Industrial engineers	29.34	7.5	29.34	7.5	—	—
Mechanical engineers	31.59	5.4	31.59	5.4	—	—
Engineers, n.e.c.	34.84	3.7	35.77	5.5	—	—
Mathematical and computer scientists	34.07	2.8	34.65	2.6	—	—
Computer systems analysts and scientists	35.01	3.1	35.53	2.9	—	—
Operations and systems researchers and analysts	26.69	6.7	27.34	6.5	—	—
Natural scientists	28.31	6.6	28.30	6.7	—	—
Health related	29.16	2.7	29.60	3.2	26.85	3.5
Physicians	32.62	31.2	36.42	30.3	—	—
Registered nurses	28.90	1.4	28.91	1.5	28.79	2.1
Teachers, college and university	47.84	3.5	52.07	2.9	—	—
Other post-secondary teachers	39.12	17.9	42.54	19.3	—	—
Teachers, except college and university	36.02	5.1	21.30	3.7	38.47	4.1
Elementary school teachers	38.99	4.0	—	—	39.19	3.9
Secondary school teachers	38.46	3.0	28.77	8.9	39.39	1.7
Teachers, special education	28.40	7.0	—	—	—	—
Teachers, n.e.c.	34.64	1.2	—	—	—	—
Librarians, archivists, and curators	30.05	9.1	30.05	11.4	—	—
Librarians	29.77	12.0	—	—	—	—
Social scientists and urban planners	28.12	13.8	28.12	13.8	—	—
Social, recreation, and religious workers	19.76	3.1	17.58	3.6	—	—
Social workers	19.61	3.2	16.96	2.1	—	—
Lawyers and judges	50.13	11.4	—	—	—	—
Lawyers	49.84	12.5	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.48	12.2	24.88	13.0	—	—
Editors and reporters	19.98	6.3	19.98	6.3	—	—
Public relations specialists	25.26	12.8	—	—	—	—
Technical	21.08	6.0	20.86	6.3	25.39	9.4
Clinical laboratory technologists and technicians	17.61	8.9	17.59	9.0	—	—
Licensed practical nurses	19.92	2.8	20.21	2.5	—	—
Health technologists and technicians, n.e.c.	15.46	9.6	15.16	10.0	—	—
Electrical and electronic technicians	23.49	4.4	23.49	4.4	—	—
Drafters	22.79	4.8	22.79	4.8	—	—
Computer programmers	30.60	4.2	30.60	4.2	—	—
Legal assistants	28.14	12.5	—	—	—	—
Technical and related, n.e.c.	21.95	3.5	21.95	3.5	—	—
Executive, administrative, and managerial	35.38	2.9	35.59	2.9	33.96	11.6
Executives, administrators, and managers	39.86	2.5	39.93	2.2	39.38	11.7
Administrators and officials, public administration	33.32	13.7	—	—	33.32	13.7
Financial managers	36.99	8.6	36.86	8.8	—	—
Managers, marketing, advertising, and public relations	41.75	11.0	41.75	11.0	—	—
Administrators, education and related fields	39.28	9.6	35.50	14.3	43.52	10.7
Managers, medicine and health	39.07	19.9	39.13	20.0	—	—
Managers, service organizations, n.e.c.	25.97	8.6	25.97	8.6	—	—
Managers and administrators, n.e.c.	42.89	4.4	42.44	4.5	—	—
Management related	28.16	7.5	28.73	8.0	23.71	5.2
Accountants and auditors	23.44	7.0	23.47	8.2	—	—
Other financial officers	40.97	19.6	42.28	19.1	—	—
Personnel, training, and labor relations specialists	28.19	8.9	28.38	9.0	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Purchasing agents and buyers, n.e.c.	\$24.86	7.0	\$24.86	7.0	–	–
Management related, n.e.c.	29.74	9.2	30.96	9.9	–	–
Sales	27.24	16.7	27.46	17.0	\$21.18	2.3
Supervisors, sales	17.44	6.3	17.19	6.4	–	–
Sales, other business services	26.17	13.0	26.17	13.0	–	–
Sales representatives, mining, manufacturing, and wholesale	42.34	5.2	42.34	5.2	–	–
Sales workers, other commodities	17.99	19.4	18.00	19.4	–	–
Cashiers	11.87	6.7	9.58	7.1	–	–
Administrative support, including clerical	16.53	2.4	16.73	3.1	15.83	1.0
Supervisors, general office	24.57	11.0	24.76	11.2	–	–
Supervisors, financial records processing	27.24	10.9	27.24	10.9	–	–
Secretaries	17.89	4.5	17.67	5.6	18.82	4.7
Typists	15.24	3.5	–	–	–	–
Receptionists	12.58	8.5	12.53	9.1	–	–
Order clerks	15.79	9.7	15.79	9.7	–	–
Library clerks	15.97	10.3	–	–	–	–
Records clerks, n.e.c.	14.30	7.4	14.29	7.7	–	–
Bookkeepers, accounting and auditing clerks	15.56	4.5	15.10	4.6	–	–
Payroll and timekeeping clerks	16.10	8.1	–	–	–	–
Billing clerks	14.12	5.7	14.12	5.7	–	–
Mail clerks, except postal service	11.50	10.7	–	–	–	–
Dispatchers	14.44	5.8	–	–	–	–
Production coordinators	20.73	8.2	20.73	8.2	–	–
Traffic, shipping and receiving clerks	16.62	5.4	16.62	5.4	–	–
Stock and inventory clerks	14.94	12.1	13.52	10.8	–	–
Insurance adjusters, examiners, and investigators	19.39	2.6	19.39	2.6	–	–
Investigators and adjusters, except insurance	18.16	19.5	18.16	19.5	–	–
General office clerks	15.75	4.1	15.82	4.8	15.68	7.3
Data entry keyers	12.92	4.6	–	–	–	–
Teachers' aides	12.25	1.2	–	–	12.25	1.2
Administrative support, n.e.c.	20.07	6.0	20.13	6.1	–	–
Blue collar	17.41	1.9	17.13	2.2	20.08	1.5
Precision production, craft, and repair	22.44	2.8	22.43	3.0	22.55	5.8
Bus, truck, and stationary engine mechanics	21.88	17.0	–	–	–	–
Mechanics and repairers, n.e.c.	19.74	6.1	19.52	7.5	–	–
Carpenters	23.26	9.7	–	–	–	–
Plumbers, pipefitters and steamfitters	19.22	8.9	–	–	–	–
Construction trades, n.e.c.	16.00	9.2	–	–	16.34	8.3
Supervisors, production	22.64	6.0	22.64	6.0	–	–
Electrical and electronic equipment assemblers ..	17.84	4.0	17.84	4.0	–	–
Machine operators, assemblers, and inspectors	13.51	4.5	13.17	4.5	–	–
Fabricating machine operators, n.e.c.	13.23	6.4	13.23	6.4	–	–
Miscellaneous machine operators, n.e.c.	13.17	5.4	12.49	.5	–	–
Assemblers	12.43	.4	12.43	.4	–	–
Production inspectors, checkers and examiners ..	13.24	13.8	13.24	13.8	–	–
Transportation and material moving	17.30	3.4	16.94	4.6	19.88	10.0
Truck drivers	17.93	5.4	18.04	5.6	–	–
Bus drivers	17.65	8.0	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	13.45	6.1	13.14	6.8	15.90	7.6
Construction laborers	18.73	11.9	–	–	14.70	6.1
Stock handlers and baggers	11.78	4.1	11.78	4.1	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers —Continued						
Machine feeders and offbearers	\$14.44	5.2	\$14.44	5.2	—	—
Freight, stock, and material handlers, n.e.c.	13.47	16.8	13.46	16.9	—	—
Laborers, except construction, n.e.c.	12.98	19.8	—	—	—	—
Service	15.12	2.3	12.09	2.3	\$19.78	2.3
Protective service	20.29	5.0	12.96	8.3	22.42	2.8
Supervisors, firefighters and fire prevention	24.99	1.4	—	—	24.99	1.4
Supervisors, police and detectives	32.53	14.9	—	—	32.53	14.9
Firefighting	21.55	1.0	—	—	21.55	1.0
Police and detectives, public service	20.79	4.7	—	—	20.79	4.7
Guards and police, except public service	12.25	8.1	12.05	7.8	—	—
Food service	10.51	3.6	10.30	4.5	12.75	6.4
Other food service	11.47	3.7	11.33	4.5	12.75	6.4
Cooks	12.55	4.5	12.51	5.4	—	—
Kitchen workers, food preparation	12.90	17.3	12.90	17.3	—	—
Food preparation, n.e.c.	8.27	6.0	8.26	6.0	—	—
Health service	12.34	1.2	12.13	1.5	13.29	1.7
Health aides, except nursing	11.61	3.8	11.61	3.8	—	—
Nursing aides, orderlies and attendants	12.29	1.0	12.03	1.1	13.29	1.7
Cleaning and building service	12.62	5.1	11.38	5.1	15.05	5.7
Janitors and cleaners	13.28	5.8	12.24	6.6	14.96	6.2
Personal service	16.90	7.6	16.63	7.4	—	—
Service, n.e.c.	10.91	8.6	—	—	—	—

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$12.88	4.5	\$12.71	4.5	\$15.30	16.0
All excluding sales	13.74	5.8	13.62	6.0	15.27	17.0
White collar	17.35	3.7	17.24	3.7	18.63	15.8
White collar excluding sales	22.43	3.8	22.86	3.9	18.96	17.2
Professional specialty and technical	28.74	3.6	29.17	3.6	24.20	17.0
Professional specialty	31.04	4.2	31.48	4.5	26.66	11.8
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.09	4.2	30.95	4.2	—	—
Registered nurses	30.04	4.2	30.00	4.2	—	—
Teachers, college and university	47.80	27.1	47.91	27.2	—	—
Teachers, except college and university	28.71	5.5	31.18	1.3	—	—
Teachers, n.e.c.	34.63	4.3	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.63	9.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.68	6.8	20.27	6.2	—	—
Clinical laboratory technologists and technicians	17.72	7.9	17.87	8.5	—	—
Licensed practical nurses	19.60	1.9	19.63	1.9	—	—
Health technologists and technicians, n.e.c.	15.89	18.5	17.96	16.9	—	—
Executive, administrative, and managerial	22.56	6.5	—	—	22.35	13.2
Executives, administrators, and managers	—	—	—	—	—	—
Management related	21.03	6.9	—	—	—	—
Sales	8.96	1.4	8.82	1.5	—	—
Sales workers, other commodities	10.10	3.5	10.10	3.5	—	—
Cashiers	8.54	1.5	8.33	1.7	—	—
Administrative support, including clerical	12.95	4.2	13.08	4.6	12.02	4.2
Secretaries	17.13	3.3	17.38	2.6	—	—
Receptionists	10.59	8.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.49	11.3	—	—	—	—
Telephone operators	10.52	6.8	10.39	8.6	—	—
General office clerks	13.29	4.6	—	—	—	—
Administrative support, n.e.c.	12.24	10.4	—	—	—	—
Blue collar	9.91	8.3	9.79	8.4	15.62	5.2
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.14	8.8	12.64	9.8	—	—
Handlers, equipment cleaners, helpers, and laborers	8.77	3.7	8.77	3.7	—	—
Stock handlers and baggers	8.45	3.4	8.45	3.4	—	—
Service	8.42	4.1	8.26	4.8	10.62	3.3
Protective service	9.47	4.0	9.41	4.7	9.73	2.2
Guards and police, except public service	9.41	4.7	9.41	4.7	—	—
Food service	5.63	7.1	5.61	7.1	—	—
Waiters, waitresses, and bartenders	3.23	7.9	3.23	7.9	—	—
Bartenders	4.85	15.7	4.85	15.7	—	—
Waiters and waitresses	2.76	2.6	2.76	2.6	—	—
Other food service	8.47	8.9	8.46	9.1	—	—
Food preparation, n.e.c.	8.16	6.0	8.16	6.0	—	—
Health service	10.67	3.2	10.62	3.3	—	—
Health aides, except nursing	10.50	5.5	10.38	6.6	—	—
Nursing aides, orderlies and attendants	10.56	3.7	10.52	3.7	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$9.91	2.9	\$9.70	0.4	—	—
Janitors and cleaners	9.82	3.8	—	—	—	—
Personal service	9.93	10.6	9.75	11.8	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$925	2.2	39.1	\$923	2.4	39.5	\$931	5.4	37.4
All excluding sales	917	2.2	39.0	912	2.4	39.5	931	5.4	37.4
White collar	1,078	2.5	38.8	1,097	2.5	39.6	1,005	7.5	35.9
White collar excluding sales	1,077	2.6	38.7	1,096	2.5	39.5	1,007	7.6	35.9
Professional specialty and technical	1,200	2.5	38.5	1,196	2.8	39.5	1,209	5.5	35.4
Professional specialty	1,279	2.6	38.3	1,304	2.8	39.5	1,218	5.7	35.3
Engineers, architects, and surveyors	1,430	3.6	40.5	1,456	4.1	41.1	-	-	-
Civil engineers	1,323	4.2	39.3	1,291	9.8	42.2	-	-	-
Electrical and electronic engineers	1,619	7.7	41.2	1,619	7.7	41.2	-	-	-
Industrial engineers	1,196	8.8	40.8	1,196	8.8	40.8	-	-	-
Mechanical engineers	1,285	4.8	40.7	1,285	4.8	40.7	-	-	-
Engineers, n.e.c.	1,368	4.1	39.3	1,438	5.8	40.2	-	-	-
Mathematical and computer scientists	1,349	3.2	39.6	1,378	2.9	39.8	-	-	-
Computer systems analysts and scientists	1,395	3.5	39.8	1,421	3.2	40.0	-	-	-
Operations and systems researchers and analysts	1,016	7.1	38.1	1,044	6.8	38.2	-	-	-
Natural scientists	1,116	7.2	39.4	1,116	7.2	39.4	-	-	-
Health related	1,141	2.5	39.1	1,155	2.9	39.0	1,064	4.5	39.6
Physicians	1,539	23.7	47.2	1,596	24.3	43.8	-	-	-
Registered nurses	1,113	1.4	38.5	1,109	1.6	38.4	1,137	1.8	39.5
Teachers, college and university	1,784	1.4	37.3	1,933	1.1	37.1	-	-	-
Other post-secondary teachers	1,464	14.9	37.4	1,591	15.2	37.4	-	-	-
Teachers, except college and university	1,232	6.8	34.2	796	9.4	37.4	1,298	6.4	33.7
Elementary school teachers	1,312	6.4	33.6	-	-	-	1,314	6.5	33.5
Secondary school teachers	1,323	6.0	34.4	1,182	6.9	41.1	1,334	6.1	33.9
Teachers, special education	1,031	4.6	36.3	-	-	-	-	-	-
Teachers, n.e.c.	1,211	1.6	34.9	-	-	-	-	-	-
Librarians, archivists, and curators	1,079	6.5	35.9	1,092	7.9	36.3	-	-	-
Librarians	1,077	8.5	36.2	-	-	-	-	-	-
Social scientists and urban planners	1,178	17.9	41.9	1,178	17.9	41.9	-	-	-
Social, recreation, and religious workers	749	3.4	37.9	676	4.9	38.4	-	-	-
Social workers	741	3.5	37.8	648	3.9	38.2	-	-	-
Lawyers and judges	2,182	19.3	43.5	-	-	-	-	-	-
Lawyers	2,183	20.3	43.8	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	945	13.0	38.6	962	13.8	38.6	-	-	-
Editors and reporters	772	5.5	38.6	772	5.5	38.6	-	-	-
Public relations specialists	962	13.8	38.1	-	-	-	-	-	-
Technical	826	5.5	39.2	818	5.8	39.2	977	8.6	38.5
Clinical laboratory technologists and technicians	687	8.7	39.0	686	8.8	39.0	-	-	-
Licensed practical nurses	797	2.8	40.0	808	2.5	40.0	-	-	-
Health technologists and technicians, n.e.c.	611	9.6	39.5	601	10.0	39.6	-	-	-
Electrical and electronic technicians	939	4.4	40.0	939	4.4	40.0	-	-	-
Drafters	907	4.8	39.8	907	4.8	39.8	-	-	-
Computer programmers	1,224	4.2	40.0	1,224	4.2	40.0	-	-	-
Legal assistants	1,072	13.4	38.1	-	-	-	-	-	-
Technical and related, n.e.c. ...	849	4.9	38.7	849	4.9	38.7	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$1,414	3.8	40.0	\$1,436	3.7	40.3	\$1,272	14.1	37.5
Executives, administrators, and managers	1,607	3.7	40.3	1,629	3.5	40.8	1,476	15.4	37.5
Administrators and officials, public administration	1,227	15.9	36.8	—	—	—	1,227	15.9	36.8
Financial managers	1,578	7.3	42.7	1,576	7.4	42.8	—	—	—
Managers, marketing, advertising, and public relations	1,773	11.7	42.5	1,773	11.7	42.5	—	—	—
Administrators, education and related fields	1,491	11.4	38.0	1,339	11.1	37.7	1,663	18.5	38.2
Managers, medicine and health	1,566	18.7	40.1	1,569	18.7	40.1	—	—	—
Managers, service organizations, n.e.c.	1,001	5.6	38.6	1,001	5.6	38.6	—	—	—
Managers and administrators, n.e.c.	1,688	4.3	39.3	1,675	4.4	39.5	—	—	—
Management related	1,109	7.9	39.4	1,139	8.4	39.6	888	5.2	37.5
Accountants and auditors	895	6.6	38.2	899	7.5	38.3	—	—	—
Other financial officers	1,604	20.5	39.1	1,659	19.9	39.2	—	—	—
Personnel, training, and labor relations specialists	1,134	8.0	40.2	1,143	8.1	40.3	—	—	—
Purchasing agents and buyers, n.e.c.	992	6.9	39.9	992	6.9	39.9	—	—	—
Management related, n.e.c.	1,175	9.7	39.5	1,243	10.0	40.2	—	—	—
Sales	1,089	17.4	40.0	1,098	17.8	40.0	847	2.3	40.0
Supervisors, sales	704	6.5	40.3	694	6.6	40.4	—	—	—
Sales, other business services	1,047	13.0	40.0	1,047	13.0	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,922	7.3	45.4	1,922	7.3	45.4	—	—	—
Sales workers, other commodities	686	21.2	38.1	686	21.2	38.1	—	—	—
Cashiers	454	7.7	38.3	363	8.7	37.9	—	—	—
Administrative support, including clerical	631	2.5	38.2	650	3.0	38.9	569	1.7	36.0
Supervisors, general office	944	9.8	38.4	952	9.9	38.5	—	—	—
Supervisors, financial records processing	1,073	9.8	39.4	1,073	9.8	39.4	—	—	—
Secretaries	682	3.9	38.1	677	4.8	38.3	701	5.4	37.3
Typists	545	5.1	35.8	—	—	—	—	—	—
Receptionists	494	9.3	39.3	493	9.9	39.4	—	—	—
Order clerks	627	9.8	39.7	627	9.8	39.7	—	—	—
Library clerks	550	12.4	34.5	—	—	—	—	—	—
Records clerks, n.e.c.	569	7.4	39.8	572	7.7	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	607	4.6	39.0	592	4.7	39.2	—	—	—
Payroll and timekeeping clerks	630	6.3	39.1	—	—	—	—	—	—
Billing clerks	548	4.8	38.8	548	4.8	38.8	—	—	—
Mail clerks, except postal service	444	12.7	38.6	—	—	—	—	—	—
Dispatchers	578	5.8	40.0	—	—	—	—	—	—
Production coordinators	818	7.8	39.4	818	7.8	39.4	—	—	—
Traffic, shipping and receiving clerks	656	6.1	39.5	656	6.1	39.5	—	—	—
Stock and inventory clerks	581	10.3	38.9	541	10.8	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Insurance adjusters, examiners, and investigators	\$729	3.4	37.6	\$729	3.4	37.6	—	—	—
Investigators and adjusters, except insurance	709	17.8	39.1	709	17.8	39.1	—	—	—
General office clerks	588	3.6	37.3	598	4.4	37.8	\$576	6.0	36.7
Data entry keyers	495	3.6	38.3	—	—	—	—	—	—
Teachers' aides	391	4.5	31.9	—	—	—	391	4.6	31.9
Administrative support, n.e.c.	773	5.4	38.5	776	5.4	38.5	—	—	—
Blue collar	696	1.9	39.9	684	2.2	40.0	800	1.5	39.9
Precision production, craft, and repair	899	2.9	40.1	899	3.1	40.1	900	5.8	39.9
Bus, truck, and stationary engine mechanics	875	17.0	40.0	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	788	6.3	39.9	781	7.5	40.0	—	—	—
Carpenters	931	9.7	40.0	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	769	8.9	40.0	—	—	—	—	—	—
Construction trades, n.e.c.	640	9.2	40.0	—	—	—	654	8.3	40.0
Supervisors, production	910	6.4	40.2	910	6.4	40.2	—	—	—
Electrical and electronic equipment assemblers	714	4.0	40.0	714	4.0	40.0	—	—	—
Machine operators, assemblers, and inspectors	537	4.4	39.7	524	4.3	39.8	—	—	—
Fabricating machine operators, n.e.c.	529	6.4	40.0	529	6.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	518	5.0	39.3	493	.5	39.5	—	—	—
Assemblers	497	.4	40.0	497	.4	40.0	—	—	—
Production inspectors, checkers and examiners ...	524	13.7	39.6	524	13.7	39.6	—	—	—
Transportation and material moving	697	3.4	40.3	683	4.7	40.3	795	10.0	40.0
Truck drivers	723	5.9	40.3	728	6.0	40.3	—	—	—
Bus drivers	706	8.0	40.0	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	534	6.0	39.7	521	6.7	39.6	636	7.6	40.0
Construction laborers	749	11.9	40.0	—	—	—	588	6.1	40.0
Stock handlers and baggers ...	461	4.0	39.1	461	4.0	39.1	—	—	—
Machine feeders and offbearers	570	4.8	39.5	570	4.8	39.5	—	—	—
Freight, stock, and material handlers, n.e.c.	536	16.6	39.8	536	16.6	39.8	—	—	—
Laborers, except construction, n.e.c.	519	19.8	40.0	—	—	—	—	—	—
Service	591	2.1	39.0	463	2.4	38.3	797	2.4	40.3
Protective service	822	5.1	40.5	518	8.3	39.9	912	2.8	40.7
Supervisors, firefighters and fire prevention	1,047	1.3	41.9	—	—	—	1,047	1.3	41.9
Supervisors, police and detectives	1,299	14.9	40.0	—	—	—	1,299	14.9	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Protective service—Continued									
Firefighting	\$903	0.8	41.9	—	—	—	\$903	0.8	41.9
Police and detectives, public service	830	4.7	39.9	—	—	—	830	4.7	39.9
Guards and police, except public service	489	8.1	39.9	\$481	7.8	39.9	—	—	—
Food service	404	6.4	38.4	398	7.5	38.6	466	14.4	36.6
Other food service	445	6.3	38.8	442	7.0	39.0	466	14.4	36.6
Cooks	489	5.1	38.9	496	5.1	39.6	—	—	—
Kitchen workers, food preparation	497	19.3	38.5	497	19.3	38.5	—	—	—
Food preparation, n.e.c.	314	4.4	38.0	313	4.4	38.0	—	—	—
Health service	484	1.4	39.2	474	1.8	39.0	530	1.9	39.9
Health aides, except nursing ..	463	3.5	39.9	463	3.5	39.9	—	—	—
Nursing aides, orderlies and attendants	480	1.2	39.1	468	1.6	38.9	530	1.9	39.9
Cleaning and building service	489	5.4	38.8	435	5.2	38.3	600	5.8	39.9
Janitors and cleaners	520	6.4	39.2	474	7.3	38.7	596	6.3	39.8
Personal service	567	5.5	33.6	552	5.4	33.2	—	—	—
Service, n.e.c.	418	7.3	38.3	—	—	—	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$46,600	2.2	1,970	\$47,563	2.4	2,037	\$43,248	5.4	1,740
All excluding sales	46,145	2.2	1,966	47,023	2.4	2,035	43,242	5.4	1,737
White collar	53,609	2.5	1,930	56,486	2.5	2,037	44,217	7.5	1,580
White collar excluding sales	53,414	2.6	1,920	56,470	2.5	2,035	44,219	7.6	1,575
Professional specialty and technical	57,483	2.5	1,843	60,933	2.8	2,011	49,123	5.5	1,437
Professional specialty	60,308	2.6	1,807	66,070	2.8	2,005	49,077	5.7	1,422
Engineers, architects, and surveyors	74,379	3.6	2,107	75,713	4.1	2,136	-	-	-
Civil engineers	68,803	4.2	2,043	67,131	9.8	2,194	-	-	-
Electrical and electronic engineers	84,181	7.7	2,142	84,181	7.7	2,142	-	-	-
Industrial engineers	62,169	8.8	2,119	62,169	8.8	2,119	-	-	-
Mechanical engineers	66,843	4.8	2,116	66,843	4.8	2,116	-	-	-
Engineers, n.e.c.	71,146	4.1	2,042	74,795	5.8	2,091	-	-	-
Mathematical and computer scientists	70,168	3.2	2,059	71,635	2.9	2,067	-	-	-
Computer systems analysts and scientists	72,530	3.5	2,072	73,869	3.2	2,079	-	-	-
Operations and systems researchers and analysts	52,814	7.1	1,979	54,279	6.8	1,985	-	-	-
Natural scientists	58,018	7.2	2,050	58,014	7.2	2,050	-	-	-
Health related	58,106	2.5	1,993	60,056	2.9	2,029	48,980	4.5	1,824
Physicians	80,043	23.7	2,454	83,013	24.3	2,279	-	-	-
Registered nurses	57,788	1.4	2,000	57,676	1.6	1,995	58,476	1.8	2,031
Teachers, college and university	74,025	1.4	1,547	81,009	1.1	1,556	-	-	-
Other post-secondary teachers	58,261	14.9	1,489	63,798	15.2	1,500	-	-	-
Teachers, except college and university	45,949	6.8	1,276	33,345	9.4	1,565	47,606	6.4	1,237
Elementary school teachers	48,262	6.4	1,238	-	-	-	48,362	6.5	1,234
Secondary school teachers	48,493	6.0	1,261	45,686	6.9	1,588	48,703	6.1	1,237
Teachers, special education	41,387	4.6	1,457	-	-	-	-	-	-
Teachers, n.e.c.	44,742	1.6	1,292	-	-	-	-	-	-
Librarians, archivists, and curators	53,768	6.5	1,789	56,436	7.9	1,878	-	-	-
Librarians	52,986	8.5	1,780	-	-	-	-	-	-
Social scientists and urban planners	61,142	17.9	2,175	61,142	17.9	2,175	-	-	-
Social, recreation, and religious workers	38,901	3.4	1,969	35,089	4.9	1,996	-	-	-
Social workers	38,484	3.5	1,962	33,653	3.9	1,984	-	-	-
Lawyers and judges	113,468	19.3	2,264	-	-	-	-	-	-
Lawyers	113,498	20.3	2,277	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	49,122	13.0	2,007	49,999	13.8	2,009	-	-	-
Editors and reporters	40,157	5.5	2,009	40,157	5.5	2,009	-	-	-
Public relations specialists	50,028	13.8	1,980	-	-	-	-	-	-
Technical	42,823	5.5	2,031	42,417	5.8	2,033	50,808	8.6	2,001
Clinical laboratory technologists and technicians	35,733	8.7	2,029	35,676	8.8	2,029	-	-	-
Licensed practical nurses	41,430	2.8	2,080	42,039	2.5	2,080	-	-	-
Health technologists and technicians, n.e.c.	31,723	9.6	2,052	31,166	10.0	2,056	-	-	-
Electrical and electronic technicians	48,851	4.4	2,080	48,851	4.4	2,080	-	-	-
Drafters	47,184	4.8	2,070	47,184	4.8	2,070	-	-	-
Computer programmers	63,648	4.2	2,080	63,648	4.2	2,080	-	-	-
Legal assistants	55,736	13.4	1,981	-	-	-	-	-	-
Technical and related, n.e.c. ...	42,081	4.9	1,917	42,081	4.9	1,917	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial	\$73,028	3.8	2,064	\$74,648	3.7	2,098	\$63,130	14.1	1,859
Executives, administrators, and managers	82,680	3.7	2,074	84,703	3.5	2,121	71,500	15.4	1,815
Administrators and officials, public administration	63,809	15.9	1,915	—	—	—	63,809	15.9	1,915
Financial managers	82,040	7.3	2,218	81,931	7.4	2,223	—	—	—
Managers, marketing, advertising, and public relations	92,214	11.7	2,209	92,214	11.7	2,209	—	—	—
Administrators, education and related fields	70,624	11.4	1,798	69,632	11.1	1,961	71,558	18.5	1,644
Managers, medicine and health	81,441	18.7	2,084	81,566	18.7	2,084	—	—	—
Managers, service organizations, n.e.c.	52,064	5.6	2,005	52,064	5.6	2,005	—	—	—
Managers and administrators, n.e.c.	87,511	4.3	2,041	87,075	4.4	2,052	—	—	—
Management related	57,662	7.9	2,048	59,235	8.4	2,061	46,181	5.2	1,948
Accountants and auditors	46,543	6.6	1,986	46,739	7.5	1,991	—	—	—
Other financial officers	83,405	20.5	2,036	86,279	19.9	2,040	—	—	—
Personnel, training, and labor relations specialists	58,971	8.0	2,092	59,433	8.1	2,094	—	—	—
Purchasing agents and buyers, n.e.c.	51,578	6.9	2,075	51,578	6.9	2,075	—	—	—
Management related, n.e.c.	61,124	9.7	2,055	64,642	10.0	2,088	—	—	—
Sales	56,200	17.4	2,063	56,649	17.8	2,063	44,064	2.3	2,080
Supervisors, sales	33,930	6.5	1,945	33,289	6.6	1,937	—	—	—
Sales, other business services	54,431	13.0	2,080	54,431	13.0	2,080	—	—	—
Sales representatives, mining, manufacturing, and wholesale	99,920	7.3	2,360	99,920	7.3	2,360	—	—	—
Sales workers, other commodities	35,680	21.2	1,983	35,688	21.2	1,983	—	—	—
Cashiers	23,624	7.7	1,991	18,880	8.7	1,970	—	—	—
Administrative support, including clerical	32,119	2.5	1,944	33,803	3.0	2,020	27,272	1.7	1,723
Supervisors, general office	49,092	9.8	1,998	49,510	9.9	2,000	—	—	—
Supervisors, financial records processing	55,773	9.8	2,048	55,773	9.8	2,048	—	—	—
Secretaries	35,463	3.9	1,982	35,225	4.8	1,993	36,463	5.4	1,938
Typists	27,465	5.1	1,803	—	—	—	—	—	—
Receptionists	25,695	9.3	2,042	25,657	9.9	2,047	—	—	—
Order clerks	32,622	9.8	2,066	32,622	9.8	2,066	—	—	—
Library clerks	26,602	12.4	1,666	—	—	—	—	—	—
Records clerks, n.e.c.	29,596	7.4	2,070	29,731	7.7	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	31,581	4.6	2,030	30,777	4.7	2,038	—	—	—
Payroll and timekeeping clerks	32,761	6.3	2,034	—	—	—	—	—	—
Billing clerks	28,505	4.8	2,019	28,505	4.8	2,019	—	—	—
Mail clerks, except postal service	23,085	12.7	2,008	—	—	—	—	—	—
Dispatchers	30,039	5.8	2,080	—	—	—	—	—	—
Production coordinators	42,525	7.8	2,051	42,525	7.8	2,051	—	—	—
Traffic, shipping and receiving clerks	34,106	6.1	2,053	34,106	6.1	2,053	—	—	—
Stock and inventory clerks	30,231	10.3	2,023	28,116	10.8	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Insurance adjusters, examiners, and investigators	\$37,908	3.4	1,955	\$37,908	3.4	1,955	—	—	—
Investigators and adjusters, except insurance	36,876	17.8	2,031	36,876	17.8	2,031	—	—	—
General office clerks	30,529	3.6	1,938	31,063	4.4	1,964	\$29,945	6.0	1,910
Data entry keyers	25,754	3.6	1,993	—	—	—	—	—	—
Teachers' aides	14,491	4.5	1,183	—	—	—	14,439	4.6	1,178
Administrative support, n.e.c.	40,172	5.4	2,001	40,348	5.4	2,004	—	—	—
Blue collar	35,929	1.9	2,063	35,329	2.2	2,062	41,618	1.5	2,072
Precision production, craft, and repair	46,765	2.9	2,084	46,758	3.1	2,085	46,823	5.8	2,077
Bus, truck, and stationary engine mechanics	45,514	17.0	2,080	—	—	—	—	—	—
Mechanics and repairers, n.e.c.	40,950	6.3	2,074	40,596	7.5	2,080	—	—	—
Carpenters	48,388	9.7	2,080	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	39,988	8.9	2,080	—	—	—	—	—	—
Construction trades, n.e.c.	33,281	9.2	2,080	—	—	—	33,990	8.3	2,080
Supervisors, production	47,325	6.4	2,091	47,325	6.4	2,091	—	—	—
Electrical and electronic equipment assemblers	37,115	4.0	2,080	37,115	4.0	2,080	—	—	—
Machine operators, assemblers, and inspectors	27,914	4.4	2,067	27,239	4.3	2,068	—	—	—
Fabricating machine operators, n.e.c.	27,527	6.4	2,080	27,527	6.4	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	26,933	5.0	2,045	25,647	.5	2,054	—	—	—
Assemblers	25,859	.4	2,080	25,859	.4	2,080	—	—	—
Production inspectors, checkers and examiners ...	27,232	13.7	2,057	27,232	13.7	2,057	—	—	—
Transportation and material moving	34,834	3.4	2,014	33,958	4.7	2,005	41,356	10.0	2,080
Truck drivers	37,595	5.9	2,097	37,834	6.0	2,097	—	—	—
Bus drivers	30,944	8.0	1,753	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,746	6.0	2,063	27,088	6.7	2,061	33,065	7.6	2,079
Construction laborers	38,960	11.9	2,080	—	—	—	30,570	6.1	2,080
Stock handlers and baggers ...	23,979	4.0	2,036	23,979	4.0	2,036	—	—	—
Machine feeders and offbearers	29,651	4.8	2,054	29,651	4.8	2,054	—	—	—
Freight, stock, and material handlers, n.e.c.	27,873	16.6	2,070	27,853	16.6	2,070	—	—	—
Laborers, except construction, n.e.c.	27,000	19.8	2,080	—	—	—	—	—	—
Service	30,417	2.1	2,011	23,838	2.4	1,972	41,046	2.4	2,075
Protective service	42,737	5.1	2,106	26,923	8.3	2,077	47,416	2.8	2,115
Supervisors, firefighters and fire prevention	54,461	1.3	2,179	—	—	—	54,461	1.3	2,179
Supervisors, police and detectives	67,571	14.9	2,077	—	—	—	67,571	14.9	2,077

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Protective service—Continued									
Firefighting	\$46,953	0.8	2,179	—	—	—	\$46,953	0.8	2,179
Police and detectives, public service	43,176	4.7	2,077	—	—	—	43,176	4.7	2,077
Guards and police, except public service	25,448	8.1	2,077	\$25,017	7.8	2,077	—	—	—
Food service	20,337	6.4	1,935	20,496	7.5	1,989	19,063	14.4	1,496
Other food service	22,273	6.3	1,942	22,750	7.0	2,009	19,063	14.4	1,496
Cooks	23,869	5.1	1,902	25,795	5.1	2,062	—	—	—
Kitchen workers, food preparation	25,828	19.3	2,003	25,828	19.3	2,003	—	—	—
Food preparation, n.e.c.	15,779	4.4	1,907	15,732	4.4	1,906	—	—	—
Health service	25,041	1.4	2,029	24,492	1.8	2,019	27,537	1.9	2,073
Health aides, except nursing ..	22,950	3.5	1,978	22,950	3.5	1,978	—	—	—
Nursing aides, orderlies and attendants	24,978	1.2	2,033	24,321	1.6	2,023	27,537	1.9	2,073
Cleaning and building service	25,423	5.4	2,015	22,621	5.2	1,987	31,181	5.8	2,072
Janitors and cleaners	27,029	6.4	2,035	24,633	7.3	2,012	30,987	6.3	2,072
Personal service	28,082	5.5	1,662	27,257	5.4	1,639	—	—	—
Service, n.e.c.	20,407	7.3	1,870	—	—	—	—	—	—

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.

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$22.29	2.4	\$21.82	2.8	\$24.42	4.4
All excluding sales	22.39	2.4	21.90	2.9	24.47	4.4
White collar	26.74	2.2	26.56	2.2	27.59	6.8
1	8.51	1.6	8.50	1.7	—	—
2	10.73	2.5	10.30	3.2	11.95	1.6
3	13.63	2.3	12.84	3.5	15.27	2.0
4	14.77	2.9	14.36	3.3	17.08	2.5
5	17.35	4.6	16.97	5.5	19.59	3.2
6	19.02	3.9	19.05	4.2	18.76	8.8
7	26.10	10.2	22.94	2.8	34.92	15.0
8	26.04	2.2	26.42	2.2	21.09	5.3
9	31.88	3.8	30.92	5.3	34.40	2.7
10	32.22	3.9	32.68	3.9	24.10	21.2
11	37.57	4.3	38.16	5.5	35.75	2.8
12	47.73	4.2	47.69	4.3	48.96	4.1
13	58.43	5.9	58.41	6.3	—	—
14	42.85	17.8	41.89	21.8	—	—
Not able to be leveled	29.76	7.8	30.22	7.9	22.32	10.2
White collar excluding sales	27.45	2.2	27.38	2.2	27.73	6.9
1	10.12	5.9	10.23	6.3	—	—
2	11.54	2.2	11.24	3.4	12.03	1.7
3	13.58	2.4	13.02	3.7	14.59	1.4
4	15.13	1.8	14.69	2.0	17.16	2.3
5	17.44	5.3	17.04	6.3	19.46	3.0
6	18.63	1.8	18.61	1.6	18.76	8.8
7	25.88	10.6	22.51	1.9	35.04	14.8
8	26.04	2.2	26.43	2.3	21.09	5.3
9	30.60	1.4	29.02	2.1	34.40	2.7
10	32.05	4.0	32.52	3.9	24.10	21.2
11	36.86	4.7	37.28	6.3	35.75	2.8
12	47.73	4.2	47.69	4.3	48.96	4.1
13	58.43	5.9	58.41	6.3	—	—
14	42.85	17.8	41.89	21.8	—	—
Not able to be leveled	30.14	7.6	30.63	7.7	22.32	10.2
Professional specialty and technical	30.98	2.2	30.19	2.4	33.85	4.8
Professional specialty	33.19	2.2	32.81	2.3	34.29	4.9
5	13.42	8.1	12.90	10.5	—	—
6	19.96	7.5	19.82	6.8	—	—
7	29.62	14.0	23.46	5.0	37.41	10.9
8	28.86	2.8	28.99	2.9	—	—
9	31.48	1.7	29.40	2.5	34.86	2.3
10	33.20	6.8	34.51	5.8	—	—
11	37.25	5.4	38.78	7.2	33.57	3.7
12	44.79	8.1	44.76	8.3	—	—
13	55.14	6.7	55.06	6.9	—	—
Not able to be leveled	34.23	9.0	35.26	8.9	—	—
Engineers, architects, and surveyors	35.29	3.2	35.45	3.7	—	—
7	25.30	3.6	25.30	3.6	—	—
9	31.67	4.7	31.65	4.8	—	—
11	36.59	7.5	39.72	16.8	—	—
12	39.56	5.6	39.56	5.6	—	—
Civil engineers	33.68	5.8	30.60	11.2	—	—
Electrical and electronic engineers	39.30	5.9	39.30	5.9	—	—
11	42.70	22.8	42.70	22.8	—	—
Industrial engineers	29.34	7.5	29.34	7.5	—	—
9	27.79	5.9	27.79	5.9	—	—
Mechanical engineers	31.59	5.4	31.59	5.4	—	—
Engineers, n.e.c.	34.84	3.7	35.77	5.5	—	—
Mathematical and computer scientists	34.06	2.8	34.64	2.6	—	—
9	29.15	3.4	30.36	3.3	—	—
11	36.77	6.4	36.77	6.4	—	—
12	41.26	3.1	41.26	3.1	—	—
Not able to be leveled	37.63	11.9	37.63	11.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Mathematical and computer scientists –Continued						
Computer systems analysts and scientists	\$34.99	3.1	\$35.51	2.9	–	–
9	30.17	4.3	31.53	4.0	–	–
11	36.21	5.7	36.21	5.7	–	–
12	41.26	3.1	41.26	3.1	–	–
Not able to be leveled	40.47	10.6	40.47	10.6	–	–
Operations and systems researchers and analysts	26.69	6.7	27.34	6.5	–	–
Natural scientists	28.44	6.8	28.44	6.9	–	–
Health related	29.71	2.0	30.03	2.2	\$27.39	2.7
6	24.39	4.9	24.36	5.0	–	–
7	24.71	2.8	24.69	2.9	–	–
8	31.54	1.9	31.59	1.9	–	–
9	28.52	1.1	28.81	1.4	27.87	.9
10	23.65	10.7	26.00	6.8	–	–
11	33.01	5.2	33.35	6.7	–	–
Not able to be leveled	36.47	26.0	36.47	26.0	–	–
Physicians	36.42	25.2	40.25	25.2	–	–
10	18.14	9.0	20.30	2.1	–	–
Registered nurses	29.27	1.7	29.30	1.9	28.98	1.3
7	25.36	3.9	25.33	3.9	–	–
8	31.60	2.2	31.66	2.2	–	–
9	28.11	2.3	28.08	3.1	28.20	.8
11	32.03	5.8	32.51	8.1	–	–
Not able to be leveled	29.87	6.5	29.87	6.5	–	–
Pharmacists	34.26	1.5	34.26	1.5	–	–
Physical therapists	28.35	7.7	28.35	7.7	–	–
Teachers, college and university	47.84	5.2	51.69	4.8	–	–
9	40.31	23.1	40.67	23.7	–	–
10	38.00	8.2	40.19	7.7	–	–
11	33.65	11.5	34.20	11.7	–	–
12	59.41	6.2	60.38	4.8	–	–
13	58.33	12.8	58.33	12.8	–	–
Not able to be leveled	44.06	11.6	50.41	1.6	–	–
Medical science teachers	51.19	16.8	51.19	16.8	–	–
Art, drama, and music teachers	46.24	29.5	46.24	29.5	–	–
English teachers	46.58	12.5	–	–	–	–
Other post-secondary teachers	38.97	17.6	42.29	19.0	–	–
Not able to be leveled	42.22	16.1	42.22	16.1	–	–
Teachers, except college and university	35.76	5.3	22.13	3.1	38.16	4.6
7	38.11	8.6	–	–	40.12	3.1
9	37.09	2.4	28.47	10.5	37.54	2.7
Elementary school teachers	38.96	4.0	–	–	39.19	3.9
7	41.33	1.0	–	–	41.53	.0
9	37.18	2.1	–	–	37.47	2.2
Secondary school teachers	38.36	3.1	29.29	7.1	39.39	1.7
7	38.06	6.9	–	–	38.30	6.7
9	39.16	3.6	–	–	40.61	2.0
Teachers, special education	28.40	7.0	–	–	–	–
Teachers, n.e.c.	34.64	1.5	–	–	–	–
9	34.73	1.3	–	–	–	–
Librarians, archivists, and curators	29.99	9.1	30.05	11.4	–	–
Librarians	29.69	12.0	–	–	–	–
Social scientists and urban planners	28.15	12.9	28.15	12.9	–	–
Social, recreation, and religious workers	19.59	3.5	18.17	2.5	21.14	8.7
7	20.15	7.5	17.57	7.8	–	–
Social workers	19.68	3.1	17.22	.7	–	–
7	20.28	7.6	–	–	–	–
Recreation workers	19.18	8.1	–	–	–	–
Lawyers and judges	50.09	11.3	–	–	–	–

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Lawyers and judges —Continued						
Lawyers	\$49.85	12.5	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.48	12.1	\$24.88	12.9	—	—
7	20.18	6.9	—	—	—	—
Not able to be leveled	22.04	4.6	22.04	4.6	—	—
Editors and reporters	19.98	6.3	19.98	6.3	—	—
Public relations specialists	25.26	12.8	—	—	—	—
Athletes	26.48	7.3	26.48	7.3	—	—
Not able to be leveled	26.48	7.3	26.48	7.3	—	—
Technical	20.95	5.4	20.81	5.7	\$23.60	12.5
4	14.44	6.8	14.18	6.6	—	—
5	16.76	10.3	16.36	10.9	—	—
6	19.69	6.0	19.69	6.0	—	—
7	22.63	3.8	22.64	3.8	—	—
8	18.51	10.9	18.51	10.9	—	—
9	30.81	7.4	30.81	7.4	—	—
Not able to be leveled	22.31	9.7	21.74	10.6	—	—
Clinical laboratory technologists and technicians	17.62	8.3	17.61	8.5	—	—
7	24.63	1.1	24.63	1.1	—	—
Radiological technicians	25.31	11.6	25.31	11.6	—	—
Licensed practical nurses	19.82	1.8	20.01	1.6	—	—
5	19.55	1.3	—	—	—	—
Health technologists and technicians, n.e.c.	15.49	9.9	15.31	10.3	—	—
5	13.51	18.9	12.37	13.3	—	—
6	16.45	12.2	16.45	12.2	—	—
Electrical and electronic technicians	23.49	4.4	23.49	4.4	—	—
7	23.09	5.1	23.09	5.1	—	—
Drafters	22.79	4.8	22.79	4.8	—	—
Computer programmers	30.56	4.1	30.56	4.1	—	—
Legal assistants	28.14	12.5	—	—	—	—
Technical and related, n.e.c.	21.95	3.5	21.95	3.5	—	—
Executive, administrative, and managerial	35.23	3.1	35.49	3.0	33.52	12.1
7	20.95	4.4	20.13	4.0	23.60	7.1
8	22.82	2.6	23.30	2.6	21.55	6.1
9	28.42	3.7	28.16	4.0	30.30	11.4
10	32.20	2.6	32.15	2.7	—	—
11	35.25	4.0	33.40	4.7	41.57	5.1
12	49.46	5.2	49.46	5.5	—	—
13	60.98	8.1	61.17	8.8	—	—
14	52.01	10.1	54.06	14.6	—	—
Not able to be leveled	31.61	6.8	31.74	7.0	—	—
Executives, administrators, and managers	39.77	2.6	39.92	2.2	38.87	12.6
8	21.54	8.1	21.47	12.5	—	—
9	28.08	4.0	27.23	3.1	32.08	17.8
10	32.44	2.7	32.39	2.8	—	—
11	36.51	4.4	34.45	4.4	42.27	5.5
12	49.40	5.5	49.40	5.9	—	—
13	61.44	8.4	61.68	9.1	—	—
14	52.01	10.1	54.06	14.6	—	—
Not able to be leveled	35.61	5.7	36.14	5.8	—	—
Administrators and officials, public administration	33.32	13.7	—	—	33.32	13.7
Financial managers	36.99	8.6	36.86	8.8	—	—
Managers, marketing, advertising, and public relations	41.75	11.0	41.75	11.0	—	—
Administrators, education and related fields	38.60	10.3	35.50	14.3	41.72	13.7
9	36.04	26.7	—	—	—	—
11	43.11	5.9	—	—	44.85	9.1
12	46.47	22.5	46.48	23.3	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Managers, medicine and health	\$39.07	19.9	\$39.13	20.0	—	—
Managers, service organizations, n.e.c.	25.97	8.6	25.97	8.6	—	—
Managers and administrators, n.e.c.	42.84	4.4	42.39	4.5	—	—
9	27.82	6.0	27.82	6.0	—	—
10	34.77	5.4	34.77	5.4	—	—
11	40.76	3.7	39.99	4.1	—	—
12	51.01	11.2	51.01	11.2	—	—
13	58.71	5.7	58.57	7.4	—	—
Not able to be leveled	39.77	7.4	39.77	7.4	—	—
Management related	28.01	7.6	28.62	8.2	\$23.45	4.8
7	20.78	4.8	19.82	3.8	24.26	10.2
8	23.32	3.2	23.90	2.7	21.48	10.6
9	28.73	6.8	28.93	7.2	—	—
11	30.90	7.1	30.42	7.3	—	—
12	49.74	14.6	49.74	14.6	—	—
Not able to be leveled	27.70	9.3	27.70	9.3	—	—
Accountants and auditors	23.44	7.0	23.47	8.2	—	—
7	19.36	6.4	—	—	—	—
Other financial officers	40.97	19.6	42.28	19.1	—	—
Personnel, training, and labor relations specialists	28.07	8.7	28.26	8.9	—	—
9	32.03	8.3	32.03	8.3	—	—
Purchasing agents and buyers, n.e.c.	24.86	7.0	24.86	7.0	—	—
Management related, n.e.c.	29.56	9.1	30.72	9.8	—	—
9	30.80	9.8	—	—	—	—
Sales	20.72	16.8	20.75	17.3	19.87	3.5
1	8.17	1.1	8.17	1.1	—	—
2	9.10	3.6	9.10	3.7	—	—
3	13.93	7.3	12.11	9.8	—	—
4	12.83	14.8	12.83	15.0	—	—
5	16.74	5.3	16.50	5.4	—	—
9	50.21	30.0	50.21	30.0	—	—
11	43.10	7.4	43.10	7.4	—	—
Supervisors, sales	17.44	6.3	17.19	6.4	—	—
Sales, other business services	26.17	13.0	26.17	13.0	—	—
Sales representatives, mining, manufacturing, and wholesale	42.34	5.2	42.34	5.2	—	—
Sales workers, apparel	8.91	4.8	8.91	4.8	—	—
Sales workers, other commodities	15.44	18.9	15.44	18.9	—	—
3	13.54	11.4	—	—	—	—
4	11.21	9.0	11.21	9.0	—	—
Cashiers	9.47	3.2	8.63	2.9	19.68	1.3
1	8.06	1.6	8.06	1.6	—	—
2	8.73	2.3	8.72	2.4	—	—
3	13.70	6.6	10.30	7.1	—	—
Administrative support, including clerical	16.21	2.5	16.37	3.1	15.65	1.0
1	10.12	5.9	10.23	6.3	—	—
2	11.54	2.2	11.23	3.4	12.03	1.7
3	13.60	2.4	13.02	3.8	14.66	1.8
4	15.23	2.2	14.78	2.5	17.14	2.4
5	17.96	7.4	17.81	8.8	18.86	2.4
6	18.11	1.5	18.06	1.7	18.36	4.1
7	21.94	5.6	21.99	6.2	—	—
9	27.56	7.8	27.59	7.8	—	—
Not able to be leveled	18.09	3.9	18.04	4.2	—	—
Supervisors, general office	24.57	11.0	24.76	11.2	—	—
Supervisors, financial records processing	27.24	10.9	27.24	10.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Secretaries	\$17.83	4.2	\$17.65	5.2	\$18.66	3.9
3	11.90	8.5	11.90	8.5	—	—
4	17.04	4.2	16.77	2.1	17.88	14.5
5	15.96	2.7	16.04	2.8	—	—
6	18.02	2.9	17.58	3.5	—	—
7	21.88	13.7	22.18	15.6	—	—
Not able to be leveled	18.99	4.8	—	—	—	—
Typists	14.81	4.3	—	—	—	—
Interviewers	11.62	2.1	—	—	—	—
Transportation ticket and reservation agents	14.03	8.8	14.03	8.8	—	—
Receptionists	12.16	6.7	12.37	7.5	10.46	18.8
3	10.96	2.7	—	—	—	—
4	13.04	8.2	13.04	8.2	—	—
Information clerks, n.e.c.	12.89	6.7	12.32	4.2	—	—
3	12.81	7.9	—	—	—	—
Order clerks	15.64	9.2	15.64	9.2	—	—
Library clerks	15.92	10.3	—	—	15.59	12.5
Records clerks, n.e.c.	14.14	6.7	14.13	6.9	—	—
Bookkeepers, accounting and auditing clerks	15.21	4.2	14.72	4.3	17.78	7.7
4	14.68	8.3	13.44	3.3	—	—
5	15.43	2.3	15.36	2.7	—	—
Payroll and timekeeping clerks	16.10	8.1	—	—	—	—
Billing clerks	13.98	5.3	13.98	5.3	—	—
Telephone operators	10.73	5.5	10.65	6.9	—	—
Mail clerks, except postal service	11.27	8.7	10.91	9.1	—	—
Dispatchers	14.44	5.8	—	—	—	—
Production coordinators	20.73	8.2	20.73	8.2	—	—
Traffic, shipping and receiving clerks	16.60	5.3	16.60	5.3	—	—
Stock and inventory clerks	14.84	11.7	13.45	10.3	—	—
Insurance adjusters, examiners, and investigators	19.39	2.6	19.39	2.6	—	—
6	17.16	.1	17.16	.1	—	—
Investigators and adjusters, except insurance	18.09	18.9	18.09	18.9	—	—
General office clerks	15.65	3.9	15.65	4.3	15.65	7.2
2	12.62	3.5	—	—	—	—
3	15.15	3.5	14.81	9.7	—	—
4	15.25	4.5	—	—	—	—
5	16.53	5.5	15.74	2.2	—	—
Data entry keyers	12.83	4.3	11.51	8.0	—	—
Teachers' aides	12.16	.3	—	—	12.17	.2
2	11.97	2.9	—	—	11.97	2.9
3	12.47	.6	—	—	12.50	.7
Administrative support, n.e.c.	18.39	9.2	18.47	9.5	—	—
4	16.04	6.4	16.04	6.4	—	—
Blue collar	16.91	1.7	16.60	2.0	20.01	1.7
1	11.06	7.6	10.99	7.8	—	—
2	11.74	6.1	11.72	6.4	—	—
3	13.02	7.8	12.87	8.4	15.18	10.6
4	15.15	5.7	14.96	6.3	19.34	10.8
5	18.68	7.6	18.34	9.6	20.08	4.4
6	20.41	7.5	20.42	7.6	—	—
7	22.99	2.6	23.16	3.1	22.33	3.9
8	25.38	7.9	25.16	9.0	—	—
Not able to be leveled	17.11	9.5	17.16	9.6	—	—
Precision production, craft, and repair	22.44	2.8	22.43	3.0	22.53	5.8
3	13.04	6.5	—	—	—	—
4	14.78	4.4	14.79	4.4	—	—
5	20.63	11.5	20.71	13.0	20.04	9.2
6	21.51	3.2	—	—	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
7	\$23.61	2.7	\$23.62	3.1	\$23.58	5.9
8	26.17	7.4	26.00	8.5	—	—
Not able to be leveled	20.06	5.1	20.22	4.9	—	—
Bus, truck, and stationary engine mechanics	21.88	17.0	—	—	—	—
Mechanics and repairers, n.e.c.	19.74	6.1	19.52	7.5	—	—
Carpenters	23.26	9.7	—	—	—	—
7	24.53	11.5	—	—	—	—
Plumbers, pipefitters and steamfitters	19.22	8.9	—	—	—	—
Construction trades, n.e.c.	16.00	9.2	—	—	16.34	8.3
Supervisors, production	22.64	6.0	22.64	6.0	—	—
Electrical and electronic equipment assemblers ..	17.84	4.0	17.84	4.0	—	—
Machine operators, assemblers, and inspectors						
1	13.38	4.6	13.05	4.5	—	—
2	9.34	8.5	9.34	8.5	—	—
3	10.92	5.6	10.88	5.6	—	—
4	11.51	10.2	11.51	10.2	—	—
5	14.34	6.0	14.34	6.0	—	—
7	14.91	2.8	14.91	2.8	—	—
Not able to be leveled	20.31	7.8	20.61	11.5	—	—
Fabricating machine operators, n.e.c.	13.97	16.9	13.97	16.9	—	—
Miscellaneous machine operators, n.e.c.	13.23	6.4	13.23	6.4	—	—
3	13.17	5.3	12.50	.5	—	—
Assemblers	14.16	6.8	14.16	6.8	—	—
2	11.74	5.3	11.74	5.3	—	—
Production inspectors, checkers and examiners ..	10.48	.1	10.48	.1	—	—
13.24	13.8	13.24	13.8	—	—	
Transportation and material moving						
2	17.04	3.2	16.67	4.4	19.76	9.4
3	14.54	9.0	14.56	9.0	—	—
4	14.91	5.2	15.06	5.4	—	—
5	15.33	13.3	15.11	15.0	—	—
Truck drivers	19.17	6.3	18.37	9.7	20.31	8.9
3	17.69	5.5	17.79	5.6	—	—
Bus drivers	15.13	5.7	15.35	5.8	—	—
17.01	8.0	15.59	1.2	—	—	
Handlers, equipment cleaners, helpers, and laborers						
1	12.39	5.1	12.07	5.7	15.80	7.1
2	10.85	11.1	10.74	11.6	—	—
3	11.39	8.5	11.31	9.5	—	—
4	14.26	8.3	13.81	10.3	—	—
Groundskeepers and gardeners, except farm	16.58	4.9	16.12	5.5	—	—
Construction laborers	14.02	5.5	—	—	—	—
Stock handlers and baggers	18.73	11.9	—	—	14.70	6.1
1	10.26	3.4	10.26	3.4	—	—
2	9.31	8.9	9.31	8.9	—	—
3	10.45	9.2	10.45	9.2	—	—
4	10.70	5.6	10.70	5.6	—	—
Machine feeders and offbearers	12.68	6.1	12.68	6.1	—	—
Freight, stock, and material handlers, n.e.c.	14.44	5.2	14.44	5.2	—	—
Hand packers and packagers	13.55	14.7	13.54	14.8	—	—
Laborers, except construction, n.e.c.	9.11	5.3	9.11	5.3	—	—
1	12.55	16.3	11.10	18.9	18.88	14.4
9.67	10.3	—	—	—	—	
Service						
1	13.11	3.7	10.56	2.8	19.17	2.1
2	8.55	6.9	8.12	7.5	12.10	6.0
3	9.75	7.2	8.82	8.8	12.30	3.6
4	11.01	6.0	10.56	6.2	14.73	7.9
5	12.81	3.8	12.12	3.0	15.41	4.5
19.26	4.8	14.99	14.1	21.06	2.8	

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
6	\$17.85	3.7	\$12.64	3.2	\$21.12	5.2
7	21.78	5.9	20.72	24.0	22.14	1.8
Not able to be leveled	12.64	7.4	12.51	7.8	—	—
Protective service	17.92	10.0	11.16	11.1	21.65	2.1
2	10.35	5.1	—	—	—	—
3	10.60	10.0	10.49	9.6	—	—
4	16.13	5.6	—	—	16.70	4.7
5	21.17	2.6	—	—	21.61	2.4
6	21.14	5.2	—	—	21.15	5.3
7	21.97	1.6	—	—	22.02	1.7
Supervisors, firefighters and fire prevention	24.99	1.4	—	—	24.99	1.4
Supervisors, police and detectives	32.53	14.9	—	—	32.53	14.9
Firefighting	21.53	1.0	—	—	21.53	1.0
5	22.42	2.7	—	—	22.42	2.7
Police and detectives, public service	20.69	5.0	—	—	20.69	5.0
5	20.68	4.9	—	—	20.68	4.9
7	21.79	1.9	—	—	21.79	1.9
Guards and police, except public service	10.72	9.4	10.61	9.0	—	—
3	10.60	10.1	10.49	9.6	—	—
Food service	7.99	4.0	7.78	4.7	12.48	6.5
1	6.40	8.1	6.38	8.1	—	—
2	6.25	16.1	5.61	12.2	—	—
3	7.27	34.4	6.81	38.6	—	—
4	11.02	5.1	11.02	5.1	—	—
5	11.04	11.6	—	—	—	—
Waiters, waitresses, and bartenders	3.49	12.8	3.49	12.8	—	—
2	3.79	27.1	3.79	27.1	—	—
Bartenders	4.85	15.7	4.85	15.7	—	—
Waiters and waitresses	3.19	13.4	3.19	13.4	—	—
Other food service	10.38	2.7	10.22	3.1	12.48	6.5
1	7.91	3.9	7.90	4.0	—	—
2	10.49	8.5	9.69	7.4	—	—
3	12.64	20.0	—	—	—	—
4	11.04	5.1	11.04	5.1	—	—
Supervisors, food preparation and service	12.29	11.2	12.19	11.5	—	—
Cooks	12.14	4.3	12.02	4.8	—	—
4	11.45	6.8	11.45	6.8	—	—
Kitchen workers, food preparation	11.91	19.4	11.91	19.4	—	—
Food preparation, n.e.c.	8.22	5.8	8.21	5.8	—	—
1	7.93	4.8	7.93	4.8	—	—
Health service	11.95	2.1	11.73	2.3	13.19	2.2
2	12.03	2.0	11.24	6.2	—	—
3	11.72	3.6	11.50	4.1	13.29	5.6
4	12.68	3.9	12.65	4.1	13.10	1.1
5	12.41	4.8	—	—	—	—
Health aides, except nursing	11.14	2.2	11.13	2.3	—	—
3	10.64	3.4	10.45	4.1	—	—
Nursing aides, orderlies and attendants	11.93	2.2	11.65	2.5	13.29	1.7
2	12.34	1.9	11.84	4.4	—	—
3	11.79	3.7	11.55	4.2	—	—
4	12.18	1.5	12.11	1.7	13.10	1.1
Cleaning and building service	11.95	5.9	10.85	4.8	15.01	5.7
1	10.13	4.5	9.54	3.7	13.20	2.8
2	12.68	8.5	12.51	10.5	—	—
3	13.82	10.9	12.18	10.5	—	—
4	14.92	3.2	—	—	—	—
Maids and housemen	8.74	8.4	8.74	8.4	—	—
Janitors and cleaners	12.41	7.4	11.33	7.2	14.92	6.1
1	10.64	6.4	10.01	4.1	13.20	2.8
2	12.89	9.5	12.78	12.1	—	—
3	14.23	13.3	12.53	13.1	—	—
Personal service	14.27	6.6	14.11	6.9	16.13	22.5
2	9.05	4.3	9.05	4.3	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service—Continued						
3	\$12.31	9.0	\$12.31	9.0	—	—
4	12.53	6.6	—	—	—	—
Welfare service aides	12.04	8.1	12.04	8.1	—	—
Child care workers, n.e.c.	11.76	4.2	11.72	5.3	—	—
Service, n.e.c.	11.21	7.9	11.08	9.2	—	—

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

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

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

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

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

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

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

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$23.65	2.0	\$23.35	2.2	\$24.86	4.8
All excluding sales	23.47	2.0	23.10	2.2	24.89	4.9
White collar	27.77	2.1	27.72	2.1	27.98	6.8
1	9.69	1.6	9.73	1.6	—	—
2	11.60	2.6	11.18	4.1	12.37	1.1
3	13.91	2.4	13.13	3.7	15.30	2.0
4	15.08	2.6	14.64	3.1	17.16	2.6
5	17.30	4.5	16.86	5.3	19.87	2.3
6	18.96	4.1	18.90	4.5	19.48	7.5
7	26.27	10.7	22.84	3.1	35.11	14.6
8	24.57	2.3	24.77	2.4	22.03	4.3
9	32.06	4.0	31.11	5.6	34.50	2.7
10	32.16	4.1	32.63	4.0	24.10	21.2
11	37.66	4.3	38.31	5.5	35.67	2.9
12	47.50	4.0	47.45	4.1	49.07	3.9
13	58.17	6.1	58.13	6.4	—	—
14	42.23	16.4	41.10	19.8	—	—
Not able to be leveled	30.38	7.4	30.88	7.5	—	—
White collar excluding sales	27.82	2.3	27.75	2.2	28.08	6.8
1	10.40	6.3	—	—	—	—
2	11.94	2.6	11.63	4.5	12.37	1.1
3	13.77	2.5	13.20	4.0	14.71	1.7
4	15.29	2.0	14.81	2.2	17.23	2.4
5	17.30	5.1	16.83	6.1	19.74	2.2
6	18.55	1.8	18.41	1.8	19.48	7.5
7	26.04	11.2	22.37	2.1	35.24	14.5
8	24.48	2.3	24.69	2.4	22.03	4.3
9	30.72	1.3	29.08	2.0	34.50	2.7
10	31.99	4.1	32.46	4.0	24.10	21.2
11	36.94	4.6	37.44	6.2	35.67	2.9
12	47.50	4.0	47.45	4.1	49.07	3.9
13	58.17	6.1	58.13	6.4	—	—
14	42.23	16.4	41.10	19.8	—	—
Not able to be leveled	30.38	7.6	30.89	7.6	—	—
Professional specialty and technical	31.19	2.3	30.30	2.7	34.18	4.5
Professional specialty	33.38	2.3	32.96	2.6	34.52	4.7
5	12.74	3.9	—	—	—	—
6	20.19	7.6	19.38	7.6	—	—
7	30.09	14.6	23.23	5.9	37.63	10.2
8	26.94	3.3	26.96	3.3	—	—
9	31.69	1.6	29.56	2.3	34.87	2.4
10	33.10	7.3	34.51	6.3	—	—
11	37.39	5.4	39.08	7.1	33.43	3.7
12	44.00	7.1	43.95	7.3	—	—
13	54.47	6.9	54.36	7.1	—	—
Not able to be leveled	34.32	9.0	35.35	8.8	—	—
Engineers, architects, and surveyors	35.29	3.2	35.45	3.7	—	—
7	25.30	3.6	25.30	3.6	—	—
9	31.67	4.7	31.65	4.8	—	—
11	36.59	7.5	39.72	16.8	—	—
12	39.56	5.6	39.56	5.6	—	—
Civil engineers	33.68	5.8	30.60	11.2	—	—
Electrical and electronic engineers	39.30	5.9	39.30	5.9	—	—
11	42.70	22.8	42.70	22.8	—	—
Industrial engineers	29.34	7.5	29.34	7.5	—	—
9	27.79	5.9	27.79	5.9	—	—
Mechanical engineers	31.59	5.4	31.59	5.4	—	—
Engineers, n.e.c.	34.84	3.7	35.77	5.5	—	—
Mathematical and computer scientists	34.07	2.8	34.65	2.6	—	—
9	29.13	3.4	30.35	3.4	—	—
11	36.77	6.4	36.77	6.4	—	—
12	41.26	3.1	41.26	3.1	—	—
Not able to be leveled	37.63	11.9	37.63	11.9	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Mathematical and computer scientists —Continued						
Computer systems analysts and scientists	\$35.01	3.1	\$35.53	2.9	—	—
9	30.16	4.3	31.54	4.2	—	—
11	36.21	5.7	36.21	5.7	—	—
12	41.26	3.1	41.26	3.1	—	—
Not able to be leveled	40.47	10.6	40.47	10.6	—	—
Operations and systems researchers and analysts	26.69	6.7	27.34	6.5	—	—
Natural scientists	28.31	6.6	28.30	6.7	—	—
Health related	29.16	2.7	29.60	3.2	\$26.85	3.5
7	24.58	3.6	24.58	3.6	—	—
8	29.92	2.3	29.99	2.3	—	—
9	28.05	1.5	28.33	2.3	27.67	.7
10	22.26	10.5	24.60	6.3	—	—
11	33.08	4.9	33.77	6.3	—	—
Not able to be leveled	36.78	26.4	36.78	26.4	—	—
Physicians	32.62	31.2	36.42	30.3	—	—
10	18.14	9.0	20.30	2.1	—	—
Registered nurses	28.90	1.4	28.91	1.5	28.79	2.1
7	25.21	4.3	25.21	4.3	—	—
8	29.87	2.7	29.95	2.8	—	—
9	27.75	2.3	27.66	3.7	—	—
11	32.35	5.7	32.99	8.0	—	—
Teachers, college and university	47.84	3.5	52.07	2.9	—	—
9	40.58	26.1	—	—	—	—
10	39.61	8.1	—	—	—	—
11	33.38	12.6	33.76	14.4	—	—
13	58.33	12.8	58.33	12.8	—	—
Not able to be leveled	44.29	11.8	50.80	1.3	—	—
Other post-secondary teachers	39.12	17.9	42.54	19.3	—	—
Teachers, except college and university	36.02	5.1	21.30	3.7	38.47	4.1
7	38.11	8.6	—	—	40.12	3.1
9	37.20	2.5	28.11	12.5	37.59	2.7
Elementary school teachers	38.99	4.0	—	—	39.19	3.9
7	41.33	1.0	—	—	41.53	.0
9	37.24	2.1	—	—	37.47	2.2
Secondary school teachers	38.46	3.0	28.77	8.9	39.39	1.7
7	38.06	6.9	—	—	38.30	6.7
9	39.16	3.6	—	—	40.61	2.0
Teachers, special education	28.40	7.0	—	—	—	—
Teachers, n.e.c.	34.64	1.2	—	—	—	—
Librarians, archivists, and curators	30.05	9.1	30.05	11.4	—	—
Librarians	29.77	12.0	—	—	—	—
Social scientists and urban planners	28.12	13.8	28.12	13.8	—	—
Social, recreation, and religious workers	19.76	3.1	17.58	3.6	—	—
7	20.28	7.6	—	—	—	—
Social workers	19.61	3.2	16.96	2.1	—	—
7	20.28	7.6	—	—	—	—
Lawyers and judges	50.13	11.4	—	—	—	—
Lawyers	49.84	12.5	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.48	12.2	24.88	13.0	—	—
7	20.18	6.9	—	—	—	—
Not able to be leveled	21.98	4.6	21.98	4.6	—	—
Editors and reporters	19.98	6.3	19.98	6.3	—	—
Public relations specialists	25.26	12.8	—	—	—	—
Technical	21.08	6.0	20.86	6.3	25.39	9.4
4	14.27	6.9	14.00	6.6	—	—
5	16.58	10.8	16.13	11.4	—	—
6	19.27	7.4	19.27	7.4	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
7	\$22.71	3.5	\$22.71	3.5	—	—
8	18.51	10.9	18.51	10.9	—	—
9	30.85	7.4	30.85	7.4	—	—
Not able to be leveled	22.51	9.7	21.91	10.7	—	—
Clinical laboratory technologists and technicians	17.61	8.9	17.59	9.0	—	—
Licensed practical nurses	19.92	2.8	20.21	2.5	—	—
Health technologists and technicians, n.e.c.	15.46	9.6	15.16	10.0	—	—
5	13.51	19.1	—	—	—	—
Electrical and electronic technicians	23.49	4.4	23.49	4.4	—	—
7	23.09	5.1	23.09	5.1	—	—
Drafters	22.79	4.8	22.79	4.8	—	—
Computer programmers	30.60	4.2	30.60	4.2	—	—
Legal assistants	28.14	12.5	—	—	—	—
Technical and related, n.e.c.	21.95	3.5	21.95	3.5	—	—
Executive, administrative, and managerial						
7	35.38	2.9	35.59	2.9	\$33.96	11.6
8	20.94	4.4	20.13	4.0	—	—
9	23.11	2.4	23.47	2.6	22.10	4.7
10	28.46	3.7	28.16	4.0	30.93	10.7
11	32.20	2.6	32.15	2.7	—	—
12	35.25	4.0	33.40	4.7	41.57	5.1
13	49.46	5.2	49.46	5.5	—	—
14	60.98	8.1	61.17	8.8	—	—
Not able to be leveled	52.01	10.1	54.06	14.6	—	—
Executives, administrators, and managers	31.80	6.8	31.93	7.0	—	—
8	39.86	2.5	39.93	2.2	39.38	11.7
9	21.54	8.1	21.47	12.5	—	—
10	28.15	4.0	27.22	3.1	—	—
11	32.44	2.7	32.39	2.8	—	—
12	36.51	4.4	34.45	4.4	42.27	5.5
13	49.40	5.5	49.40	5.9	—	—
14	61.44	8.4	61.68	9.1	—	—
Not able to be leveled	52.01	10.1	54.06	14.6	—	—
Administrators and officials, public administration	35.64	5.6	36.14	5.8	—	—
Financial managers	33.32	13.7	—	—	33.32	13.7
Managers, marketing, advertising, and public relations	36.99	8.6	36.86	8.8	—	—
Administrators, education and related fields	41.75	11.0	41.75	11.0	—	—
11	39.28	9.6	35.50	14.3	43.52	10.7
12	43.11	5.9	—	—	44.85	9.1
Managers, medicine and health	46.47	22.5	46.48	23.3	—	—
Managers, service organizations, n.e.c.	39.07	19.9	39.13	20.0	—	—
Managers and administrators, n.e.c.	25.97	8.6	25.97	8.6	—	—
9	42.89	4.4	42.44	4.5	—	—
10	27.84	6.2	27.84	6.2	—	—
11	34.77	5.4	34.77	5.4	—	—
12	40.76	3.7	39.99	4.1	—	—
13	51.01	11.2	51.01	11.2	—	—
Not able to be leveled	58.71	5.7	58.57	7.4	—	—
Management related	39.77	7.4	39.77	7.4	—	—
7	28.16	7.5	28.73	8.0	23.71	5.2
8	20.77	4.9	19.82	3.8	—	—
9	23.78	2.9	24.19	2.5	—	—
10	28.73	6.8	28.93	7.2	—	—
11	30.90	7.1	30.42	7.3	—	—
12	49.74	14.6	49.74	14.6	—	—
Not able to be leveled	27.89	9.6	27.89	9.6	—	—
Accountants and auditors	23.44	7.0	23.47	8.2	—	—
7	19.35	6.4	—	—	—	—
Other financial officers	40.97	19.6	42.28	19.1	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Management related —Continued						
Personnel, training, and labor relations						
specialists	\$28.19	8.9	\$28.38	9.0	—	—
9	32.03	8.3	32.03	8.3	—	—
Purchasing agents and buyers, n.e.c.	24.86	7.0	24.86	7.0	—	—
Management related, n.e.c.	29.74	9.2	30.96	9.9	—	—
9	30.80	9.8	—	—	—	—
Sales	27.24	16.7	27.46	17.0	\$21.18	2.3
3	14.89	6.2	12.71	9.8	—	—
4	13.77	14.8	13.79	15.1	—	—
5	17.29	4.9	17.05	5.1	—	—
9	50.21	30.0	50.21	30.0	—	—
11	43.10	7.4	43.10	7.4	—	—
Supervisors, sales	17.44	6.3	17.19	6.4	—	—
Sales, other business services	26.17	13.0	26.17	13.0	—	—
Sales representatives, mining, manufacturing, and wholesale	42.34	5.2	42.34	5.2	—	—
Sales workers, other commodities	17.99	19.4	18.00	19.4	—	—
4	12.39	7.7	12.39	7.7	—	—
Cashiers	11.87	6.7	9.58	7.1	—	—
3	14.51	6.5	—	—	—	—
Administrative support, including clerical	16.53	2.4	16.73	3.1	15.83	1.0
1	10.40	6.3	—	—	—	—
2	11.94	2.6	11.63	4.5	12.37	1.1
3	13.78	2.5	13.20	4.0	14.71	1.7
4	15.45	2.2	14.96	2.6	17.21	2.5
5	17.84	6.9	17.62	8.1	19.27	2.3
6	18.14	1.5	18.06	1.7	18.49	4.4
7	21.85	5.4	21.90	6.0	—	—
9	27.56	7.8	27.59	7.8	—	—
Not able to be leveled	18.36	4.1	18.35	4.5	—	—
Supervisors, general office	24.57	11.0	24.76	11.2	—	—
Supervisors, financial records processing	27.24	10.9	27.24	10.9	—	—
Secretaries	17.89	4.5	17.67	5.6	18.82	4.7
4	17.36	5.1	17.00	3.1	18.33	14.7
5	16.04	2.8	16.14	2.9	—	—
6	18.02	2.9	17.59	3.5	—	—
7	21.65	14.1	21.94	16.4	—	—
Typists	15.24	3.5	—	—	—	—
Receptionists	12.58	8.5	12.53	9.1	—	—
4	13.04	8.2	13.04	8.2	—	—
Order clerks	15.79	9.7	15.79	9.7	—	—
Library clerks	15.97	10.3	—	—	—	—
Records clerks, n.e.c.	14.30	7.4	14.29	7.7	—	—
Bookkeepers, accounting and auditing clerks	15.56	4.5	15.10	4.6	—	—
4	14.83	8.1	13.59	3.1	—	—
5	15.35	2.6	15.36	2.7	—	—
Payroll and timekeeping clerks	16.10	8.1	—	—	—	—
Billing clerks	14.12	5.7	14.12	5.7	—	—
Mail clerks, except postal service	11.50	10.7	—	—	—	—
Dispatchers	14.44	5.8	—	—	—	—
Production coordinators	20.73	8.2	20.73	8.2	—	—
Traffic, shipping and receiving clerks	16.62	5.4	16.62	5.4	—	—
Stock and inventory clerks	14.94	12.1	13.52	10.8	—	—
Insurance adjusters, examiners, and investigators	19.39	2.6	19.39	2.6	—	—
6	17.16	.1	17.16	.1	—	—
Investigators and adjusters, except insurance	18.16	19.5	18.16	19.5	—	—
General office clerks	15.75	4.1	15.82	4.8	15.68	7.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
General office clerks —Continued						
3	\$15.29	3.8	\$15.12	13.0	—	—
4	15.25	4.5	—	—	—	—
5	16.53	5.5	15.74	2.2	—	—
Data entry keyers	12.92	4.6	—	—	—	—
Teachers' aides	12.25	1.2	—	—	\$12.25	1.2
2	12.13	3.5	—	—	12.13	3.5
3	12.44	.7	—	—	—	—
Administrative support, n.e.c.	20.07	6.0	20.13	6.1	—	—
Blue collar						
1	17.41	1.9	17.13	2.2	20.08	1.5
2	12.08	8.2	12.01	8.4	—	—
3	11.88	7.0	11.85	7.5	—	—
4	13.18	8.1	13.05	8.7	15.18	10.6
5	15.17	5.8	14.97	6.4	19.36	10.8
6	18.69	7.6	18.34	9.6	20.17	4.2
7	20.43	7.5	20.42	7.6	—	—
8	23.00	2.7	23.18	3.2	22.33	3.9
Not able to be leveled	25.38	7.9	25.16	9.0	—	—
Not able to be leveled	17.82	8.3	17.89	8.4	—	—
Precision production, craft, and repair						
3	22.44	2.8	22.43	3.0	22.55	5.8
4	13.04	6.5	—	—	—	—
5	14.78	4.4	14.79	4.4	—	—
6	20.63	11.5	20.71	13.0	20.04	9.2
7	21.57	3.2	—	—	—	—
8	23.64	2.8	23.65	3.1	23.58	5.9
Not able to be leveled	26.17	7.4	26.00	8.5	—	—
Not able to be leveled	20.06	5.1	20.22	4.9	—	—
Bus, truck, and stationary engine mechanics	21.88	17.0	—	—	—	—
Mechanics and repairers, n.e.c.	19.74	6.1	19.52	7.5	—	—
Carpenters	23.26	9.7	—	—	—	—
7	24.53	11.5	—	—	—	—
Plumbers, pipefitters and steamfitters	19.22	8.9	—	—	—	—
Construction trades, n.e.c.	16.00	9.2	—	—	16.34	8.3
Supervisors, production	22.64	6.0	22.64	6.0	—	—
Electrical and electronic equipment assemblers ..	17.84	4.0	17.84	4.0	—	—
Machine operators, assemblers, and inspectors						
1	13.51	4.5	13.17	4.5	—	—
2	9.84	4.1	9.84	4.1	—	—
3	10.94	5.8	10.89	5.8	—	—
4	11.49	10.2	11.49	10.2	—	—
5	14.34	6.0	14.34	6.0	—	—
6	14.91	2.8	14.91	2.8	—	—
7	20.31	7.8	20.61	11.5	—	—
Not able to be leveled	13.83	18.1	13.83	18.1	—	—
Fabricating machine operators, n.e.c.	13.23	6.4	13.23	6.4	—	—
Miscellaneous machine operators, n.e.c.	13.17	5.4	12.49	.5	—	—
3	14.18	7.0	14.18	7.0	—	—
Assemblers	12.43	.4	12.43	.4	—	—
2	10.48	.0	10.48	.0	—	—
Production inspectors, checkers and examiners ..	13.24	13.8	13.24	13.8	—	—
Transportation and material moving						
3	17.30	3.4	16.94	4.6	19.88	10.0
4	15.41	5.3	15.61	5.7	—	—
5	15.34	14.0	15.10	15.7	—	—
Truck drivers	19.20	6.5	18.37	9.7	20.47	9.5
3	17.93	5.4	18.04	5.6	—	—
Bus drivers	15.73	3.4	—	—	—	—
Bus drivers	17.65	8.0	—	—	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$13.45	6.1	\$13.14	6.8	\$15.90	7.6
1	12.10	13.6	11.99	14.3	—	—
2	11.68	10.5	11.61	12.1	—	—
3	14.83	8.2	14.44	10.2	—	—
4	16.79	5.0	16.35	5.7	—	—
Construction laborers	18.73	11.9	—	—	14.70	6.1
Stock handlers and baggers	11.78	4.1	11.78	4.1	—	—
1	10.97	8.8	10.97	8.8	—	—
3	11.43	6.3	11.43	6.3	—	—
Machine feeders and offbearers	14.44	5.2	14.44	5.2	—	—
Freight, stock, and material handlers, n.e.c.	13.47	16.8	13.46	16.9	—	—
Laborers, except construction, n.e.c.	12.98	19.8	—	—	—	—
Service	15.12	2.3	12.09	2.3	19.78	2.3
1	8.98	6.8	8.25	6.8	13.22	2.7
2	12.24	3.5	11.80	5.8	12.86	3.2
3	12.63	3.4	12.15	3.3	15.05	7.9
4	13.26	4.2	12.54	3.3	16.09	5.4
5	20.04	3.6	16.82	13.3	21.07	2.8
6	17.92	3.7	12.64	3.3	21.12	5.2
7	21.67	5.6	20.29	23.1	22.14	1.8
Not able to be leveled	12.73	8.3	12.58	8.8	—	—
Protective service	20.29	5.0	12.96	8.3	22.42	2.8
3	12.17	9.0	11.96	8.6	—	—
4	16.64	4.7	—	—	—	—
5	21.19	2.6	—	—	21.63	2.4
6	21.14	5.2	—	—	21.15	5.3
7	21.97	1.6	—	—	22.02	1.7
Supervisors, firefighters and fire prevention	24.99	1.4	—	—	24.99	1.4
Supervisors, police and detectives	32.53	14.9	—	—	32.53	14.9
Firefighting	21.55	1.0	—	—	21.55	1.0
5	22.44	2.8	—	—	22.44	2.8
Police and detectives, public service	20.79	4.7	—	—	20.79	4.7
5	20.70	4.9	—	—	20.70	4.9
7	21.79	1.9	—	—	21.79	1.9
Guards and police, except public service	12.25	8.1	12.05	7.8	—	—
3	12.17	9.0	11.96	8.6	—	—
Food service	10.51	3.6	10.30	4.5	12.75	6.4
1	6.53	7.7	6.53	7.7	—	—
3	12.55	18.2	—	—	—	—
4	12.10	6.3	12.10	6.3	—	—
Other food service	11.47	3.7	11.33	4.5	12.75	6.4
1	8.07	4.5	8.07	4.5	—	—
4	12.13	6.4	12.13	6.4	—	—
Cooks	12.55	4.5	12.51	5.4	—	—
Kitchen workers, food preparation	12.90	17.3	12.90	17.3	—	—
Food preparation, n.e.c.	8.27	6.0	8.26	6.0	—	—
1	8.08	6.0	8.08	6.0	—	—
Health service	12.34	1.2	12.13	1.5	13.29	1.7
2	12.34	1.9	—	—	—	—
3	12.31	1.1	12.06	1.7	—	—
4	12.81	4.0	12.80	4.3	—	—
5	12.88	4.8	—	—	—	—
Health aides, except nursing	11.61	3.8	11.61	3.8	—	—
Nursing aides, orderlies and attendants	12.29	1.0	12.03	1.1	13.29	1.7
2	12.34	1.9	—	—	—	—
3	12.35	1.1	12.10	1.6	—	—
4	12.24	1.8	12.19	2.0	—	—
Cleaning and building service	12.62	5.1	11.38	5.1	15.05	5.7
1	10.50	6.0	9.54	6.6	13.22	2.7
2	12.84	9.1	12.72	11.5	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service—Continued						
3	\$13.83	10.9	\$12.18	10.5	—	—
4	15.01	3.5	—	—	—	—
Janitors and cleaners						
1	13.28	5.8	12.24	6.6	\$14.96	6.2
2	11.54	6.6	10.60	7.2	13.22	2.7
3	12.96	9.8	12.87	12.6	—	—
3	14.24	13.3	12.53	13.2	—	—
Personal service	16.90	7.6	16.63	7.4	—	—
Service, n.e.c.	10.91	8.6	—	—	—	—

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$12.88	4.5	\$12.71	4.5	\$15.30	16.0
All excluding sales	13.74	5.8	13.62	6.0	15.27	17.0
White collar	17.35	3.7	17.24	3.7	18.63	15.8
1	8.11	1.5	8.11	1.5	—	—
2	9.23	1.6	9.22	1.5	9.34	7.8
3	11.97	3.9	11.56	4.4	14.73	10.3
4	12.80	4.8	12.77	4.9	—	—
5	18.11	8.7	18.54	9.5	—	—
6	19.90	5.4	21.85	4.0	—	—
7	23.72	3.0	23.97	2.9	—	—
8	31.88	4.2	32.77	3.9	—	—
9	28.86	4.7	28.14	4.9	—	—
10	34.56	2.3	34.56	2.3	—	—
11	32.42	8.4	30.59	7.6	—	—
Not able to be leveled	14.38	23.7	14.25	24.1	—	—
White collar excluding sales	22.43	3.8	22.86	3.9	18.96	17.2
2	10.02	3.3	10.18	3.4	—	—
3	11.84	4.4	11.84	5.1	—	—
4	13.94	3.4	13.94	3.5	—	—
5	19.69	8.4	20.66	8.2	—	—
6	19.90	5.4	21.85	4.0	—	—
7	23.72	3.0	23.97	2.9	—	—
8	31.88	4.2	32.77	3.9	—	—
9	28.86	4.7	28.14	4.9	—	—
10	34.56	2.3	34.56	2.3	—	—
11	32.42	8.4	30.59	7.6	—	—
Not able to be leveled	19.54	7.4	19.48	7.7	—	—
Professional specialty and technical	28.74	3.6	29.17	3.6	24.20	17.0
Professional specialty	31.04	4.2	31.48	4.5	26.66	11.8
7	24.46	3.8	24.86	3.8	—	—
8	33.04	3.7	33.49	3.5	—	—
9	29.08	5.6	28.16	5.1	—	—
10	34.56	2.3	34.56	2.3	—	—
11	32.42	8.4	30.59	7.6	—	—
Not able to be leveled	25.68	8.1	25.62	8.2	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.09	4.2	30.95	4.2	—	—
7	25.01	4.0	24.93	3.9	—	—
8	33.52	3.6	33.52	3.6	—	—
9	29.57	3.5	29.44	3.5	—	—
Registered nurses	30.04	4.2	30.00	4.2	—	—
7	25.66	5.8	25.58	5.8	—	—
8	33.55	3.9	33.55	3.9	—	—
9	28.75	5.4	28.57	5.4	—	—
Teachers, college and university	47.80	27.1	47.91	27.2	—	—
Teachers, except college and university	28.71	5.5	31.18	1.3	—	—
9	34.48	5.1	—	—	—	—
Teachers, n.e.c.	34.63	4.3	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	18.63	9.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.68	6.8	20.27	6.2	—	—
4	17.37	4.2	—	—	—	—
5	18.70	8.0	18.70	8.0	—	—
6	21.33	5.1	21.33	5.1	—	—
7	21.98	15.9	—	—	—	—
Clinical laboratory technologists and technicians	17.72	7.9	17.87	8.5	—	—
Licensed practical nurses	19.60	1.9	19.63	1.9	—	—
Health technologists and technicians, n.e.c.	15.89	18.5	17.96	16.9	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial	\$22.56	6.5	—	—	\$22.35	13.2
Executives, administrators, and managers	—	—	—	—	—	—
Management related	21.03	6.9	—	—	—	—
Sales	8.96	1.4	\$8.82	1.5	—	—
1	8.07	1.6	8.07	1.6	—	—
2	8.74	2.2	8.74	2.3	—	—
3	12.15	8.2	11.15	8.4	—	—
4	9.78	7.3	9.78	7.3	—	—
Sales workers, other commodities	10.10	3.5	10.10	3.5	—	—
Cashiers	8.54	1.5	8.33	1.7	—	—
2	8.65	2.4	8.63	2.6	—	—
3	11.86	7.0	9.80	3.7	—	—
Administrative support, including clerical	12.95	4.2	13.08	4.6	12.02	4.2
2	10.00	3.3	10.14	3.4	—	—
3	11.90	4.8	11.83	5.3	—	—
4	13.73	3.6	13.73	3.7	—	—
Secretaries	17.13	3.3	17.38	2.6	—	—
Receptionists	10.59	8.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.49	11.3	—	—	—	—
Telephone operators	10.52	6.8	10.39	8.6	—	—
General office clerks	13.29	4.6	—	—	—	—
Administrative support, n.e.c.	12.24	10.4	—	—	—	—
Blue collar	9.91	8.3	9.79	8.4	15.62	5.2
1	7.86	6.6	7.85	6.7	—	—
2	10.79	5.6	10.79	5.6	—	—
3	9.72	6.6	9.72	6.6	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.14	8.8	12.64	9.8	—	—
Handlers, equipment cleaners, helpers, and laborers	8.77	3.7	8.77	3.7	—	—
1	8.11	4.9	8.10	4.9	—	—
2	10.40	9.2	10.40	9.2	—	—
Stock handlers and baggers	8.45	3.4	8.45	3.4	—	—
1	8.25	5.6	8.25	5.6	—	—
Service	8.42	4.1	8.26	4.8	10.62	3.3
1	8.08	8.1	8.00	8.7	—	—
2	7.14	11.0	6.80	11.4	—	—
3	8.61	8.4	8.56	8.7	—	—
4	10.71	6.8	10.02	8.7	12.82	5.7
5	9.17	4.1	—	—	—	—
Protective service	9.47	4.0	9.41	4.7	9.73	2.2
3	9.26	3.4	—	—	—	—
Guards and police, except public service	9.41	4.7	9.41	4.7	—	—
Food service	5.63	7.1	5.61	7.1	—	—
1	6.28	8.5	6.25	8.4	—	—
2	4.55	17.7	4.55	17.7	—	—
Waiters, waitresses, and bartenders	3.23	7.9	3.23	7.9	—	—
2	3.79	27.1	3.79	27.1	—	—
Bartenders	4.85	15.7	4.85	15.7	—	—
Waiters and waitresses	2.76	2.6	2.76	2.6	—	—
Other food service	8.47	8.9	8.46	9.1	—	—
1	7.76	3.5	7.74	3.6	—	—
Food preparation, n.e.c.	8.16	6.0	8.16	6.0	—	—
1	7.73	4.9	7.73	4.9	—	—

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, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Health service	\$10.67	3.2	\$10.62	3.3	—	—
2	10.56	8.0	10.53	8.1	—	—
3	10.52	3.4	10.49	3.4	—	—
4	11.84	5.9	—	—	—	—
Health aides, except nursing	10.50	5.5	10.38	6.6	—	—
Nursing aides, orderlies and attendants	10.56	3.7	10.52	3.7	—	—
Cleaning and building service	9.91	2.9	9.70	.4	—	—
1	9.54	.4	—	—	—	—
Janitors and cleaners	9.82	3.8	—	—	—	—
Personal service	9.93	10.6	9.75	11.8	—	—
2	8.52	4.4	8.52	4.4	—	—

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.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$23.65	\$12.88	\$22.58	\$22.18	\$22.06	\$28.71
All excluding sales	23.47	13.74	23.21	22.08	22.45	18.98
White collar	27.77	17.35	25.87	26.99	26.42	37.45
White-collar excluding sales	27.82	22.43	27.66	27.39	27.45	-
Professional specialty and technical	31.19	28.74	34.46	29.84	30.98	-
Professional specialty	33.38	31.04	34.76	32.57	33.19	-
Technical	21.08	19.68	30.27	20.02	20.95	-
Executive, administrative, and managerial	35.38	22.56	30.67	35.54	35.23	-
Sales	27.24	8.96	11.61	23.48	14.27	37.70
Administrative support, including clerical	16.53	12.95	17.41	15.76	16.21	-
Blue collar	17.41	9.91	20.88	14.70	16.72	19.30
Precision production, craft, and repair	22.44	-	25.04	19.80	22.21	-
Machine operators, assemblers, and inspectors	13.51	-	17.62	12.33	13.26	14.82
Transportation and material moving	17.30	13.14	19.01	15.86	16.19	-
Handlers, equipment cleaners, helpers, and laborers	13.45	8.77	14.44	11.47	12.36	-
Service	15.12	8.42	17.68	10.44	13.11	-
	Relative error ⁶ (percent)					
All occupations	2.0	4.5	3.2	2.9	2.5	17.5
All excluding sales	2.0	5.8	3.2	2.8	2.5	7.4
White collar	2.1	3.7	5.3	2.3	2.3	19.2
White-collar excluding sales	2.3	3.8	5.4	2.2	2.2	-
Professional specialty and technical	2.3	3.6	3.9	2.4	2.2	-
Professional specialty	2.3	4.2	3.9	2.4	2.2	-
Technical	6.0	6.8	17.1	4.2	5.4	-
Executive, administrative, and managerial	2.9	6.5	10.9	3.0	3.1	-
Sales	16.7	1.4	7.0	19.4	11.9	19.1
Administrative support, including clerical	2.4	4.2	4.0	2.8	2.5	-
Blue collar	1.9	8.3	3.2	3.4	2.2	7.4
Precision production, craft, and repair	2.8	-	3.2	3.6	3.1	-
Machine operators, assemblers, and inspectors	4.5	-	4.9	4.9	5.2	12.0
Transportation and material moving	3.4	8.8	9.2	6.9	2.6	-
Handlers, equipment cleaners, helpers, and laborers	6.1	3.7	8.2	6.9	5.6	-
Service	2.3	4.1	5.5	2.9	3.7	-

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$21.82	-	-	-	-	-	\$19.92	\$14.04	-	-
All excluding sales	21.90	-	-	-	-	-	19.57	14.55	-	-
White collar	26.56	-	-	-	-	-	21.22	16.82	-	-
White-collar excluding sales	27.38	-	-	-	-	-	20.52	22.35	-	-
Professional specialty and technical	30.19	-	-	-	-	-	20.51	26.66	-	-
Professional specialty	32.81	-	-	-	-	-	-	25.60	-	-
Technical	20.81	-	-	-	-	-	19.48	-	-	-
Executive, administrative, and managerial	35.49	-	-	-	-	-	-	28.18	-	-
Sales	20.75	-	-	-	-	-	-	12.89	-	-
Administrative support, including clerical	16.37	-	-	-	-	-	18.81	12.85	-	-
Blue collar	16.60	-	-	-	-	-	18.44	13.97	-	-
Precision production, craft, and repair	22.43	-	-	-	-	-	25.82	26.23	-	-
Machine operators, assemblers, and inspectors	13.05	-	-	-	-	-	-	-	-	-
Transportation and material moving	16.67	-	-	-	-	-	14.76	17.77	-	-
Handlers, equipment cleaners, helpers, and laborers	12.07	-	-	-	-	-	13.35	10.21	-	-
Service	10.56	-	-	-	-	-	-	7.55	-	-
	Relative error ⁵ (percent)									
All occupations	2.8	-	-	-	-	-	0.7	9.2	-	-
All excluding sales	2.9	-	-	-	-	-	1.9	7.9	-	-
White collar	2.2	-	-	-	-	-	11.6	7.8	-	-
White-collar excluding sales	2.2	-	-	-	-	-	13.2	3.4	-	-
Professional specialty and technical	2.4	-	-	-	-	-	23.0	4.2	-	-
Professional specialty	2.3	-	-	-	-	-	-	11.7	-	-
Technical	5.7	-	-	-	-	-	25.5	-	-	-
Executive, administrative, and managerial	3.0	-	-	-	-	-	-	3.5	-	-
Sales	17.3	-	-	-	-	-	-	15.7	-	-
Administrative support, including clerical	3.1	-	-	-	-	-	13.4	4.7	-	-
Blue collar	2.0	-	-	-	-	-	6.2	12.7	-	-
Precision production, craft, and repair	3.0	-	-	-	-	-	9.0	6.4	-	-
Machine operators, assemblers, and inspectors	4.5	-	-	-	-	-	-	-	-	-
Transportation and material moving	4.4	-	-	-	-	-	15.6	.0	-	-
Handlers, equipment cleaners, helpers, and laborers	5.7	-	-	-	-	-	13.8	5.4	-	-
Service	2.8	-	-	-	-	-	-	7.0	-	-

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.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$21.82	\$16.33	\$23.04	\$20.46	\$25.92
All excluding sales	21.90	15.97	23.19	20.41	25.95
White collar	26.56	21.40	27.30	24.65	29.68
White-collar excluding sales	27.38	21.85	28.08	25.69	29.79
Professional specialty and technical	30.19	27.47	30.32	27.72	31.83
Professional specialty	32.81	28.72	33.00	31.29	33.89
Technical	20.81	—	20.72	18.19	22.87
Executive, administrative, and managerial	35.49	30.77	36.29	35.59	36.75
Sales	20.75	19.78	21.03	20.78	—
Administrative support, including clerical	16.37	14.69	16.78	16.50	17.10
Blue collar	16.60	14.41	17.51	17.06	18.48
Precision production, craft, and repair	22.43	20.75	22.82	23.06	22.37
Machine operators, assemblers, and inspectors	13.05	12.07	13.51	13.36	13.94
Transportation and material moving	16.67	15.88	17.04	15.95	18.95
Handlers, equipment cleaners, helpers, and laborers	12.07	11.33	12.58	11.62	14.52
Service	10.56	8.55	11.15	10.08	12.55
Relative error ⁴ (percent)					
All occupations	2.8	6.2	3.1	3.6	4.0
All excluding sales	2.9	6.6	3.2	3.7	4.0
White collar	2.2	6.1	2.5	3.1	3.1
White-collar excluding sales	2.2	5.5	2.5	3.7	3.0
Professional specialty and technical	2.4	7.3	2.4	4.3	2.9
Professional specialty	2.3	7.6	2.3	5.0	2.7
Technical	5.7	—	6.0	9.4	5.1
Executive, administrative, and managerial	3.0	8.6	3.5	7.2	4.2
Sales	17.3	20.6	20.6	22.7	—
Administrative support, including clerical	3.1	5.1	3.3	5.7	3.7
Blue collar	2.0	6.9	2.9	3.5	4.9
Precision production, craft, and repair	3.0	11.8	2.3	3.3	2.4
Machine operators, assemblers, and inspectors	4.5	12.1	6.5	6.5	7.6
Transportation and material moving	4.4	3.7	6.8	12.2	5.9
Handlers, equipment cleaners, helpers, and laborers	5.7	12.0	7.5	7.5	13.3
Service	2.8	4.9	3.9	4.4	6.0

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 Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	10	25	Median 50	75	90
All	\$9.35	\$12.71	\$18.89	\$28.12	\$38.70
All excluding sales	9.79	13.14	19.20	28.16	38.70
White collar	11.50	15.91	24.00	33.82	44.55
White collar excluding sales	12.86	17.00	25.00	34.35	44.95
Professional specialty and technical	16.63	22.42	29.09	37.14	46.51
Professional specialty	19.88	25.00	31.23	39.66	48.40
Engineers, architects, and surveyors	25.46	28.18	33.80	39.42	47.30
Civil engineers	22.65	31.41	36.50	36.50	36.53
Electrical and electronic engineers	25.01	28.37	38.03	47.99	57.69
Industrial engineers	23.05	26.77	27.56	32.31	38.70
Mechanical engineers	24.86	27.08	30.63	35.58	39.09
Engineers, n.e.c.	25.78	30.48	33.80	39.61	43.99
Mathematical and computer scientists	22.95	26.50	32.69	40.27	47.02
Computer systems analysts and scientists	24.09	27.36	33.22	41.06	47.95
Operations and systems researchers and analysts	18.08	23.97	25.64	27.31	33.65
Natural scientists	18.10	21.71	26.02	33.82	41.79
Health related	21.00	23.79	28.00	33.40	39.43
Physicians	12.28	18.92	21.10	50.99	87.55
Registered nurses	21.59	24.29	28.15	33.01	39.41
Pharmacists	32.50	32.96	33.00	35.75	37.95
Physical therapists	21.02	21.69	24.00	34.40	43.00
Teachers, college and university	25.64	30.99	45.40	61.97	69.12
Medical science teachers	34.26	38.17	50.03	57.18	68.78
Art, drama, and music teachers	30.26	31.20	40.65	60.81	63.37
English teachers	35.05	35.05	46.32	56.58	61.97
Other post-secondary teachers	29.26	30.00	30.99	42.52	60.26
Teachers, except college and university	20.96	28.46	37.36	43.50	48.95
Elementary school teachers	27.64	32.07	40.62	45.82	49.73
Secondary school teachers	26.23	30.48	40.22	45.55	51.34
Teachers, special education	12.50	17.71	27.24	41.78	43.26
Teachers, n.e.c.	25.22	29.00	36.84	40.19	40.71
Librarians, archivists, and curators	21.15	27.14	31.00	36.00	36.00
Librarians	20.00	23.92	30.49	36.00	36.00
Social scientists and urban planners	14.42	24.62	29.00	35.90	35.90
Social, recreation, and religious workers	13.46	16.22	19.34	22.42	26.77
Social workers	13.37	16.22	18.91	22.48	27.72
Recreation workers	13.79	17.06	22.00	22.42	22.42
Lawyers and judges	30.97	36.41	53.85	57.83	70.31
Lawyers	30.97	36.41	53.85	53.85	70.31
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.33	17.77	22.60	28.90	40.87
Editors and reporters	12.00	15.00	18.13	25.00	27.59
Public relations specialists	15.27	17.50	25.00	25.00	44.24
Athletes	21.64	24.04	24.73	27.80	40.87
Technical	12.02	15.11	20.00	25.00	29.45
Clinical laboratory technologists and technicians	11.73	12.50	15.52	23.28	25.93
Radiological technicians	20.02	22.00	27.66	29.09	29.09
Licensed practical nurses	15.66	17.79	20.00	21.95	23.75
Health technologists and technicians, n.e.c.	10.00	11.72	14.72	18.59	22.00
Electrical and electronic technicians	20.07	22.05	22.79	25.83	27.86
Drafters	15.56	16.68	24.29	25.61	31.92
Computer programmers	25.00	27.40	30.94	33.79	35.61
Legal assistants	20.68	23.54	25.39	36.53	36.53
Technical and related, n.e.c.	15.38	19.60	22.89	22.89	29.17
Executive, administrative, and managerial	20.00	25.00	31.39	41.28	55.00
Executives, administrators, and managers	24.52	28.35	35.43	48.08	61.92
Administrators and officials, public administration	22.36	27.54	29.98	41.07	51.12
Financial managers	23.80	26.03	32.20	52.89	57.69
Managers, marketing, advertising, and public relations	25.04	33.48	48.08	49.85	50.53
Administrators, education and related fields	21.08	26.70	36.22	47.32	56.93
Managers, medicine and health	23.91	29.64	32.05	42.00	72.85
Managers, service organizations, n.e.c.	17.78	24.52	25.00	31.25	31.25
Managers and administrators, n.e.c.	26.75	31.03	39.48	50.00	61.92
Management related	17.95	21.30	25.29	33.47	39.90

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002
— Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related—Continued					
Accountants and auditors	\$16.83	\$18.30	\$21.50	\$25.84	\$33.64
Other financial officers	21.99	25.09	43.08	63.94	63.94
Personnel, training, and labor relations specialists	17.54	21.74	27.18	34.62	37.61
Purchasing agents and buyers, n.e.c.	18.14	22.60	22.60	30.00	33.16
Management related, n.e.c.	18.73	22.08	27.74	35.34	35.34
Sales					
Supervisors, sales	7.50	8.25	12.35	22.18	38.61
Sales, other business services	12.35	14.00	17.92	18.82	19.71
Sales, other business services	13.68	15.15	15.79	31.78	37.99
Sales representatives, mining, manufacturing, and wholesale	22.11	33.24	36.87	47.92	69.04
Sales workers, apparel	7.00	7.50	8.25	9.20	11.90
Sales workers, other commodities	8.00	9.00	12.19	18.81	27.34
Cashiers	7.10	7.50	8.00	9.75	12.50
Administrative support, including clerical					
Supervisors, general office	10.73	12.55	15.47	18.97	22.84
Supervisors, general office	19.26	21.32	21.92	28.72	30.56
Supervisors, financial records processing	19.66	22.84	24.04	32.45	37.33
Secretaries	12.31	14.85	17.32	20.85	23.41
Typists	10.87	12.95	15.32	17.19	17.42
Interviewers	10.69	10.70	11.03	11.85	13.24
Transportation ticket and reservation agents	9.35	9.35	12.21	20.00	20.00
Receptionists	9.95	10.67	11.52	13.00	15.00
Information clerks, n.e.c.	11.50	11.50	11.79	13.46	13.94
Order clerks	11.17	12.50	14.90	18.40	20.49
Library clerks	11.00	14.35	17.18	17.87	17.87
Records clerks, n.e.c.	10.19	12.42	13.38	13.63	20.81
Bookkeepers, accounting and auditing clerks	11.10	13.14	14.84	18.14	20.01
Payroll and timekeeping clerks	13.46	14.07	14.89	19.07	19.07
Billing clerks	12.16	12.16	14.00	15.39	16.26
Telephone operators	8.95	9.00	11.00	12.88	12.88
Mail clerks, except postal service	9.00	10.00	10.00	12.71	14.95
Dispatchers	11.94	13.15	13.39	16.73	16.73
Production coordinators	14.15	14.87	23.45	24.48	26.22
Traffic, shipping and receiving clerks	12.30	13.53	16.46	20.23	21.78
Stock and inventory clerks	10.50	11.35	13.67	18.18	21.75
Insurance adjusters, examiners, and investigators	14.21	15.90	18.69	22.54	25.92
Investigators and adjusters, except insurance	10.20	12.26	16.35	26.73	26.73
General office clerks	11.39	13.24	15.85	17.50	20.46
Data entry keyers	10.00	10.45	12.55	15.47	15.78
Teachers' aides	10.02	10.82	11.80	13.47	14.25
Administrative support, n.e.c.	12.00	14.06	18.27	21.86	26.03
Blue collar					
Precision production, craft, and repair					
Bus, truck, and stationary engine mechanics	14.83	17.25	21.70	28.12	31.20
Bus, truck, and stationary engine mechanics	15.40	17.25	17.76	29.01	30.27
Mechanics and repairers, n.e.c.	15.68	16.77	19.87	21.70	23.55
Carpenters	15.57	16.00	24.94	28.76	28.76
Plumbers, pipefitters and steamfitters	15.00	17.92	18.72	20.65	25.14
Construction trades, n.e.c.	11.47	12.22	16.56	18.36	19.92
Supervisors, production	15.50	19.48	23.03	25.46	28.85
Electrical and electronic equipment assemblers ..	14.00	15.77	17.33	19.83	24.04
Machine operators, assemblers, and inspectors					
Fabricating machine operators, n.e.c.	8.50	9.83	12.80	16.05	18.75
Fabricating machine operators, n.e.c.	11.35	12.52	13.63	15.01	15.23
Miscellaneous machine operators, n.e.c.	9.32	10.50	12.28	14.50	16.08
Assemblers	7.74	9.31	11.46	14.07	17.43
Production inspectors, checkers and examiners ..	9.00	10.17	12.67	14.22	17.63
Transportation and material moving					
Truck drivers	12.00	14.48	16.50	19.19	24.30
Truck drivers	13.90	14.75	17.00	19.35	25.03

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002
— Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Bus drivers	\$12.00	\$15.00	\$15.05	\$18.26	\$24.30
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.50	8.50	11.00	15.22	21.63
Construction laborers	9.88	14.07	14.07	16.56	16.56
Stock handlers and baggers	10.99	13.37	22.50	23.25	23.25
Machine feeders and offbearers	7.10	7.75	10.00	12.07	15.25
Freight, stock, and material handlers, n.e.c.	7.50	11.00	15.22	15.38	22.23
Hand packers and packagers	8.25	8.25	13.00	16.87	21.78
Laborers, except construction, n.e.c.	7.50	7.85	8.50	10.00	11.80
Service	8.50	8.50	9.50	15.29	21.49
Protective service	7.20	9.25	11.56	16.04	22.15
Supervisors, firefighters and fire prevention	9.00	11.03	18.15	23.11	26.48
Supervisors, police and detectives	21.31	23.55	23.83	28.13	29.99
Firefighting	25.45	25.45	27.97	40.01	40.26
Police and detectives, public service	17.06	17.63	20.90	27.16	27.48
Guards and police, except public service	15.33	18.62	21.25	22.87	23.77
Food service	8.00	9.00	10.00	12.12	13.26
Waiters, waitresses, and bartenders	2.63	2.63	8.00	11.00	13.99
Bartenders	2.63	2.63	2.63	3.75	4.73
Waiters and waitresses	2.63	4.00	4.73	4.73	7.50
Other food service	2.63	2.63	2.63	2.63	3.75
Supervisors, food preparation and service	7.00	7.75	9.25	13.11	15.02
Cooks	8.28	8.28	13.50	13.50	16.64
Kitchen workers, food preparation	9.00	10.85	13.00	13.50	15.00
Food preparation, n.e.c.	7.50	8.00	9.23	16.25	18.28
Health service	6.75	7.00	8.00	9.03	10.50
Health aides, except nursing	9.54	10.22	11.66	13.34	14.87
Nursing aides, orderlies and attendants	8.87	9.97	11.15	12.49	13.39
Cleaning and building service	9.54	10.28	11.66	13.18	14.78
Maid and housemen	8.25	9.36	10.45	14.60	16.95
Janitors and cleaners	6.75	6.75	8.35	10.03	11.00
Personal service	8.50	9.95	11.00	14.93	17.33
Welfare service aides	8.00	9.20	12.15	14.45	23.25
Child care workers, n.e.c.	9.25	9.72	12.18	13.98	14.99
Service, n.e.c.	10.60	11.20	12.25	12.25	13.06
	9.00	9.00	11.11	12.15	12.74

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.90	\$12.00	\$18.08	\$27.56	\$37.90
All excluding sales	9.31	12.40	18.40	27.88	37.80
White collar	11.03	15.51	23.59	33.40	44.24
White collar excluding sales	12.85	16.98	24.97	33.89	44.48
Professional specialty and technical	15.81	21.71	27.56	36.00	45.72
Professional specialty	19.47	24.65	30.31	38.51	49.15
Engineers, architects, and surveyors	24.94	27.56	33.64	40.53	49.09
Civil engineers	18.89	22.65	28.33	36.53	45.37
Electrical and electronic engineers	25.01	28.37	38.03	47.99	57.69
Industrial engineers	23.05	26.77	27.56	32.31	38.70
Mechanical engineers	24.86	27.08	30.63	35.58	39.09
Engineers, n.e.c.	25.00	29.57	33.64	42.40	44.71
Mathematical and computer scientists	24.09	27.26	32.91	40.94	47.61
Computer systems analysts and scientists	24.49	28.75	33.99	41.35	48.51
Operations and systems researchers and analysts	18.08	24.92	26.38	27.31	33.65
Natural scientists	18.03	21.71	26.02	33.82	41.79
Health related	21.02	23.54	27.88	34.00	39.72
Physicians	18.92	19.98	22.10	69.25	92.72
Registered nurses	21.59	24.00	27.88	33.40	39.64
Pharmacists	32.50	32.96	33.00	35.75	37.95
Physical therapists	21.02	21.69	24.00	34.40	43.00
Teachers, college and university	30.26	37.56	51.80	63.46	74.17
Medical science teachers	34.26	38.17	50.03	57.18	68.78
Art, drama, and music teachers	30.26	31.20	40.65	60.81	63.37
Other post-secondary teachers	27.90	30.64	36.77	49.30	72.07
Teachers, except college and university	12.50	14.98	20.96	27.54	35.83
Secondary school teachers	18.46	23.15	30.07	35.77	37.35
Librarians, archivists, and curators	20.00	24.93	31.00	36.00	36.00
Social scientists and urban planners	14.42	24.62	29.00	35.90	35.90
Social, recreation, and religious workers	12.26	15.38	18.89	22.00	22.42
Social workers	12.09	13.87	18.54	20.00	21.98
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.29	18.13	22.80	29.02	41.43
Editors and reporters	12.00	15.00	18.13	25.00	27.59
Athletes	21.64	24.04	24.73	27.80	40.87
Technical	12.02	15.00	19.60	24.30	29.45
Clinical laboratory technologists and technicians	11.73	12.50	15.39	23.32	25.93
Radiological technicians	20.02	22.00	27.66	29.09	29.09
Licensed practical nurses	15.75	17.79	20.00	22.00	23.75
Health technologists and technicians, n.e.c.	10.30	11.65	14.72	18.00	21.00
Electrical and electronic technicians	20.07	22.05	22.79	25.83	27.86
Drafters	15.56	16.68	24.29	25.61	31.92
Computer programmers	25.00	27.40	30.94	33.79	35.61
Technical and related, n.e.c.	15.38	19.60	22.89	22.89	29.17
Executive, administrative, and managerial	20.00	25.00	31.97	40.87	55.77
Executives, administrators, and managers	24.52	28.36	35.43	48.08	67.32
Financial managers	23.80	25.52	32.20	52.89	57.69
Managers, marketing, advertising, and public relations	25.04	33.48	48.08	49.85	50.53
Administrators, education and related fields	19.56	26.65	33.65	36.24	61.35
Managers, medicine and health	23.91	29.64	32.05	42.00	72.85
Managers, service organizations, n.e.c.	17.78	24.52	25.00	31.25	31.25
Managers and administrators, n.e.c.	26.75	31.03	39.38	50.00	61.92
Management related	18.14	21.50	25.62	34.62	40.38
Accountants and auditors	16.83	18.30	20.63	26.80	32.34
Other financial officers	22.31	27.40	43.08	63.94	63.94
Personnel, training, and labor relations specialists	19.89	21.74	28.17	34.62	37.61
Purchasing agents and buyers, n.e.c.	18.14	22.60	22.60	30.00	33.16
Management related, n.e.c.	18.82	23.00	30.27	35.34	35.34
Sales	7.50	8.25	12.00	22.18	39.24

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Supervisors, sales	\$12.35	\$14.00	\$17.92	\$18.71	\$19.00
Sales, other business services	13.68	15.15	15.79	31.78	37.99
Sales representatives, mining, manufacturing, and wholesale	22.11	33.24	36.87	47.92	69.04
Sales workers, apparel	7.00	7.50	8.25	9.20	11.90
Sales workers, other commodities	8.00	9.00	12.20	18.81	27.34
Cashiers	7.10	7.50	8.00	9.50	10.75
Administrative support, including clerical					
Supervisors, general office	19.36	21.37	22.17	28.72	30.56
Supervisors, financial records processing	19.66	22.84	24.04	32.45	37.33
Secretaries	11.64	14.45	17.00	19.95	24.17
Transportation ticket and reservation agents	9.35	9.35	12.21	20.00	20.00
Receptionists	10.50	11.00	11.52	13.22	15.00
Information clerks, n.e.c.	11.50	11.50	11.50	13.46	13.46
Order clerks	11.17	12.50	14.90	18.40	20.49
Records clerks, n.e.c.	10.18	12.42	13.01	13.63	20.81
Bookkeepers, accounting and auditing clerks	10.79	12.27	14.38	16.00	19.57
Billing clerks	12.16	12.16	14.00	15.39	16.26
Telephone operators	8.95	9.00	9.27	12.88	12.88
Mail clerks, except postal service	9.00	10.00	10.00	10.43	14.95
Production coordinators	14.15	14.87	23.45	24.48	26.22
Traffic, shipping and receiving clerks	12.30	13.53	16.46	20.23	21.78
Stock and inventory clerks	10.50	11.14	12.24	15.81	18.18
Insurance adjusters, examiners, and investigators	14.21	15.90	18.69	22.54	25.92
Investigators and adjusters, except insurance	10.20	12.26	16.35	26.73	26.73
General office clerks	10.57	13.24	15.46	17.67	21.63
Data entry keyers	9.78	10.00	10.45	12.00	15.92
Administrative support, n.e.c.	11.94	14.00	18.27	21.86	26.03
Blue collar	8.50	11.25	15.25	20.67	26.69
Precision production, craft, and repair					
Mechanics and repairers, n.e.c.	14.57	17.14	21.70	28.12	31.20
Supervisors, production	15.68	16.62	20.67	21.70	23.55
Supervisors, production	15.50	19.48	23.03	25.46	28.85
Electrical and electronic equipment assemblers ..	14.00	15.77	17.33	19.83	24.04
Machine operators, assemblers, and inspectors					
Fabricating machine operators, n.e.c.	8.50	9.74	12.50	15.39	18.19
Miscellaneous machine operators, n.e.c.	11.35	12.52	13.63	15.01	15.23
Assemblers	9.20	10.35	12.25	14.15	16.05
Assemblers	7.74	9.31	11.46	14.07	17.43
Production inspectors, checkers and examiners ..	9.00	10.17	12.67	14.22	17.63
Transportation and material moving					
Truck drivers	11.00	14.40	15.99	18.74	22.96
Truck drivers	14.00	14.75	17.00	19.39	25.03
Bus drivers	12.00	15.00	15.00	18.26	18.26
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.50	8.25	10.50	14.24	21.49
Stock handlers and baggers	7.10	7.75	10.00	12.07	15.25
Machine feeders and offbearers	7.50	11.00	15.22	15.38	22.23
Freight, stock, and material handlers, n.e.c.	8.25	8.25	13.00	16.87	21.78
Hand packers and packagers	7.50	7.85	8.50	10.00	11.80
Laborers, except construction, n.e.c.	8.50	8.50	9.00	10.25	19.85
Service					
Protective service	6.75	8.48	10.15	12.62	15.00
Protective service	8.00	9.00	10.00	12.65	17.96
Guards and police, except public service	8.00	9.00	10.00	12.10	13.26
Food service	2.63	2.63	7.65	10.80	13.88
Waiters, waitresses, and bartenders	2.63	2.63	2.63	3.75	4.73
Bartenders	2.63	4.00	4.73	4.73	7.50
Waiters and waitresses	2.63	2.63	2.63	2.63	3.75

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued**

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Food service —Continued					
Other food service	\$7.00	\$7.75	\$9.00	\$13.00	\$15.02
Supervisors, food preparation and service	8.28	8.28	13.50	13.50	15.86
Cooks	8.50	10.00	12.73	13.75	15.00
Kitchen workers, food preparation	7.50	8.00	9.23	16.25	18.28
Food preparation, n.e.c.	6.75	7.00	8.00	9.03	10.00
Health service	9.50	10.00	11.33	13.00	14.64
Health aides, except nursing	8.75	9.97	11.25	12.71	13.39
Nursing aides, orderlies and attendants	9.50	10.00	11.34	12.95	14.53
Cleaning and building service	7.97	8.60	10.15	11.04	16.09
Maids and housemen	6.75	6.75	8.35	10.03	11.00
Janitors and cleaners	8.33	9.15	10.15	12.56	16.46
Personal service	8.00	9.00	12.15	14.45	21.14
Welfare service aides	9.25	9.72	12.18	13.98	14.99
Child care workers, n.e.c.	10.60	11.20	12.25	12.25	13.00
Service, n.e.c.	9.00	9.00	10.14	12.15	12.74

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.46	\$16.19	\$21.85	\$30.00	\$41.07
All excluding sales	12.46	16.19	21.91	30.15	41.25
White collar	12.86	17.19	25.95	36.50	45.55
White collar excluding sales	12.87	17.19	26.67	36.50	45.55
Professional specialty and technical	20.97	27.21	33.80	40.71	46.78
Professional specialty	21.91	27.72	33.80	41.00	46.78
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.34	25.39	29.26	30.50	31.78
Registered nurses	21.90	25.84	30.50	31.78	31.87
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	26.67	31.95	40.19	44.52	49.14
Elementary school teachers	27.96	32.07	40.85	46.31	49.73
Secondary school teachers	26.79	31.83	41.47	46.53	51.34
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	16.22	17.51	20.34	23.90	29.63
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.00	18.84	22.07	31.92	31.92
Executive, administrative, and managerial	20.63	22.61	29.55	44.97	51.92
Executives, administrators, and managers	22.36	28.33	39.48	47.32	56.32
Administrators and officials, public administration	22.36	27.54	29.98	41.07	51.12
Administrators, education and related fields	21.08	35.93	47.32	51.92	56.93
Management related	16.40	19.35	22.61	27.08	29.81
Sales	11.47	19.49	21.76	22.20	23.67
Cashiers	9.34	20.25	21.76	21.76	23.67
Administrative support, including clerical	11.28	12.64	15.90	17.87	20.85
Secretaries	13.50	16.02	19.81	21.68	21.68
Receptionists	7.16	7.16	9.95	12.82	14.17
Library clerks	10.73	12.41	17.87	17.87	17.87
Bookkeepers, accounting and auditing clerks	14.14	15.90	18.14	20.01	20.01
General office clerks	11.83	13.37	15.90	16.19	20.46
Teachers' aides	10.02	10.82	11.80	13.47	14.25
Blue collar	13.49	16.50	18.72	24.30	28.09
Precision production, craft, and repair	15.57	18.36	21.40	28.09	30.00
Construction trades, n.e.c.	11.36	16.56	16.56	18.36	18.36
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	15.08	16.50	20.37	24.30	24.30
Handlers, equipment cleaners, helpers, and laborers	10.99	13.37	14.73	17.66	24.54
Construction laborers	10.56	10.99	13.37	17.94	19.64
Laborers, except construction, n.e.c.	12.68	15.29	15.29	24.54	25.30
Service	11.43	13.90	19.31	23.17	27.16
Protective service	15.04	18.22	22.15	24.63	27.48
Supervisors, firefighters and fire prevention	21.31	23.55	23.83	28.13	29.99
Supervisors, police and detectives	25.45	25.45	27.97	40.01	40.26
Firefighting	17.06	17.63	20.90	27.16	27.48
Police and detectives, public service	15.33	18.62	21.25	22.87	23.77
Food service	10.85	11.60	12.78	13.14	15.73
Other food service	10.85	11.60	12.78	13.14	15.73
Health service	11.15	11.66	13.42	14.68	15.54
Nursing aides, orderlies and attendants	11.18	11.66	13.64	14.68	15.73
Cleaning and building service	10.09	12.93	14.91	16.78	21.27
Janitors and cleaners	10.05	12.43	14.71	16.35	21.27

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Personal service	\$11.43	\$11.43	\$12.09	\$22.93	\$27.13

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	10	25	Median 50	75	90
All	\$10.82	\$14.15	\$20.19	\$29.26	\$40.21
All excluding sales	10.97	14.21	20.25	29.15	40.01
White collar	12.71	16.97	25.00	34.58	45.67
White collar excluding sales	13.17	17.49	25.19	34.62	45.55
Professional specialty and technical	16.63	22.60	29.39	37.33	46.78
Professional specialty	19.82	25.34	31.62	40.19	48.95
Engineers, architects, and surveyors	25.46	28.18	33.80	39.42	47.30
Civil engineers	22.65	31.41	36.50	36.50	36.53
Electrical and electronic engineers	25.01	28.37	38.03	47.99	57.69
Industrial engineers	23.05	26.77	27.56	32.31	38.70
Mechanical engineers	24.86	27.08	30.63	35.58	39.09
Engineers, n.e.c.	25.78	30.48	33.80	39.61	43.99
Mathematical and computer scientists	22.84	26.50	32.69	40.36	47.10
Computer systems analysts and scientists	24.09	27.31	33.38	41.07	48.00
Operations and systems researchers and analysts	18.08	23.97	25.64	27.31	33.65
Natural scientists	18.03	21.71	26.02	33.82	41.79
Health related	20.58	23.53	27.88	32.14	37.78
Physicians	12.28	18.92	20.97	25.57	69.25
Registered nurses	21.33	24.32	28.10	31.78	37.80
Teachers, college and university	26.44	30.68	45.40	62.09	68.43
Other post-secondary teachers	29.52	30.00	30.99	42.69	60.27
Teachers, except college and university	21.87	28.63	37.36	43.73	48.95
Elementary school teachers	27.64	32.07	40.62	45.91	49.73
Secondary school teachers	26.23	30.61	40.46	45.60	51.34
Teachers, special education	12.50	17.71	27.24	41.78	43.26
Teachers, n.e.c.	24.55	29.65	36.93	40.19	40.71
Librarians, archivists, and curators	21.15	27.14	31.00	36.00	36.00
Librarians	20.00	23.92	30.49	36.00	36.00
Social scientists and urban planners	14.42	24.62	32.04	35.90	35.90
Social, recreation, and religious workers	13.46	16.22	19.57	22.14	27.72
Social workers	13.37	16.22	18.89	22.48	27.72
Lawyers and judges	30.97	36.41	53.85	57.83	70.31
Lawyers	30.97	36.41	53.85	53.85	70.31
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.33	17.77	22.54	28.99	40.87
Editors and reporters	12.00	15.00	18.13	25.00	27.59
Public relations specialists	15.27	17.50	25.00	25.00	44.24
Technical	12.02	14.92	20.00	25.00	30.88
Clinical laboratory technologists and technicians	11.73	12.50	15.39	23.32	25.93
Licensed practical nurses	16.41	18.25	20.00	22.00	23.00
Health technologists and technicians, n.e.c.	10.30	11.65	14.72	18.59	22.00
Electrical and electronic technicians	20.07	22.05	22.79	25.83	27.86
Drafters	15.56	16.68	24.29	25.61	31.92
Computer programmers	25.00	27.40	31.01	34.13	35.61
Legal assistants	20.68	23.54	25.39	36.53	36.53
Technical and related, n.e.c.	15.38	19.60	22.89	22.89	29.17
Executive, administrative, and managerial	20.06	25.00	31.95	41.50	55.27
Executives, administrators, and managers	24.52	28.64	35.43	48.08	61.92
Administrators and officials, public administration	22.36	27.54	29.98	41.07	51.12
Financial managers	23.80	26.03	32.20	52.89	57.69
Managers, marketing, advertising, and public relations	25.04	33.48	48.08	49.85	50.53
Administrators, education and related fields	21.08	29.00	36.22	47.32	56.93
Managers, medicine and health	23.91	29.64	32.05	42.00	72.85
Managers, service organizations, n.e.c.	17.78	24.52	25.00	31.25	31.25
Managers and administrators, n.e.c.	26.75	31.23	39.48	50.00	61.92
Management related	18.02	21.60	25.51	33.66	39.90
Accountants and auditors	16.83	18.30	21.50	25.84	33.64
Other financial officers	21.99	25.09	43.08	63.94	63.94
Personnel, training, and labor relations specialists	17.54	22.11	28.17	34.62	37.61
Purchasing agents and buyers, n.e.c.	18.14	22.60	22.60	30.00	33.16
Management related, n.e.c.	18.72	22.08	28.95	35.34	35.34
Sales	8.93	12.19	18.94	33.24	46.00

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002
— Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Supervisors, sales	\$12.35	\$14.00	\$17.92	\$18.82	\$19.71
Sales, other business services	13.68	15.15	15.79	31.78	37.99
Sales representatives, mining, manufacturing, and wholesale	22.11	33.24	36.87	47.92	69.04
Sales workers, other commodities	8.61	11.75	14.42	22.76	31.40
Cashiers	7.45	8.00	9.94	12.93	21.76
Administrative support, including clerical					
Supervisors, general office	19.26	21.32	21.92	28.72	30.56
Supervisors, financial records processing	19.66	22.84	24.04	32.45	37.33
Secretaries	12.36	14.84	17.49	20.85	23.30
Typists	12.46	13.29	15.32	17.19	17.42
Receptionists	10.50	10.67	11.97	14.00	15.53
Order clerks	11.17	12.85	15.00	18.40	20.49
Library clerks	11.00	14.35	17.18	17.87	17.87
Records clerks, n.e.c.	10.19	12.42	13.38	13.63	20.81
Bookkeepers, accounting and auditing clerks	11.54	13.14	15.00	18.14	20.01
Payroll and timekeeping clerks	13.46	14.07	14.89	19.07	19.07
Billing clerks	12.16	12.16	14.45	15.39	16.26
Mail clerks, except postal service	10.00	10.00	10.29	14.95	14.95
Dispatchers	11.94	13.15	13.39	16.73	16.73
Production coordinators	14.15	14.87	23.45	24.48	26.22
Traffic, shipping and receiving clerks	12.30	13.53	16.46	20.23	21.78
Stock and inventory clerks	10.50	11.35	13.67	18.18	21.75
Insurance adjusters, examiners, and investigators	14.21	15.90	18.69	22.54	25.92
Investigators and adjusters, except insurance	10.90	12.32	16.35	26.73	26.73
General office clerks	11.39	13.24	15.90	17.50	20.46
Data entry keyers	10.00	10.55	12.55	15.47	15.78
Teachers' aides	10.16	11.10	11.83	13.47	14.49
Administrative support, n.e.c.	12.50	16.43	21.63	22.83	26.03
Blue collar					
Precision production, craft, and repair					
Bus, truck, and stationary engine mechanics	15.40	17.25	17.76	29.01	30.27
Mechanics and repairers, n.e.c.	15.68	16.77	19.87	21.70	23.55
Carpenters	15.57	16.00	24.94	28.76	28.76
Plumbers, pipefitters and steamfitters	15.00	17.92	18.72	20.65	25.14
Construction trades, n.e.c.	11.47	12.22	16.56	18.36	19.92
Supervisors, production	15.50	19.48	23.03	25.46	28.85
Electrical and electronic equipment assemblers ..	14.00	15.77	17.33	19.83	24.04
Machine operators, assemblers, and inspectors					
Fabricating machine operators, n.e.c.	11.35	12.52	13.63	15.01	15.23
Miscellaneous machine operators, n.e.c.	9.32	10.50	12.28	14.50	16.08
Assemblers	8.81	9.65	12.15	14.22	17.66
Production inspectors, checkers and examiners ..	9.00	10.17	12.67	14.22	17.63
Transportation and material moving					
Truck drivers	14.00	14.75	17.13	19.41	25.03
Bus drivers	15.00	15.00	15.05	18.26	24.30
Handlers, equipment cleaners, helpers, and laborers					
Construction laborers	10.99	13.37	22.50	23.25	23.25
Stock handlers and baggers	9.00	10.00	11.50	13.32	16.00
Machine feeders and offbearers	7.50	11.00	15.22	15.38	22.23
Freight, stock, and material handlers, n.e.c.	8.25	8.25	12.75	17.30	22.09
Laborers, except construction, n.e.c.	8.50	8.50	9.00	19.20	22.86
Service					
Protective service	12.10	17.06	21.06	23.83	27.30
Supervisors, firefighters and fire prevention	21.31	23.55	23.83	28.13	29.99
Supervisors, police and detectives	25.45	25.45	27.97	40.01	40.26

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002
— Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service —Continued					
Firefighting	\$17.06	\$17.63	\$20.90	\$27.16	\$27.48
Police and detectives, public service	16.03	18.62	21.25	22.87	23.77
Guards and police, except public service	9.50	10.00	12.10	12.80	15.30
Food service	2.63	8.00	10.80	13.50	16.25
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	7.25	8.50	11.72	13.50	16.25
Cooks	9.50	11.00	13.00	13.99	15.02
Kitchen workers, food preparation	7.75	8.00	16.25	16.25	18.28
Food preparation, n.e.c.	7.00	7.00	8.00	9.02	10.69
Health service	10.00	10.93	12.00	13.64	15.12
Health aides, except nursing	9.98	10.50	11.33	13.39	13.39
Nursing aides, orderlies and attendants	10.00	10.93	12.00	13.71	15.00
Cleaning and building service	8.00	9.60	11.55	15.43	17.42
Janitors and cleaners	8.85	10.17	13.00	16.09	17.76
Personal service	9.00	12.00	13.25	17.14	27.48
Service, n.e.c.	9.00	9.00	11.93	12.15	12.74

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	10	25	Median 50	75	90
All	\$7.00	\$8.00	\$9.79	\$13.64	\$25.88
All excluding sales	6.75	8.00	10.15	15.90	27.00
White collar	7.50	8.50	12.59	23.98	34.00
White collar excluding sales	10.67	12.93	21.00	27.76	37.75
Professional specialty and technical	16.75	22.00	26.69	35.23	40.71
Professional specialty	20.65	23.72	28.36	36.00	42.75
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	21.81	24.00	28.60	35.91	41.82
Registered nurses	22.28	23.98	28.19	35.75	40.68
Teachers, college and university	22.74	34.26	40.65	51.95	78.49
Teachers, except college and university	9.17	24.25	29.22	40.19	40.71
Teachers, n.e.c.	28.19	28.19	32.50	40.19	40.71
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.67	15.91	17.06	22.42	22.42
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.47	15.93	19.50	23.75	27.00
Clinical laboratory technologists and technicians	10.82	13.00	18.52	21.45	24.41
Licensed practical nurses	15.60	16.95	19.16	21.95	23.75
Health technologists and technicians, n.e.c.	9.60	12.00	15.10	18.55	25.02
Executive, administrative, and managerial	16.40	20.82	20.86	25.95	25.95
Executives, administrators, and managers	—	—	—	—	—
Management related	16.40	20.82	20.86	20.86	25.25
Sales	7.25	7.50	8.00	9.50	11.60
Sales workers, other commodities	7.50	8.00	9.00	10.85	15.30
Cashiers	7.00	7.50	8.00	8.95	10.50
Administrative support, including clerical	8.95	10.69	11.78	14.88	17.50
Secretaries	12.00	15.00	16.29	17.50	26.08
Receptionists	7.16	9.95	11.50	11.50	12.44
Bookkeepers, accounting and auditing clerks	8.00	8.75	10.75	15.90	15.90
Telephone operators	8.95	9.00	11.00	12.08	12.88
General office clerks	11.00	12.08	13.50	13.50	13.50
Administrative support, n.e.c.	8.65	9.32	13.00	14.06	15.00
Blue collar	7.00	7.50	8.50	11.85	15.00
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.75	12.00	12.00	15.00	15.80
Handlers, equipment cleaners, helpers, and laborers	7.00	7.50	8.00	9.50	12.00
Stock handlers and baggers	7.00	7.25	8.00	8.75	11.10
Service	2.63	7.25	9.00	10.15	11.44
Protective service	8.00	8.40	9.06	10.00	11.50
Guards and police, except public service	8.00	8.00	9.00	10.00	11.50
Food service	2.63	2.63	4.73	8.00	10.00
Waiters, waitresses, and bartenders	2.63	2.63	2.63	3.75	4.73
Bartenders	2.63	4.00	4.73	4.73	7.50
Waiters and waitresses	2.63	2.63	2.63	2.63	2.63
Other food service	6.75	7.00	8.00	9.10	10.87
Food preparation, n.e.c.	6.75	7.00	7.43	9.50	10.00
Health service	9.38	9.54	10.00	11.15	13.39
Health aides, except nursing	7.98	9.62	10.17	11.15	13.64
Nursing aides, orderlies and attendants	9.38	9.54	10.00	11.00	13.00

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002
— Continued

Occupation ³	10	25	Median 50	75	90
Service --Continued					
Cleaning and building service	\$8.33	\$9.00	\$10.00	\$10.15	\$11.00
Janitors and cleaners	8.33	8.75	9.95	10.15	10.40
Personal service	7.50	8.00	9.20	10.14	12.18

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

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

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

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

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 Boston–Worcester–Lawrence, MA–NH–ME–CT, Metropolitan Statistical Area includes:

- Essex County, Middlesex County, Norfolk County, Plymouth County, Suffolk County, twelve communities in Bristol County, one in Hampden County, and fifty-two in Worcester County, MA
- Eighteen communities in Hillsborough County, two in Merrimack County, thirty-four in Rockingham County, and ten in Strafford County, NH
- Five communities in York County, ME
- One community in Windham County, CT

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 avail-

able at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

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

on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

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

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

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received,

had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of

data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	9,240
Total in sample	701
Responding	416
Out of business or not in survey scope	72
Unable or refused to provide data	213

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

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation’s scheduled hours of work.

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

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

Percentiles

The percentiles presented in tables 6–1 through 6–5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the

individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, at the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

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

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

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

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,288,800	1,041,600	247,200
All excluding sales	1,194,200	949,400	244,900
White collar	781,100	615,500	165,700
White-collar excluding sales	686,600	523,200	163,400
Professional specialty and technical	348,200	254,500	93,600
Professional specialty	291,100	200,300	90,700
Technical	57,100	54,200	2,900
Executive, administrative, and managerial	131,500	111,800	19,700
Sales	94,600	92,300	2,300
Administrative support, including clerical	206,900	156,900	50,000
Blue collar	260,800	239,200	21,600
Precision production, craft, and repair	80,700	71,900	8,700
Machine operators, assemblers, and inspectors	72,900	69,400	–
Transportation and material moving	44,100	39,200	4,900
Handlers, equipment cleaners, helpers, and laborers	63,000	58,600	4,500
Service	246,900	187,000	59,900

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

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

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