

Pittsburgh, PA National Compensation Survey December 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 Pittsburgh, PA, metropolitan area. Data were collected between June 2002 and July 2003; the average reference month is December 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, Pittsburgh, PA, December 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	\$17.27	2.5	35.5	\$16.17	2.8	35.2	\$23.16	1.0	36.7
Worker characteristics:⁴									
White-collar occupations ⁵	19.85	2.2	35.5	18.52	2.6	35.6	27.25	1.8	35.2
Professional specialty and technical	26.16	3.0	34.6	23.86	4.4	34.6	33.18	1.3	34.7
Executive, administrative, and managerial	27.41	4.0	39.2	27.29	4.4	39.2	28.35	9.0	38.6
Sales	10.39	7.7	31.4	10.34	7.8	31.4	—	—	—
Administrative support	13.20	2.9	37.0	12.93	3.4	37.2	15.03	2.2	35.5
Blue-collar occupations ⁵	16.09	3.5	38.2	15.48	3.7	38.1	19.33	1.9	39.1
Precision production, craft, and repair	19.56	2.6	39.7	19.68	2.7	39.7	17.90	7.6	39.6
Machine operators, assemblers, and inspectors	13.30	4.9	39.7	13.30	4.9	39.7	—	—	—
Transportation and material moving	17.00	3.3	38.3	14.32	3.4	37.4	19.71	.6	39.3
Handlers, equipment cleaners, helpers, and laborers	12.95	7.2	34.7	12.37	7.6	34.5	18.62	8.9	37.5
Service occupations ⁵	11.06	5.7	31.8	9.76	4.4	30.9	17.31	11.4	37.5
Full time	18.29	2.5	39.2	17.21	2.9	39.3	23.57	.9	39.1
Part time	9.73	5.9	20.8	9.46	6.0	21.2	14.10	17.4	15.7
Union	19.90	4.3	37.3	17.55	6.2	36.9	23.60	1.0	37.9
Nonunion	16.06	2.9	34.7	15.76	3.1	34.8	21.63	4.5	32.9
Time	17.27	2.5	35.4	16.14	2.9	35.2	23.16	1.0	36.7
Incentive	16.93	7.8	35.8	16.93	7.8	35.8	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	18.44	8.9	39.4	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	14.84	5.8	35.1	14.68	6.0	35.0	21.04	2.6	38.8
100-499 workers	15.81	4.8	35.0	14.56	4.5	34.9	26.40	4.7	35.8
500 workers or more	19.45	3.2	36.0	18.62	4.0	35.7	21.95	2.5	37.0

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 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	\$17.27	2.5	\$16.17	2.8	\$23.16	1.0
All excluding sales	17.87	2.6	16.77	3.0	23.24	1.2
White collar	19.85	2.2	18.52	2.6	27.25	1.8
White collar excluding sales	21.46	2.4	20.18	2.9	27.47	1.8
Professional specialty and technical	26.16	3.0	23.86	4.4	33.18	1.3
Professional specialty	28.46	3.5	26.09	5.2	34.14	.6
Engineers, architects, and surveyors	31.34	6.9	31.34	6.9	—	—
Electrical and electronic engineers	30.99	3.2	30.99	3.2	—	—
Engineers, n.e.c.	35.94	11.4	35.94	11.4	—	—
Mathematical and computer scientists	30.15	7.2	30.15	7.2	—	—
Computer systems analysts and scientists	28.35	6.9	28.35	6.9	—	—
Natural scientists	25.42	9.7	25.42	9.7	—	—
Health related	24.63	4.4	24.66	4.5	—	—
Registered nurses	23.37	1.1	23.37	1.1	—	—
Pharmacists	34.10	1.0	34.10	1.0	—	—
Physical therapists	27.25	2.5	27.25	2.5	—	—
Therapists, n.e.c.	16.23	16.5	15.60	16.4	—	—
Teachers, college and university	30.64	21.0	—	—	34.26	1.5
Teachers, except college and university	33.75	1.6	18.59	11.1	35.39	1.3
Elementary school teachers	36.89	2.5	—	—	37.36	2.2
Secondary school teachers	34.09	3.1	—	—	34.77	3.3
Teachers, special education	34.05	13.2	19.57	18.0	—	—
Teachers, n.e.c.	36.72	19.1	—	—	40.96	13.5
Substitute teachers	12.87	8.6	—	—	13.10	8.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.33	5.9	24.96	7.4	—	—
Psychologists	22.16	12.1	—	—	—	—
Social, recreation, and religious workers	14.41	9.9	11.28	5.7	—	—
Social workers	14.42	10.2	11.22	5.6	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.79	25.4	30.79	25.4	—	—
Editors and reporters	19.02	11.2	19.02	11.2	—	—
Technical	17.91	8.3	17.71	8.8	—	—
Clinical laboratory technologists and technicians	16.36	7.1	16.36	7.1	—	—
Health record technologists and technicians	17.51	5.2	17.51	5.2	—	—
Radiological technicians	18.05	1.2	18.05	1.2	—	—
Licensed practical nurses	15.33	1.5	15.31	1.2	—	—
Health technologists and technicians, n.e.c.	12.21	2.5	12.21	2.5	—	—
Engineering technicians, n.e.c.	23.49	8.2	—	—	—	—
Drafters	23.65	14.7	23.65	14.7	—	—
Executive, administrative, and managerial	27.41	4.0	27.29	4.4	28.35	9.0
Executives, administrators, and managers	30.90	5.9	30.89	6.7	30.93	10.7
Financial managers	38.92	20.0	38.92	20.0	—	—
Managers, marketing, advertising, and public relations	33.51	11.9	33.51	11.9	—	—
Administrators, education and related fields	—	—	—	—	32.05	22.3
Managers, medicine and health	25.67	15.3	25.67	15.3	—	—
Managers, service organizations, n.e.c.	31.72	29.3	31.72	29.3	—	—
Managers and administrators, n.e.c.	33.02	7.5	33.35	8.6	—	—
Management related	22.70	3.2	22.81	3.4	—	—
Accountants and auditors	20.46	5.1	20.28	5.7	—	—
Personnel, training, and labor relations specialists	24.53	10.0	24.53	10.0	—	—
Purchasing agents and buyers, n.e.c.	22.84	7.0	22.84	7.0	—	—
Management related, n.e.c.	23.68	3.8	23.90	3.6	—	—
Sales	10.39	7.7	10.34	7.8	—	—
Supervisors, sales	24.94	24.5	24.94	24.5	—	—
Sales workers, apparel	9.02	8.5	9.02	8.5	—	—
Cashiers	7.71	5.6	7.36	3.7	—	—
Administrative support, including clerical	13.20	2.9	12.93	3.4	15.03	2.2

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, Pittsburgh, PA, December 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						
Administrative support, including clerical –Continued						
Supervisors, financial records processing	\$15.33	7.7	\$15.33	7.7	–	–
Secretaries	14.57	3.3	13.81	3.8	\$16.27	5.0
Stenographers	14.06	5.5	12.91	3.0	–	–
Typists	10.86	15.3	8.94	10.2	–	–
Transportation ticket and reservation agents	17.14	10.7	17.14	10.7	–	–
Receptionists	10.81	4.5	10.81	4.5	–	–
Information clerks, n.e.c.	11.73	8.2	11.73	8.2	–	–
Order clerks	19.36	4.8	19.36	4.8	–	–
Records clerks, n.e.c.	11.63	.8	11.63	.8	–	–
Bookkeepers, accounting and auditing clerks	12.37	5.0	12.13	5.5	–	–
Billing clerks	12.11	1.4	12.11	1.4	–	–
Telephone operators	14.10	8.0	14.10	8.0	–	–
Traffic, shipping and receiving clerks	13.20	7.6	13.20	7.6	–	–
Stock and inventory clerks	12.89	11.4	–	–	–	–
Investigators and adjusters, except insurance	11.94	5.4	11.94	5.4	–	–
General office clerks	12.73	6.6	12.12	4.8	–	–
Bank tellers	10.39	10.6	10.39	10.6	–	–
Data entry keyers	10.23	3.5	10.23	3.5	–	–
Teachers' aides	10.42	9.2	–	–	–	–
Administrative support, n.e.c.	13.26	3.9	13.47	4.4	–	–
Blue collar	16.09	3.5	15.48	3.7	19.33	1.9
Precision production, craft, and repair						
Automobile mechanics	18.21	1.4	18.01	.8	17.90	7.6
Industrial machinery repairers	22.04	14.3	22.04	14.3	–	–
Mechanics and repairers, n.e.c.	17.53	8.6	17.53	8.6	–	–
Carpenters	18.94	10.3	–	–	–	–
Electricians	17.55	8.2	–	–	–	–
Plumbers, pipefitters and steamfitters	21.74	5.2	21.74	5.2	–	–
Machine operators, assemblers, and inspectors						
Molding and casting machine operators	13.30	4.9	13.30	4.9	–	–
Extruding and forming machine operators	13.25	15.7	13.25	15.7	–	–
Mixing and blending machine operators	13.03	4.6	13.03	4.6	–	–
Miscellaneous machine operators, n.e.c.	17.66	7.3	17.66	7.3	–	–
Assemblers	14.64	6.2	14.64	6.2	–	–
Production inspectors, checkers and examiners ..	11.17	2.9	11.17	2.9	–	–
Production inspectors, checkers and examiners ..	11.78	5.8	11.78	5.8	–	–
Transportation and material moving						
Truck drivers	17.00	3.3	14.32	3.4	19.71	.6
Bus drivers	15.77	5.4	15.63	5.4	–	–
Industrial truck and tractor equipment operators ..	18.40	2.4	–	–	–	–
Industrial truck and tractor equipment operators ..	14.70	4.0	14.70	4.0	–	–
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	12.95	7.2	12.37	7.6	18.62	8.9
Stock handlers and baggers	11.81	11.9	11.81	11.9	–	–
Freight, stock, and material handlers, n.e.c.	8.03	18.6	8.03	18.6	–	–
Hand packers and packagers	18.30	6.4	18.30	6.4	–	–
Laborers, except construction, n.e.c.	10.18	6.1	10.18	6.1	–	–
Laborers, except construction, n.e.c.	15.30	6.1	14.51	5.2	–	–
Service						
Protective service	11.06	5.7	9.76	4.4	17.31	11.4
Guards and police, except public service	17.48	26.0	10.74	26.5	25.50	16.5
Food service	9.52	21.5	9.52	21.5	–	–
Waiters, waitresses, and bartenders	7.01	6.2	6.85	6.0	10.62	2.7
Waiters and waitresses	4.48	10.4	4.48	10.4	–	–
Waiters'/Waitresses' assistants	3.53	12.0	3.53	12.0	–	–
Other food service	5.84	5.4	5.84	5.4	–	–
Supervisors, food preparation and service	8.56	3.9	8.41	3.9	10.62	2.7
Cooks	10.21	9.7	10.21	9.7	–	–
Kitchen workers, food preparation	9.46	4.9	9.47	5.0	–	–
Kitchen workers, food preparation	8.52	9.7	8.52	9.7	–	–

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, Pittsburgh, PA, December 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						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$7.92	3.4	\$7.54	0.9	\$10.77	2.4
Health service	10.19	2.3	9.92	2.2	—	—
Health aides, except nursing	10.13	6.2	10.10	6.2	—	—
Nursing aides, orderlies and attendants	10.21	1.2	9.84	1.6	—	—
Cleaning and building service	12.27	6.8	11.43	10.5	14.05	2.2
Maids and housemen	8.76	7.6	8.70	7.8	—	—
Janitors and cleaners	12.96	6.0	12.25	9.7	14.06	2.2
Personal service	15.12	6.9	15.98	8.1	—	—
Child care workers, n.e.c.	11.42	17.3	8.02	22.4	—	—

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

² 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, Pittsburgh, PA, December 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	\$18.29	2.5	\$17.21	2.9	\$23.57	0.9
All excluding sales	18.71	2.7	17.63	3.1	23.63	1.1
White collar	20.81	2.6	19.45	3.0	27.85	2.3
White collar excluding sales	21.91	2.8	20.58	3.4	28.02	2.5
Professional specialty and technical	26.78	3.4	24.30	5.0	33.89	1.5
Professional specialty	29.25	4.1	26.70	6.2	34.96	.6
Engineers, architects, and surveyors	31.34	6.9	31.34	6.9	—	—
Electrical and electronic engineers	30.99	3.2	30.99	3.2	—	—
Engineers, n.e.c.	35.94	11.4	35.94	11.4	—	—
Mathematical and computer scientists	30.15	7.2	30.15	7.2	—	—
Computer systems analysts and scientists	28.35	6.9	28.35	6.9	—	—
Natural scientists	25.42	9.7	25.42	9.7	—	—
Health related	24.78	5.2	24.79	5.4	—	—
Registered nurses	23.37	1.5	23.34	1.5	—	—
Pharmacists	34.03	1.2	34.03	1.2	—	—
Physical therapists	27.13	2.6	27.13	2.6	—	—
Therapists, n.e.c.	16.23	16.5	15.60	16.4	—	—
Teachers, college and university	30.74	21.4	—	—	34.79	1.3
Teachers, except college and university	34.99	1.6	19.79	11.5	36.35	.3
Elementary school teachers	36.89	2.5	—	—	37.36	2.2
Secondary school teachers	34.42	2.7	—	—	35.08	2.8
Teachers, special education	34.80	12.2	20.79	19.1	—	—
Teachers, n.e.c.	40.27	15.2	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.30	5.9	24.92	7.4	—	—
Psychologists	22.01	12.4	—	—	—	—
Social, recreation, and religious workers	15.90	4.9	12.24	2.5	—	—
Social workers	15.90	4.9	12.24	2.5	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.92	25.1	30.92	25.1	—	—
Editors and reporters	19.02	11.2	19.02	11.2	—	—
Technical	18.16	8.5	17.98	9.2	—	—
Clinical laboratory technologists and technicians	16.43	7.0	16.43	7.0	—	—
Health record technologists and technicians	17.51	5.2	17.51	5.2	—	—
Radiological technicians	17.94	.6	17.94	.6	—	—
Licensed practical nurses	15.32	1.7	15.29	1.5	—	—
Health technologists and technicians, n.e.c.	12.31	2.3	12.31	2.3	—	—
Engineering technicians, n.e.c.	23.49	8.2	—	—	—	—
Drafters	23.65	14.7	23.65	14.7	—	—
Executive, administrative, and managerial	27.37	4.0	27.25	4.5	28.35	9.0
Executives, administrators, and managers	30.81	6.0	30.79	6.8	30.93	10.7
Financial managers	38.92	20.0	38.92	20.0	—	—
Managers, marketing, advertising, and public relations	33.51	11.9	33.51	11.9	—	—
Administrators, education and related fields	—	—	—	—	32.05	22.3
Managers, medicine and health	25.67	15.3	25.67	15.3	—	—
Managers, service organizations, n.e.c.	31.72	29.3	31.72	29.3	—	—
Managers and administrators, n.e.c.	32.82	7.8	33.14	9.0	—	—
Management related	22.73	3.2	22.84	3.5	—	—
Accountants and auditors	20.46	5.1	20.28	5.7	—	—
Personnel, training, and labor relations specialists	24.53	10.0	24.53	10.0	—	—
Purchasing agents and buyers, n.e.c.	23.26	7.7	23.26	7.7	—	—
Management related, n.e.c.	23.68	3.8	23.90	3.6	—	—
Sales	11.92	9.0	11.87	9.2	—	—
Supervisors, sales	24.94	24.5	24.94	24.5	—	—
Sales workers, apparel	10.20	5.5	10.20	5.5	—	—
Cashiers	9.07	7.1	8.54	5.1	—	—
Sales support, n.e.c.	12.26	33.9	12.26	33.9	—	—
Administrative support, including clerical	13.54	3.0	13.27	3.5	15.31	2.6

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, Pittsburgh, PA, December 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						
Administrative support, including clerical –Continued						
Supervisors, financial records processing	\$15.33	7.7	\$15.33	7.7	–	–
Secretaries	14.82	3.3	14.11	3.8	\$16.27	5.0
Stenographers	14.09	5.5	–	–	–	–
Typists	10.88	15.4	–	–	–	–
Receptionists	10.80	4.7	10.80	4.7	–	–
Information clerks, n.e.c.	13.51	5.2	13.51	5.2	–	–
Order clerks	19.40	4.7	19.40	4.7	–	–
Records clerks, n.e.c.	11.97	2.2	11.97	2.2	–	–
Bookkeepers, accounting and auditing clerks	12.45	4.8	12.22	5.3	–	–
Billing clerks	12.10	1.4	12.10	1.4	–	–
Traffic, shipping and receiving clerks	13.28	7.8	13.28	7.8	–	–
Stock and inventory clerks	12.89	11.4	–	–	–	–
Investigators and adjusters, except insurance	11.94	5.4	11.94	5.4	–	–
General office clerks	13.25	7.0	12.50	5.5	–	–
Teachers' aides	10.42	9.2	–	–	–	–
Administrative support, n.e.c.	13.69	4.6	13.69	4.6	–	–
Blue collar	16.54	3.7	15.98	4.1	19.38	1.8
Precision production, craft, and repair						
Automobile mechanics	18.21	1.4	18.01	.8	–	–
Industrial machinery repairers	22.04	14.3	22.04	14.3	–	–
Mechanics and repairers, n.e.c.	17.60	8.3	17.60	8.3	–	–
Carpenters	18.94	10.3	–	–	–	–
Electricians	17.55	8.2	–	–	–	–
Plumbers, pipefitters and steamfitters	21.74	5.2	21.74	5.2	–	–
Machine operators, assemblers, and inspectors						
Molding and casting machine operators	13.25	15.7	13.25	15.7	–	–
Extruding and forming machine operators	13.03	4.6	13.03	4.6	–	–
Mixing and blending machine operators	17.66	7.3	17.66	7.3	–	–
Miscellaneous machine operators, n.e.c.	14.64	6.2	14.64	6.2	–	–
Assemblers	11.18	2.9	11.18	2.9	–	–
Production inspectors, checkers and examiners ..	11.78	5.8	11.78	5.8	–	–
Transportation and material moving						
Truck drivers	15.77	5.4	15.63	5.4	19.79	.5
Industrial truck and tractor equipment operators ..	14.70	4.0	14.70	4.0	–	–
Handlers, equipment cleaners, helpers, and laborers						
Production helpers	12.03	13.1	12.03	13.1	–	–
Stock handlers and baggers	11.29	11.2	11.29	11.2	–	–
Freight, stock, and material handlers, n.e.c.	21.00	4.0	21.00	4.0	–	–
Laborers, except construction, n.e.c.	16.40	3.8	15.66	2.1	–	–
Service						
Protective service	18.86	22.5	11.45	26.0	17.86	10.5
Guards and police, except public service	10.03	22.4	10.03	22.4	26.44	12.3
Food service	8.23	10.4	8.05	10.8	–	–
Waiters, waitresses, and bartenders	5.30	13.0	5.30	13.0	–	–
Waiters and waitresses	4.25	23.5	4.25	23.5	–	–
Other food service	10.04	3.3	9.93	3.6	–	–
Cooks	10.48	5.7	10.48	5.7	–	–
Food preparation, n.e.c.	9.38	4.9	8.89	2.9	–	–
Health service	10.27	2.8	9.96	2.6	–	–
Health aides, except nursing	10.12	6.5	10.08	6.4	–	–
Nursing aides, orderlies and attendants	10.34	1.4	9.90	1.8	–	–

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, Pittsburgh, PA, December 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	\$12.89	6.2	\$12.16	10.5	\$14.21	2.3
Maids and housemen	8.79	8.2	8.68	8.2	—	—
Janitors and cleaners	13.79	2.7	13.51	5.4	14.13	1.9
Personal service	16.91	12.2	18.58	14.7	—	—

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 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, Pittsburgh, PA, December 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	\$9.73	5.9	\$9.46	6.0	\$14.10	17.4
All excluding sales	10.43	6.2	10.14	6.4	14.28	19.9
White collar	12.12	6.2	11.82	6.4	16.09	18.1
White collar excluding sales	15.76	6.3	15.65	6.5	16.57	21.9
Professional specialty and technical	20.04	5.7	20.06	5.2	19.87	24.9
Professional specialty	21.16	6.4	21.41	6.0	19.87	24.9
Health related	24.07	1.7	24.17	1.8	—	—
Registered nurses	23.36	1.3	23.46	1.3	—	—
Teachers, college and university	26.50	15.3	—	—	—	—
Teachers, except college and university	18.13	21.9	14.40	6.7	19.68	29.1
Substitute teachers	11.20	5.9	—	—	11.34	5.7
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.64	5.9	14.64	5.9	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.20	6.9	7.15	7.1	—	—
Cashiers	6.48	2.8	6.35	2.4	—	—
Administrative support, including clerical	9.73	4.6	9.61	5.0	10.92	5.0
Secretaries	10.79	1.8	10.79	1.8	—	—
General office clerks	8.70	9.4	—	—	—	—
Administrative support, n.e.c.	11.27	2.1	—	—	—	—
Blue collar	8.05	8.0	7.73	6.8	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.12	11.9	8.09	5.8	—	—
Handlers, equipment cleaners, helpers, and laborers	7.58	10.5	7.53	10.4	—	—
Stock handlers and baggers	6.22	1.4	6.22	1.4	—	—
Freight, stock, and material handlers, n.e.c.	12.04	13.5	12.04	13.5	—	—
Service	7.00	4.7	6.89	4.7	9.39	10.3
Protective service	—	—	—	—	—	—
Food service	5.94	2.3	5.83	2.3	—	—
Waiters, waitresses, and bartenders	3.76	11.5	3.76	11.5	—	—
Waiters and waitresses	3.11	6.6	3.11	6.6	—	—
Waiters'/Waitresses' assistants	5.78	12.2	5.78	12.2	—	—
Other food service	7.27	2.0	7.16	1.8	—	—
Cooks	8.06	2.4	8.01	2.4	—	—
Food preparation, n.e.c.	7.00	2.0	6.82	3.0	—	—
Health service	9.65	1.9	9.65	1.9	—	—
Health aides, except nursing	10.45	2.4	10.45	2.4	—	—
Nursing aides, orderlies and attendants	9.55	2.6	9.55	2.6	—	—

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, Pittsburgh, PA, December 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	\$8.50	6.9	—	—	—	—
Janitors and cleaners	8.52	8.1	—	—	—	—
Personal service	7.88	7.8	\$7.84	8.1	—	—

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

² 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, Pittsburgh, PA, December 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	\$718	2.4	39.2	\$676	2.8	39.3	\$921	0.9	39.1
All excluding sales	734	2.6	39.2	692	3.0	39.3	923	1.1	39.1
White collar	814	2.4	39.1	764	2.8	39.3	1,071	1.8	38.4
White collar excluding sales	857	2.7	39.1	807	3.2	39.2	1,078	2.0	38.5
Professional specialty and technical	1,039	3.3	38.8	946	4.9	38.9	1,300	1.5	38.3
Professional specialty	1,132	3.9	38.7	1,037	6.1	38.9	1,340	.5	38.3
Engineers, architects, and surveyors	1,252	6.9	39.9	1,252	6.9	39.9	-	-	-
Electrical and electronic engineers	1,240	3.2	40.0	1,240	3.2	40.0	-	-	-
Engineers, n.e.c.	1,437	11.4	40.0	1,437	11.4	40.0	-	-	-
Mathematical and computer scientists	1,188	7.4	39.4	1,188	7.4	39.4	-	-	-
Computer systems analysts and scientists	1,121	7.0	39.5	1,121	7.0	39.5	-	-	-
Natural scientists	1,032	10.4	40.6	1,032	10.4	40.6	-	-	-
Health related	976	5.3	39.4	977	5.4	39.4	-	-	-
Registered nurses	917	1.6	39.2	915	1.6	39.2	-	-	-
Pharmacists	1,361	1.2	40.0	1,361	1.2	40.0	-	-	-
Physical therapists	1,053	2.0	38.8	1,053	2.0	38.8	-	-	-
Therapists, n.e.c.	633	16.3	39.0	610	16.8	39.1	-	-	-
Teachers, college and university	1,150	21.5	37.4	-	-	-	1,285	1.6	36.9
Teachers, except college and university	1,342	1.7	38.3	734	12.8	37.1	1,398	.9	38.5
Elementary school teachers ...	1,403	2.6	38.0	-	-	-	1,424	2.1	38.1
Secondary school teachers	1,318	2.6	38.3	-	-	-	1,344	2.5	38.3
Teachers, special education ...	1,359	13.9	39.1	774	18.3	37.2	-	-	-
Teachers, n.e.c.	1,530	16.0	38.0	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	982	8.1	38.8	957	9.9	38.4	-	-	-
Psychologists	798	21.3	36.3	-	-	-	-	-	-
Social, recreation, and religious workers	615	3.3	38.6	481	4.6	39.3	-	-	-
Social workers	615	3.3	38.6	481	4.6	39.3	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,135	21.8	36.7	1,135	21.8	36.7	-	-	-
Editors and reporters	713	11.2	37.5	713	11.2	37.5	-	-	-
Technical	709	8.8	39.1	703	9.5	39.1	-	-	-
Clinical laboratory technologists and technicians	656	7.1	39.9	656	7.1	39.9	-	-	-
Health record technologists and technicians	700	5.2	40.0	700	5.2	40.0	-	-	-
Radiological technicians	711	.7	39.7	711	.7	39.7	-	-	-
Licensed practical nurses	588	3.9	38.4	581	4.3	38.0	-	-	-
Health technologists and technicians, n.e.c.	476	5.4	38.6	476	5.4	38.6	-	-	-
Engineering technicians, n.e.c.	910	8.9	38.7	-	-	-	-	-	-
Drafters	946	14.7	40.0	946	14.7	40.0	-	-	-
Executive, administrative, and managerial	1,082	3.7	39.5	1,080	4.0	39.6	1,096	10.0	38.6
Executives, administrators, and managers	1,221	5.5	39.6	1,224	6.1	39.7	1,205	12.1	39.0
Financial managers	1,505	17.7	38.7	1,505	17.7	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, Pittsburgh, PA, December 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 —Continued									
Executives, administrators, and managers —Continued									
Managers, marketing, advertising, and public relations	\$1,340	11.9	40.0	\$1,340	11.9	40.0	—	—	—
Administrators, education and related fields	—	—	—	—	—	—	\$1,259	25.5	39.3
Managers, medicine and health	1,061	13.3	41.3	1,061	13.3	41.3	—	—	—
Managers, service organizations, n.e.c.	1,188	27.1	37.5	1,188	27.1	37.5	—	—	—
Managers and administrators, n.e.c.	1,349	6.7	41.1	1,373	7.7	41.4	—	—	—
Management related	896	3.4	39.4	903	3.7	39.5	—	—	—
Accountants and auditors	808	4.8	39.5	805	5.4	39.7	—	—	—
Personnel, training, and labor relations specialists	965	10.3	39.3	965	10.3	39.3	—	—	—
Purchasing agents and buyers, n.e.c.	930	7.7	40.0	930	7.7	40.0	—	—	—
Management related, n.e.c.	930	4.5	39.3	940	4.4	39.3	—	—	—
Sales	471	9.0	39.5	469	9.2	39.5	—	—	—
Supervisors, sales	981	24.1	39.3	981	24.1	39.3	—	—	—
Sales workers, apparel	398	3.6	39.0	398	3.6	39.0	—	—	—
Cashiers	358	6.2	39.4	338	4.3	39.6	—	—	—
Sales support, n.e.c.	484	33.3	39.5	484	33.3	39.5	—	—	—
Administrative support, including clerical	531	3.1	39.2	521	3.6	39.3	591	1.7	38.6
Supervisors, financial records processing	613	7.7	40.0	613	7.7	40.0	—	—	—
Secretaries	583	3.2	39.3	555	4.1	39.3	640	3.8	39.3
Stenographers	552	4.1	39.2	—	—	—	—	—	—
Typists	407	16.5	37.4	—	—	—	—	—	—
Receptionists	431	4.7	39.9	431	4.7	39.9	—	—	—
Information clerks, n.e.c.	509	5.4	37.7	509	5.4	37.7	—	—	—
Order clerks	763	4.8	39.3	763	4.8	39.3	—	—	—
Records clerks, n.e.c.	470	1.8	39.2	470	1.8	39.2	—	—	—
Bookkeepers, accounting and auditing clerks	489	5.9	39.3	480	6.6	39.3	—	—	—
Billing clerks	484	1.4	40.0	484	1.4	40.0	—	—	—
Traffic, shipping and receiving clerks	528	7.6	39.7	528	7.6	39.7	—	—	—
Stock and inventory clerks	509	11.4	39.5	—	—	—	—	—	—
Investigators and adjusters, except insurance	467	6.3	39.1	467	6.3	39.1	—	—	—
General office clerks	518	6.2	39.1	494	5.1	39.5	—	—	—
Teachers' aides	383	6.6	36.8	—	—	—	—	—	—
Administrative support, n.e.c.	539	4.7	39.4	539	4.7	39.4	—	—	—
Blue collar	660	3.7	39.9	639	4.0	40.0	769	2.1	39.7
Precision production, craft, and repair	781	2.8	39.8	787	3.0	39.8	709	7.9	39.6
Automobile mechanics	720	1.6	39.6	711	1.3	39.5	—	—	—
Industrial machinery repairers	882	14.3	40.0	882	14.3	40.0	—	—	—
Mechanics and repairers, n.e.c.	703	8.5	39.9	703	8.5	39.9	—	—	—
Carpenters	752	10.8	39.7	—	—	—	—	—	—

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, Pittsburgh, PA, December 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)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Electricians	\$696	8.6	39.6	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	858	5.5	39.4	\$858	5.5	39.4	—	—	—
Machine operators, assemblers, and inspectors	532	4.9	40.0	532	4.9	40.0	—	—	—
Molding and casting machine operators	530	15.7	40.0	530	15.7	40.0	—	—	—
Extruding and forming machine operators	521	4.6	40.0	521	4.6	40.0	—	—	—
Mixing and blending machine operators	707	7.3	40.0	707	7.3	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	586	6.2	40.0	586	6.2	40.0	—	—	—
Assemblers	447	2.9	40.0	447	2.9	40.0	—	—	—
Production inspectors, checkers and examiners ...	471	5.8	40.0	471	5.8	40.0	—	—	—
Transportation and material moving	702	3.2	40.1	608	4.0	40.5	\$786	0.3	39.7
Truck drivers	649	5.4	41.2	644	5.5	41.2	—	—	—
Industrial truck and tractor equipment operators	588	4.0	40.0	588	4.0	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	560	8.1	39.9	538	8.7	39.9	736	9.8	39.5
Production helpers	481	13.1	40.0	481	13.1	40.0	—	—	—
Stock handlers and baggers ...	440	10.7	38.9	440	10.7	38.9	—	—	—
Freight, stock, and material handlers, n.e.c.	840	4.0	40.0	840	4.0	40.0	—	—	—
Laborers, except construction, n.e.c.	656	3.8	40.0	627	2.1	40.0	—	—	—
Service	477	5.7	38.4	416	4.3	38.0	712	10.5	39.9
Protective service	750	22.8	39.8	453	26.5	39.5	1,057	12.3	40.0
Guards and police, except public service	396	22.8	39.5	396	22.8	39.5	—	—	—
Food service	311	12.6	37.8	304	13.1	37.8	—	—	—
Waiters, waitresses, and bartenders	196	15.5	37.0	196	15.5	37.0	—	—	—
Waiters and waitresses	151	25.6	35.6	151	25.6	35.6	—	—	—
Other food service	385	5.9	38.3	380	6.4	38.3	—	—	—
Cooks	419	5.7	40.0	419	5.7	40.0	—	—	—
Food preparation, n.e.c.	346	8.8	36.8	324	7.7	36.4	—	—	—
Health service	404	3.1	39.3	391	2.9	39.3	—	—	—
Health aides, except nursing ..	404	6.5	39.9	403	6.4	39.9	—	—	—
Nursing aides, orderlies and attendants	404	2.3	39.0	385	2.4	38.9	—	—	—

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, Pittsburgh, PA, December 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									
Cleaning and building service	\$508	6.9	39.4	\$476	11.4	39.2	\$566	2.1	39.8
Maids and housemen	338	11.0	38.5	334	11.1	38.4	—	—	—
Janitors and cleaners	547	3.0	39.7	534	6.0	39.5	563	1.8	39.9
Personal service	558	6.6	33.0	579	7.7	31.1	—	—	—

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, Pittsburgh, PA, December 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	\$36,477	2.4	1,994	\$34,988	2.8	2,033	\$42,957	0.9	1,822
All excluding sales	37,241	2.6	1,990	35,813	3.0	2,032	43,047	1.1	1,821
White collar	40,741	2.4	1,958	39,416	2.8	2,027	46,375	1.8	1,665
White collar excluding sales	42,657	2.7	1,946	41,614	3.2	2,022	46,570	2.0	1,662
Professional specialty and technical	49,141	3.3	1,835	48,129	4.9	1,980	51,364	1.5	1,516
Professional specialty	52,222	3.9	1,786	52,351	6.1	1,961	52,004	.5	1,488
Engineers, architects, and surveyors	65,080	6.9	2,076	65,080	6.9	2,076	-	-	-
Electrical and electronic engineers	64,467	3.2	2,080	64,467	3.2	2,080	-	-	-
Engineers, n.e.c.	74,750	11.4	2,080	74,750	11.4	2,080	-	-	-
Mathematical and computer scientists	61,777	7.4	2,049	61,777	7.4	2,049	-	-	-
Computer systems analysts and scientists	58,301	7.0	2,056	58,301	7.0	2,056	-	-	-
Natural scientists	53,665	10.4	2,111	53,665	10.4	2,111	-	-	-
Health related	50,752	5.3	2,048	50,794	5.4	2,049	-	-	-
Registered nurses	47,664	1.6	2,039	47,601	1.6	2,039	-	-	-
Pharmacists	70,775	1.2	2,080	70,775	1.2	2,080	-	-	-
Physical therapists	54,772	2.0	2,019	54,772	2.0	2,019	-	-	-
Therapists, n.e.c.	32,898	16.3	2,026	31,725	16.8	2,033	-	-	-
Teachers, college and university	48,172	21.5	1,567	-	-	-	49,789	1.6	1,431
Teachers, except college and university	51,005	1.7	1,458	31,015	12.8	1,567	52,656	.9	1,448
Elementary school teachers ...	52,434	2.6	1,421	-	-	-	53,260	2.1	1,426
Secondary school teachers ...	49,374	2.6	1,435	-	-	-	50,366	2.5	1,436
Teachers, special education ...	53,429	13.9	1,535	33,724	18.3	1,622	-	-	-
Teachers, n.e.c.	59,414	16.0	1,475	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	50,169	8.1	1,983	49,765	9.9	1,997	-	-	-
Psychologists	39,319	21.3	1,787	-	-	-	-	-	-
Social, recreation, and religious workers	31,811	3.3	2,000	24,847	4.6	2,030	-	-	-
Social workers	31,811	3.3	2,000	24,847	4.6	2,030	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	58,367	21.8	1,888	58,367	21.8	1,888	-	-	-
Editors and reporters	37,082	11.2	1,950	37,082	11.2	1,950	-	-	-
Technical	36,882	8.8	2,031	36,558	9.5	2,034	-	-	-
Clinical laboratory technologists and technicians	34,097	7.1	2,076	34,097	7.1	2,076	-	-	-
Health record technologists and technicians	36,416	5.2	2,080	36,416	5.2	2,080	-	-	-
Radiological technicians	36,995	.7	2,062	36,995	.7	2,062	-	-	-
Licensed practical nurses	30,578	3.9	1,996	30,235	4.3	1,978	-	-	-
Health technologists and technicians, n.e.c.	24,730	5.4	2,009	24,730	5.4	2,009	-	-	-
Engineering technicians, n.e.c.	47,325	8.9	2,014	-	-	-	-	-	-
Drafters	49,182	14.7	2,080	49,182	14.7	2,080	-	-	-
Executive, administrative, and managerial	56,123	3.7	2,051	56,082	4.0	2,058	56,443	10.0	1,991
Executives, administrators, and managers	63,231	5.5	2,052	63,464	6.1	2,061	61,851	12.1	2,000
Financial managers	78,254	17.7	2,011	78,254	17.7	2,011	-	-	-

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, Pittsburgh, PA, December 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 —Continued									
Executives, administrators, and managers —Continued									
Managers, marketing, advertising, and public relations	\$69,700	11.9	2,080	\$69,700	11.9	2,080	—	—	—
Administrators, education and related fields	—	—	—	—	—	—	\$63,619	25.5	1,985
Managers, medicine and health	55,168	13.3	2,149	55,168	13.3	2,149	—	—	—
Managers, service organizations, n.e.c.	60,709	27.1	1,914	60,709	27.1	1,914	—	—	—
Managers and administrators, n.e.c.	70,132	6.7	2,137	71,389	7.7	2,154	—	—	—
Management related	46,573	3.4	2,049	46,937	3.7	2,055	—	—	—
Accountants and auditors	42,007	4.8	2,053	41,878	5.4	2,065	—	—	—
Personnel, training, and labor relations specialists	50,183	10.3	2,046	50,183	10.3	2,046	—	—	—
Purchasing agents and buyers, n.e.c.	48,382	7.7	2,080	48,382	7.7	2,080	—	—	—
Management related, n.e.c.	48,362	4.5	2,042	48,862	4.4	2,044	—	—	—
Sales	24,487	9.0	2,054	24,407	9.2	2,056	—	—	—
Supervisors, sales	50,991	24.1	2,044	50,991	24.1	2,044	—	—	—
Sales workers, apparel	20,672	3.6	2,027	20,672	3.6	2,027	—	—	—
Cashiers	18,592	6.2	2,049	17,587	4.3	2,060	—	—	—
Sales support, n.e.c.	25,164	33.3	2,052	25,164	33.3	2,052	—	—	—
Administrative support, including clerical	27,397	3.1	2,024	27,096	3.6	2,042	29,238	1.7	1,910
Supervisors, financial records processing	31,897	7.7	2,080	31,897	7.7	2,080	—	—	—
Secretaries	30,234	3.2	2,041	28,852	4.1	2,045	33,062	3.8	2,032
Stenographers	26,659	4.1	1,892	—	—	—	—	—	—
Typists	21,172	16.5	1,947	—	—	—	—	—	—
Receptionists	22,419	4.7	2,076	22,419	4.7	2,076	—	—	—
Information clerks, n.e.c.	26,473	5.4	1,960	26,473	5.4	1,960	—	—	—
Order clerks	39,671	4.8	2,045	39,671	4.8	2,045	—	—	—
Records clerks, n.e.c.	24,417	1.8	2,040	24,417	1.8	2,040	—	—	—
Bookkeepers, accounting and auditing clerks	25,444	5.9	2,043	24,950	6.6	2,043	—	—	—
Billing clerks	25,161	1.4	2,080	25,161	1.4	2,080	—	—	—
Traffic, shipping and receiving clerks	27,430	7.6	2,066	27,430	7.6	2,066	—	—	—
Stock and inventory clerks	26,448	11.4	2,052	—	—	—	—	—	—
Investigators and adjusters, except insurance	24,262	6.3	2,033	24,262	6.3	2,033	—	—	—
General office clerks	26,956	6.2	2,034	25,683	5.1	2,055	—	—	—
Teachers' aides	15,908	6.6	1,527	—	—	—	—	—	—
Administrative support, n.e.c.	28,030	4.7	2,048	28,030	4.7	2,048	—	—	—
Blue collar	34,319	3.7	2,075	33,188	4.0	2,077	40,003	2.1	2,064
Precision production, craft, and repair	40,614	2.8	2,070	40,890	3.0	2,070	36,882	7.9	2,061
Automobile mechanics	37,463	1.6	2,057	36,966	1.3	2,052	—	—	—
Industrial machinery repairers	45,841	14.3	2,080	45,841	14.3	2,080	—	—	—
Mechanics and repairers, n.e.c.	36,534	8.5	2,076	36,534	8.5	2,076	—	—	—
Carpenters	39,129	10.8	2,066	—	—	—	—	—	—

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, Pittsburgh, PA, December 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)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Electricians	\$36,179	8.6	2,061	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	44,591	5.5	2,051	\$44,591	5.5	2,051	—	—	—
Machine operators, assemblers, and inspectors	27,640	4.9	2,077	27,640	4.9	2,077	—	—	—
Molding and casting machine operators	27,393	15.7	2,068	27,393	15.7	2,068	—	—	—
Extruding and forming machine operators	27,094	4.6	2,080	27,094	4.6	2,080	—	—	—
Mixing and blending machine operators	36,738	7.3	2,080	36,738	7.3	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	30,360	6.2	2,073	30,360	6.2	2,073	—	—	—
Assemblers	23,245	2.9	2,080	23,245	2.9	2,080	—	—	—
Production inspectors, checkers and examiners ...	24,500	5.8	2,080	24,500	5.8	2,080	—	—	—
Transportation and material moving	36,492	3.2	2,086	31,636	4.0	2,107	\$40,890	0.3	2,067
Truck drivers	33,755	5.4	2,140	33,490	5.5	2,143	—	—	—
Industrial truck and tractor equipment operators	30,578	4.0	2,080	30,578	4.0	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	29,070	8.1	2,070	27,913	8.7	2,072	38,278	9.8	2,054
Production helpers	25,021	13.1	2,080	25,021	13.1	2,080	—	—	—
Stock handlers and baggers ...	22,724	10.7	2,012	22,724	10.7	2,012	—	—	—
Freight, stock, and material handlers, n.e.c.	43,686	4.0	2,080	43,686	4.0	2,080	—	—	—
Laborers, except construction, n.e.c.	34,119	3.8	2,080	32,582	2.1	2,080	—	—	—
Service	24,581	5.7	1,980	21,586	4.3	1,974	35,757	10.5	2,002
Protective service	38,991	22.8	2,068	23,550	26.5	2,056	54,986	12.3	2,080
Guards and police, except public service	20,600	22.8	2,053	20,600	22.8	2,053	—	—	—
Food service	15,867	12.6	1,928	15,830	13.1	1,965	—	—	—
Waiters, waitresses, and bartenders	10,215	15.5	1,927	10,215	15.5	1,927	—	—	—
Waiters and waitresses	7,877	25.6	1,852	7,877	25.6	1,852	—	—	—
Other food service	19,377	5.9	1,930	19,783	6.4	1,993	—	—	—
Cooks	21,793	5.7	2,080	21,793	5.7	2,080	—	—	—
Food preparation, n.e.c.	16,714	8.8	1,782	16,845	7.7	1,894	—	—	—
Health service	20,996	3.1	2,045	20,348	2.9	2,042	—	—	—
Health aides, except nursing ..	21,016	6.5	2,077	20,941	6.4	2,077	—	—	—
Nursing aides, orderlies and attendants	20,986	2.3	2,029	20,044	2.4	2,024	—	—	—

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, Pittsburgh, PA, December 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									
Cleaning and building service	\$26,397	6.9	2,049	\$24,763	11.4	2,037	\$29,412	2.1	2,070
Maids and housemen	17,596	11.0	2,001	17,353	11.1	1,999	—	—	—
Janitors and cleaners	28,439	3.0	2,063	27,773	6.0	2,055	29,287	1.8	2,073
Personal service	27,816	6.6	1,645	29,625	7.7	1,595	—	—	—

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, Pittsburgh, PA, December 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	\$17.27	2.5	\$16.17	2.8	\$23.16	1.0
All excluding sales	17.87	2.6	16.77	3.0	23.24	1.2
White collar	19.85	2.2	18.52	2.6	27.25	1.8
1	7.42	5.5	7.25	5.6	—	—
2	8.60	1.8	8.60	1.8	—	—
3	10.20	3.7	10.08	3.9	12.69	5.9
4	13.88	3.8	13.65	4.8	14.83	2.8
5	15.03	2.8	14.87	3.1	—	—
6	16.84	2.4	15.61	1.8	—	—
7	21.37	2.7	19.50	2.9	29.62	2.2
8	24.48	2.7	21.65	2.3	33.47	3.5
9	28.87	2.3	25.49	2.2	37.04	4.7
10	28.57	2.9	28.58	3.0	—	—
11	35.56	6.3	36.65	8.0	31.79	5.9
12	40.61	4.6	40.72	5.4	—	—
13	48.62	5.6	48.62	5.6	—	—
White collar excluding sales	21.46	2.4	20.18	2.9	27.47	1.8
1	9.78	6.8	9.66	8.4	—	—
2	9.48	3.5	9.49	3.5	—	—
3	11.15	2.0	11.02	2.1	12.97	10.0
4	13.99	3.9	13.79	4.9	14.84	3.1
5	15.25	2.8	15.11	3.0	—	—
6	16.95	2.5	15.67	1.8	—	—
7	21.39	2.7	19.43	2.8	29.62	2.2
8	24.76	2.6	21.81	1.8	33.47	3.5
9	28.85	2.3	25.40	2.1	37.04	4.7
10	28.57	2.9	28.58	3.0	—	—
11	35.55	6.6	36.70	8.5	31.79	5.9
12	40.36	4.8	40.43	5.6	—	—
13	48.62	5.6	48.62	5.6	—	—
Professional specialty and technical	26.16	3.0	23.86	4.4	33.18	1.3
Professional specialty	28.46	3.5	26.09	5.2	34.14	.6
5	15.36	13.6	15.65	14.4	—	—
6	17.09	8.8	13.43	10.5	—	—
7	24.15	4.0	20.59	3.7	33.28	5.5
8	27.49	3.1	23.41	2.7	34.80	1.2
9	30.26	2.5	25.31	1.8	37.37	4.8
10	28.92	4.5	28.96	4.7	—	—
11	32.49	4.6	32.84	5.1	—	—
12	43.86	9.9	45.40	12.4	—	—
Engineers, architects, and surveyors	31.34	6.9	31.34	6.9	—	—
9	30.59	2.4	30.59	2.4	—	—
11	29.94	6.7	29.94	6.7	—	—
Electrical and electronic engineers	30.99	3.2	30.99	3.2	—	—
Engineers, n.e.c.	35.94	11.4	35.94	11.4	—	—
Mathematical and computer scientists	30.15	7.2	30.15	7.2	—	—
11	36.70	2.6	36.70	2.6	—	—
Computer systems analysts and scientists	28.35	6.9	28.35	6.9	—	—
Natural scientists	25.42	9.7	25.42	9.7	—	—
Health related	24.63	4.4	24.66	4.5	—	—
7	20.31	6.0	20.15	6.0	—	—
8	23.32	2.5	23.45	2.5	—	—
9	24.72	1.1	24.72	1.1	—	—
10	32.88	2.4	32.88	2.4	—	—
11	32.90	5.1	33.42	5.7	—	—
Registered nurses	23.37	1.1	23.37	1.1	—	—
7	21.81	2.0	21.66	1.8	—	—
8	22.84	1.2	22.97	1.2	—	—
9	23.58	.6	23.58	.6	—	—
11	32.91	6.3	33.62	6.8	—	—
Pharmacists	34.10	1.0	34.10	1.0	—	—
Physical therapists	27.25	2.5	27.25	2.5	—	—
9	27.77	1.7	27.77	1.7	—	—
Therapists, n.e.c.	16.23	16.5	15.60	16.4	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 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						
Teachers, college and university	\$30.64	21.0	—	—	\$34.26	1.5
7	20.47	4.3	\$20.47	4.3	—	—
12	39.42	5.0	—	—	—	—
Teachers, except college and university	33.75	1.6	18.59	11.1	35.39	1.3
7	31.74	6.3	—	—	33.55	5.8
8	33.42	2.9	20.11	5.6	35.23	1.5
9	37.74	5.1	—	—	38.41	5.2
Elementary school teachers	36.89	2.5	—	—	37.36	2.2
8	36.21	7.9	—	—	37.10	7.6
9	37.41	1.1	—	—	—	—
Secondary school teachers	34.09	3.1	—	—	34.77	3.3
8	32.78	4.0	—	—	34.02	2.6
9	35.23	3.9	—	—	—	—
Teachers, special education	34.05	13.2	19.57	18.0	—	—
Teachers, n.e.c.	36.72	19.1	—	—	40.96	13.5
Substitute teachers	12.87	8.6	—	—	13.10	8.7
7	11.41	9.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.33	5.9	24.96	7.4	—	—
Psychologists	22.16	12.1	—	—	—	—
Social, recreation, and religious workers	14.41	9.9	11.28	5.7	—	—
Social workers	14.42	10.2	11.22	5.6	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.79	25.4	30.79	25.4	—	—
9	26.92	9.8	26.92	9.8	—	—
Not able to be leveled	37.88	36.9	37.88	36.9	—	—
Editors and reporters	19.02	11.2	19.02	11.2	—	—
Technical	17.91	8.3	17.71	8.8	—	—
4	13.38	5.0	13.18	4.9	—	—
5	14.43	4.0	14.43	4.0	—	—
6	18.30	8.5	16.89	3.0	—	—
7	18.83	7.7	18.83	7.7	—	—
8	19.51	3.9	19.51	3.9	—	—
9	22.22	5.4	22.22	5.4	—	—
Clinical laboratory technologists and technicians	16.36	7.1	16.36	7.1	—	—
Health record technologists and technicians	17.51	5.2	17.51	5.2	—	—
Radiological technicians	18.05	1.2	18.05	1.2	—	—
5	17.31	2.3	17.31	2.3	—	—
7	19.79	1.6	19.79	1.6	—	—
Licensed practical nurses	15.33	1.5	15.31	1.2	—	—
4	15.38	4.8	14.61	1.5	—	—
5	15.12	2.0	15.12	2.0	—	—
Health technologists and technicians, n.e.c.	12.21	2.5	12.21	2.5	—	—
4	11.26	6.1	11.26	6.1	—	—
Engineering technicians, n.e.c.	23.49	8.2	—	—	—	—
Drafters	23.65	14.7	23.65	14.7	—	—
Executive, administrative, and managerial	27.41	4.0	27.29	4.4	28.35	9.0
5	17.94	5.6	17.94	5.6	—	—
7	18.31	4.1	18.60	4.6	—	—
8	21.70	4.6	20.66	3.1	—	—
9	26.21	4.1	25.90	4.2	—	—
10	27.68	4.9	27.68	4.9	—	—
11	35.47	6.2	37.09	9.1	—	—
12	37.99	1.7	37.81	1.8	—	—
Executives, administrators, and managers	30.90	5.9	30.89	6.7	30.93	10.7
7	16.43	5.4	16.46	7.0	—	—
8	22.69	12.4	20.05	8.1	—	—
9	26.35	6.1	25.88	6.3	—	—
10	26.31	6.4	26.31	6.4	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 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						
11	\$36.13	7.3	\$38.89	12.2	—	—
12	37.87	2.1	37.67	2.3	—	—
Financial managers	38.92	20.0	38.92	20.0	—	—
Managers, marketing, advertising, and public relations	33.51	11.9	33.51	11.9	—	—
Administrators, education and related fields	—	—	—	—	\$32.05	22.3
11	37.64	2.6	—	—	—	—
Managers, medicine and health	25.67	15.3	25.67	15.3	—	—
Managers, service organizations, n.e.c.	31.72	29.3	31.72	29.3	—	—
Managers and administrators, n.e.c.	33.02	7.5	33.35	8.6	—	—
9	24.99	13.9	24.99	13.9	—	—
11	32.42	4.9	—	—	—	—
12	41.11	7.3	40.83	8.6	—	—
Management related	22.70	3.2	22.81	3.4	—	—
5	18.54	6.5	18.54	6.5	—	—
7	19.38	6.2	19.59	6.4	—	—
8	21.20	3.2	20.96	3.1	—	—
9	25.95	3.6	25.95	3.6	—	—
Accountants and auditors	20.46	5.1	20.28	5.7	—	—
Personnel, training, and labor relations specialists	24.53	10.0	24.53	10.0	—	—
Purchasing agents and buyers, n.e.c.	22.84	7.0	22.84	7.0	—	—
7	22.34	4.6	22.34	4.6	—	—
Management related, n.e.c.	23.68	3.8	23.90	3.6	—	—
Sales	10.39	7.7	10.34	7.8	—	—
1	6.45	6.2	6.45	6.2	—	—
3	8.91	6.7	8.89	6.8	—	—
Supervisors, sales	24.94	24.5	24.94	24.5	—	—
Sales workers, apparel	9.02	8.5	9.02	8.5	—	—
Cashiers	7.71	5.6	7.36	3.7	—	—
1	6.13	6.4	6.13	6.4	—	—
3	7.26	12.7	7.03	13.0	—	—
Administrative support, including clerical	13.20	2.9	12.93	3.4	15.03	2.2
1	9.78	6.8	9.66	8.4	—	—
2	9.41	3.3	9.42	3.4	—	—
3	11.16	2.0	11.02	2.1	12.97	10.0
4	14.20	4.4	14.05	5.7	14.74	2.9
5	14.90	3.3	14.36	4.0	—	—
6	15.87	3.0	15.73	3.0	—	—
7	18.09	11.8	17.76	13.5	—	—
8	19.81	9.9	19.81	9.9	—	—
Not able to be leveled	11.33	20.2	11.33	20.2	—	—
Supervisors, financial records processing	15.33	7.7	15.33	7.7	—	—
Secretaries	14.57	3.3	13.81	3.8	16.27	5.0
3	12.67	7.8	11.84	5.7	—	—
4	13.56	1.9	12.82	3.0	14.57	2.4
5	17.09	6.3	15.61	7.6	—	—
6	17.57	4.3	17.32	4.8	—	—
7	20.49	1.3	—	—	—	—
Stenographers	14.06	5.5	12.91	3.0	—	—
4	14.23	6.8	—	—	—	—
Typists	10.86	15.3	8.94	10.2	—	—
Transportation ticket and reservation agents	17.14	10.7	17.14	10.7	—	—
Receptionists	10.81	4.5	10.81	4.5	—	—
2	10.70	6.4	10.70	6.4	—	—
3	11.93	6.2	11.93	6.2	—	—
Information clerks, n.e.c.	11.73	8.2	11.73	8.2	—	—
Order clerks	19.36	4.8	19.36	4.8	—	—

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, Pittsburgh, PA, December 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						
Order clerks –Continued						
4	\$20.13	3.5	\$20.13	3.5	–	–
Records clerks, n.e.c.	11.63	.8	11.63	.8	–	–
4	11.58	4.6	11.58	4.6	–	–
Bookkeepers, accounting and auditing clerks	12.37	5.0	12.13	5.5	–	–
3	11.28	3.3	11.19	2.9	–	–
4	13.39	6.0	13.39	6.0	–	–
Billing clerks	12.11	1.4	12.11	1.4	–	–
4	12.11	1.4	12.11	1.4	–	–
Telephone operators	14.10	8.0	14.10	8.0	–	–
Traffic, shipping and receiving clerks	13.20	7.6	13.20	7.6	–	–
Stock and inventory clerks	12.89	11.4	–	–	–	–
Investigators and adjusters, except insurance	11.94	5.4	11.94	5.4	–	–
General office clerks	12.73	6.6	12.12	4.8	–	–
2	8.50	7.3	8.64	8.2	–	–
4	14.33	10.3	–	–	–	–
Bank tellers	10.39	10.6	10.39	10.6	–	–
3	10.62	10.1	10.62	10.1	–	–
Data entry keyers	10.23	3.5	10.23	3.5	–	–
Teachers' aides	10.42	9.2	–	–	–	–
Administrative support, n.e.c.	13.26	3.9	13.47	4.4	–	–
4	12.85	3.6	13.01	3.7	–	–
Blue collar	16.09	3.5	15.48	3.7	\$19.33	1.9
1	9.30	6.1	9.13	6.0	–	–
2	13.36	8.4	13.12	9.3	–	–
3	12.83	3.0	12.71	2.9	–	–
4	15.00	8.8	15.02	9.1	–	–
5	16.40	4.9	16.26	5.3	–	–
6	18.38	2.7	16.71	5.8	–	–
7	22.48	3.4	22.86	4.0	20.71	3.4
8	23.67	7.1	20.81	9.4	–	–
9	27.25	11.5	27.25	11.5	–	–
Precision production, craft, and repair	19.56	2.6	19.68	2.7	17.90	7.6
3	12.22	5.4	12.22	5.4	–	–
4	15.54	11.7	16.02	13.4	–	–
5	16.52	5.2	16.51	5.3	–	–
6	17.50	5.9	16.88	6.4	–	–
7	22.98	5.2	23.33	5.5	18.34	5.4
8	20.81	9.4	20.81	9.4	–	–
9	27.25	11.5	27.25	11.5	–	–
Automobile mechanics	18.21	1.4	18.01	.8	–	–
Industrial machinery repairers	22.04	14.3	22.04	14.3	–	–
Mechanics and repairers, n.e.c.	17.53	8.6	17.53	8.6	–	–
Carpenters	18.94	10.3	–	–	–	–
Electricians	17.55	8.2	–	–	–	–
Plumbers, pipefitters and steamfitters	21.74	5.2	21.74	5.2	–	–
Machine operators, assemblers, and inspectors	13.30	4.9	13.30	4.9	–	–
2	11.24	2.9	11.24	2.9	–	–
3	11.48	3.8	11.48	3.8	–	–
4	12.88	9.0	12.88	9.0	–	–
5	16.33	9.8	16.33	9.8	–	–
6	16.59	10.3	16.59	10.3	–	–
7	18.73	6.7	18.73	6.7	–	–
Molding and casting machine operators	13.25	15.7	13.25	15.7	–	–
Extruding and forming machine operators	13.03	4.6	13.03	4.6	–	–
Mixing and blending machine operators	17.66	7.3	17.66	7.3	–	–
Miscellaneous machine operators, n.e.c.	14.64	6.2	14.64	6.2	–	–
Assemblers	11.17	2.9	11.17	2.9	–	–
Production inspectors, checkers and examiners ..	11.78	5.8	11.78	5.8	–	–

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, Pittsburgh, PA, December 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						
Transportation and material moving	\$17.00	3.3	\$14.32	3.4	\$19.71	0.6
2	12.87	11.7	11.55	12.3	—	—
3	12.98	7.2	12.98	7.2	—	—
4	17.78	3.8	17.74	3.9	—	—
5	16.04	5.8	15.43	8.0	—	—
Truck drivers	15.77	5.4	15.63	5.4	—	—
4	19.17	7.5	19.21	8.2	—	—
5	15.95	9.6	15.70	10.2	—	—
Bus drivers	18.40	2.4	—	—	—	—
Industrial truck and tractor equipment operators ..	14.70	4.0	14.70	4.0	—	—
4	16.34	4.0	16.34	4.0	—	—
Handlers, equipment cleaners, helpers, and laborers	12.95	7.2	12.37	7.6	18.62	8.9
1	9.51	8.4	9.37	8.4	—	—
2	14.69	10.2	14.87	11.3	—	—
3	15.21	6.5	14.88	6.6	—	—
4	17.02	8.1	17.02	8.1	—	—
5	16.83	12.1	—	—	—	—
Production helpers	11.81	11.9	11.81	11.9	—	—
Stock handlers and baggers	8.03	18.6	8.03	18.6	—	—
1	6.67	19.5	6.67	19.5	—	—
Freight, stock, and material handlers, n.e.c.	18.30	6.4	18.30	6.4	—	—
3	16.84	9.8	16.84	9.8	—	—
Hand packers and packagers	10.18	6.1	10.18	6.1	—	—
Laborers, except construction, n.e.c.	15.30	6.1	14.51	5.2	—	—
1	14.40	13.0	—	—	—	—
Service	11.06	5.7	9.76	4.4	17.31	11.4
1	6.80	6.0	6.59	5.7	11.90	6.3
2	8.66	4.7	8.39	4.6	12.20	15.2
3	10.26	4.2	9.29	2.2	13.65	2.9
4	11.79	4.3	11.44	4.6	—	—
5	20.61	3.8	20.63	3.8	—	—
6	16.70	5.8	14.41	8.8	—	—
7	23.13	19.3	—	—	—	—
Protective service	17.48	26.0	10.74	26.5	25.50	16.5
Guards and police, except public service	9.52	21.5	9.52	21.5	—	—
Food service	7.01	6.2	6.85	6.0	10.62	2.7
1	5.73	2.3	5.64	2.2	—	—
2	6.60	7.4	6.49	7.3	—	—
3	8.24	5.5	7.84	4.4	—	—
4	10.22	7.3	10.29	7.7	—	—
Waiters, waitresses, and bartenders	4.48	10.4	4.48	10.4	—	—
1	4.16	12.8	4.16	12.8	—	—
2	3.57	12.2	3.57	12.2	—	—
3	6.95	4.8	6.95	4.8	—	—
Waiters and waitresses	3.53	12.0	3.53	12.0	—	—
1	3.33	7.6	3.33	7.6	—	—
Waiters'/Waitresses' assistants	5.84	5.4	5.84	5.4	—	—
1	6.14	1.1	6.14	1.1	—	—
Other food service	8.56	3.9	8.41	3.9	10.62	2.7
1	7.28	4.3	7.15	5.0	—	—
2	8.23	5.7	8.14	5.7	—	—
3	9.00	6.2	8.49	4.7	—	—
4	10.22	7.3	10.29	7.7	—	—
Supervisors, food preparation and service	10.21	9.7	10.21	9.7	—	—
Cooks	9.46	4.9	9.47	5.0	—	—
2	8.26	3.7	8.26	3.7	—	—
4	10.23	8.3	10.33	8.6	—	—
Kitchen workers, food preparation	8.52	9.7	8.52	9.7	—	—
Food preparation, n.e.c.	7.92	3.4	7.54	.9	10.77	2.4
1	7.43	3.9	7.28	4.8	—	—

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, Pittsburgh, PA, December 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						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.—Continued						
3	\$9.46	7.0	\$8.59	3.1	—	—
Health service	10.19	2.3	9.92	2.2	—	—
2	9.76	4.3	9.76	4.3	—	—
3	10.18	3.1	9.60	1.3	—	—
4	10.95	3.1	10.95	3.1	—	—
Health aides, except nursing	10.13	6.2	10.10	6.2	—	—
Nursing aides, orderlies and attendants	10.21	1.2	9.84	1.6	—	—
2	9.88	4.6	9.88	4.6	—	—
3	10.58	2.1	9.68	.7	—	—
4	10.05	4.8	10.05	4.8	—	—
Cleaning and building service	12.27	6.8	11.43	10.5	\$14.05	2.2
1	9.69	12.0	9.32	13.3	—	—
2	9.71	11.3	8.69	7.6	—	—
3	12.76	4.1	10.25	6.4	13.76	1.7
4	14.81	4.1	14.31	4.8	—	—
Maids and housemen	8.76	7.6	8.70	7.8	—	—
2	9.84	4.8	9.84	4.2	—	—
Janitors and cleaners	12.96	6.0	12.25	9.7	14.06	2.2
1	10.86	9.1	10.53	11.3	—	—
3	13.24	1.3	11.04	5.3	13.76	1.7
4	14.90	4.0	14.43	4.7	—	—
Personal service	15.12	6.9	15.98	8.1	—	—
1	6.65	5.0	6.65	5.0	—	—
4	11.75	6.9	—	—	—	—
Child care workers, n.e.c.	11.42	17.3	8.02	22.4	—	—

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 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, Pittsburgh, PA, December 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	\$18.29	2.5	\$17.21	2.9	\$23.57	0.9
All excluding sales	18.71	2.7	17.63	3.1	23.63	1.1
White collar	20.81	2.6	19.45	3.0	27.85	2.3
1	9.16	9.7	8.85	11.2	—	—
2	8.90	2.1	8.90	2.1	—	—
3	10.94	2.9	10.84	3.0	—	—
4	14.05	3.9	13.84	4.9	14.89	2.9
5	15.05	2.9	14.85	3.1	—	—
6	16.85	2.4	15.60	1.8	—	—
7	21.57	3.0	19.43	3.1	31.49	2.7
8	24.59	2.9	21.49	2.6	33.78	3.6
9	29.19	2.5	25.62	2.4	37.42	5.3
10	28.54	2.9	28.55	3.0	—	—
11	35.60	6.3	36.72	8.1	31.79	5.9
12	40.82	4.6	40.72	5.4	—	—
13	48.42	5.8	48.42	5.8	—	—
White collar excluding sales	21.91	2.8	20.58	3.4	28.02	2.5
1	10.11	7.0	—	—	—	—
2	9.53	4.2	9.53	4.2	—	—
3	11.59	1.6	11.46	1.6	—	—
4	14.13	4.0	13.95	5.0	14.91	3.2
5	15.27	2.8	15.08	3.1	—	—
6	16.97	2.5	15.67	1.8	—	—
7	21.60	3.1	19.35	3.0	31.49	2.7
8	24.90	2.9	21.64	1.9	33.78	3.6
9	29.17	2.5	25.52	2.2	37.42	5.3
10	28.54	2.9	28.55	3.0	—	—
11	35.59	6.7	36.77	8.6	31.79	5.9
12	40.58	4.7	40.43	5.6	—	—
13	48.42	5.8	48.42	5.8	—	—
Professional specialty and technical	26.78	3.4	24.30	5.0	33.89	1.5
Professional specialty	29.25	4.1	26.70	6.2	34.96	.6
5	16.10	17.5	16.10	17.5	—	—
6	17.10	8.9	—	—	—	—
7	24.81	4.7	20.51	3.9	36.31	2.1
8	28.15	3.7	23.42	3.4	35.21	1.3
9	30.87	2.8	25.46	2.0	37.79	5.6
10	28.88	4.6	28.92	4.9	—	—
11	32.52	4.7	32.88	5.2	—	—
12	44.52	9.6	45.40	12.4	—	—
Engineers, architects, and surveyors	31.34	6.9	31.34	6.9	—	—
9	30.59	2.4	30.59	2.4	—	—
11	29.94	6.7	29.94	6.7	—	—
Electrical and electronic engineers	30.99	3.2	30.99	3.2	—	—
Engineers, n.e.c.	35.94	11.4	35.94	11.4	—	—
Mathematical and computer scientists	30.15	7.2	30.15	7.2	—	—
11	36.70	2.6	36.70	2.6	—	—
Computer systems analysts and scientists	28.35	6.9	28.35	6.9	—	—
Natural scientists	25.42	9.7	25.42	9.7	—	—
Health related	24.78	5.2	24.79	5.4	—	—
7	20.00	6.8	19.82	6.9	—	—
8	23.44	3.4	23.53	3.4	—	—
9	24.82	.8	24.82	.8	—	—
11	33.24	7.9	33.91	9.6	—	—
Registered nurses	23.37	1.5	23.34	1.5	—	—
7	21.77	1.7	21.59	1.5	—	—
8	22.73	1.5	22.82	1.4	—	—
9	23.70	1.7	23.70	1.7	—	—
Pharmacists	34.03	1.2	34.03	1.2	—	—
Physical therapists	27.13	2.6	27.13	2.6	—	—
Therapists, n.e.c.	16.23	16.5	15.60	16.4	—	—
Teachers, college and university	30.74	21.4	—	—	34.79	1.3
Teachers, except college and university	34.99	1.6	19.79	11.5	36.35	.3
7	34.82	5.2	—	—	36.72	2.1

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, Pittsburgh, PA, December 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						
Teachers, except college and university –Continued						
8	\$33.62	2.8	\$20.23	5.8	\$35.41	1.3
9	38.21	6.0	–	–	38.94	6.2
Elementary school teachers	36.89	2.5	–	–	37.36	2.2
8	36.21	7.9	–	–	37.10	7.6
9	37.41	1.1	–	–	–	–
Secondary school teachers	34.42	2.7	–	–	35.08	2.8
8	32.78	4.0	–	–	34.02	2.6
9	35.26	4.0	–	–	–	–
Teachers, special education	34.80	12.2	20.79	19.1	–	–
Teachers, n.e.c.	40.27	15.2	–	–	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	25.30	5.9	24.92	7.4	–	–
Psychologists	22.01	12.4	–	–	–	–
Social, recreation, and religious workers	15.90	4.9	12.24	2.5	–	–
Social workers	15.90	4.9	12.24	2.5	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	30.92	25.1	30.92	25.1	–	–
9	26.92	9.8	26.92	9.8	–	–
Not able to be leveled	38.22	36.3	38.22	36.3	–	–
Editors and reporters	19.02	11.2	19.02	11.2	–	–
Technical	18.16	8.5	17.98	9.2	–	–
4	13.46	4.9	13.23	4.9	–	–
5	14.16	4.6	14.16	4.6	–	–
6	18.47	8.7	17.02	3.2	–	–
7	18.88	7.9	18.88	7.9	–	–
8	19.51	3.9	19.51	3.9	–	–
9	22.60	6.6	22.60	6.6	–	–
Clinical laboratory technologists and technicians	16.43	7.0	16.43	7.0	–	–
Health record technologists and technicians	17.51	5.2	17.51	5.2	–	–
Radiological technicians	17.94	.6	17.94	.6	–	–
7	19.65	1.1	19.65	1.1	–	–
Licensed practical nurses	15.32	1.7	15.29	1.5	–	–
4	15.46	6.4	–	–	–	–
5	15.05	1.9	15.05	1.9	–	–
Health technologists and technicians, n.e.c.	12.31	2.3	12.31	2.3	–	–
4	11.35	5.3	11.35	5.3	–	–
Engineering technicians, n.e.c.	23.49	8.2	–	–	–	–
Drafters	23.65	14.7	23.65	14.7	–	–
Executive, administrative, and managerial	27.37	4.0	27.25	4.5	28.35	9.0
5	17.94	5.6	17.94	5.6	–	–
7	18.25	4.1	18.54	4.7	–	–
8	21.70	4.6	20.66	3.1	–	–
9	26.21	4.1	25.90	4.2	–	–
10	27.68	4.9	27.68	4.9	–	–
11	35.47	6.2	37.09	9.1	–	–
12	37.99	1.7	37.81	1.8	–	–
Executives, administrators, and managers	30.81	6.0	30.79	6.8	30.93	10.7
7	16.43	5.4	16.46	7.0	–	–
8	22.69	12.4	20.05	8.1	–	–
9	26.35	6.1	25.88	6.3	–	–
10	26.31	6.4	26.31	6.4	–	–
11	36.13	7.3	38.89	12.2	–	–
12	37.87	2.1	37.67	2.3	–	–
Financial managers	38.92	20.0	38.92	20.0	–	–
Managers, marketing, advertising, and public relations	33.51	11.9	33.51	11.9	–	–
Administrators, education and related fields	–	–	–	–	32.05	22.3
11	37.64	2.6	–	–	–	–

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Pittsburgh, PA, December 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	\$25.67	15.3	\$25.67	15.3	–	–
Managers, service organizations, n.e.c.	31.72	29.3	31.72	29.3	–	–
Managers and administrators, n.e.c.	32.82	7.8	33.14	9.0	–	–
9	24.99	13.9	24.99	13.9	–	–
11	32.42	4.9	–	–	–	–
12	41.11	7.3	40.83	8.6	–	–
Management related	22.73	3.2	22.84	3.5	–	–
5	18.54	6.5	18.54	6.5	–	–
7	19.34	6.5	19.56	6.8	–	–
8	21.20	3.2	20.96	3.1	–	–
9	25.95	3.6	25.95	3.6	–	–
Accountants and auditors	20.46	5.1	20.28	5.7	–	–
Personnel, training, and labor relations specialists	24.53	10.0	24.53	10.0	–	–
Purchasing agents and buyers, n.e.c.	23.26	7.7	23.26	7.7	–	–
Management related, n.e.c.	23.68	3.8	23.90	3.6	–	–
Sales	11.92	9.0	11.87	9.2	–	–
3	9.68	6.6	9.68	6.6	–	–
Supervisors, sales	24.94	24.5	24.94	24.5	–	–
Sales workers, apparel	10.20	5.5	10.20	5.5	–	–
Cashiers	9.07	7.1	8.54	5.1	–	–
Sales support, n.e.c.	12.26	33.9	12.26	33.9	–	–
Administrative support, including clerical	13.54	3.0	13.27	3.5	\$15.31	2.6
1	10.11	7.0	–	–	–	–
2	9.45	4.0	9.45	4.0	–	–
3	11.59	1.7	11.46	1.7	–	–
4	14.22	4.5	14.06	5.8	14.80	3.0
5	14.90	3.3	14.36	4.0	–	–
6	15.87	3.0	15.73	3.0	–	–
7	18.09	11.8	17.76	13.5	–	–
8	19.81	9.9	19.81	9.9	–	–
Supervisors, financial records processing	15.33	7.7	15.33	7.7	–	–
Secretaries	14.82	3.3	14.11	3.8	16.27	5.0
3	12.88	8.5	11.97	6.4	–	–
4	13.63	2.1	12.90	3.4	14.57	2.4
5	17.09	6.3	15.61	7.6	–	–
6	17.57	4.3	17.32	4.8	–	–
7	20.49	1.3	–	–	–	–
Stenographers	14.09	5.5	–	–	–	–
Typists	10.88	15.4	–	–	–	–
Receptionists	10.80	4.7	10.80	4.7	–	–
2	10.51	6.6	10.51	6.6	–	–
3	12.19	7.0	12.19	7.0	–	–
Information clerks, n.e.c.	13.51	5.2	13.51	5.2	–	–
Order clerks	19.40	4.7	19.40	4.7	–	–
Records clerks, n.e.c.	11.97	2.2	11.97	2.2	–	–
4	11.58	4.6	11.58	4.6	–	–
Bookkeepers, accounting and auditing clerks	12.45	4.8	12.22	5.3	–	–
3	11.36	3.1	11.26	2.7	–	–
4	13.39	6.0	13.39	6.0	–	–
Billing clerks	12.10	1.4	12.10	1.4	–	–
4	12.10	1.4	12.10	1.4	–	–
Traffic, shipping and receiving clerks	13.28	7.8	13.28	7.8	–	–
Stock and inventory clerks	12.89	11.4	–	–	–	–
Investigators and adjusters, except insurance	11.94	5.4	11.94	5.4	–	–
General office clerks	13.25	7.0	12.50	5.5	–	–
4	14.33	10.3	–	–	–	–
Teachers' aides	10.42	9.2	–	–	–	–

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, Pittsburgh, PA, December 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						
Administrative support, n.e.c.	\$13.69	4.6	\$13.69	4.6	–	–
4	13.06	3.8	13.06	3.8	–	–
Blue collar	16.54	3.7	15.98	4.1	\$19.38	1.8
1	10.13	7.2	10.02	7.1	–	–
2	14.03	8.2	13.87	9.2	–	–
3	13.02	3.0	12.89	2.8	–	–
4	15.00	8.8	15.02	9.1	–	–
5	16.40	4.9	16.26	5.3	–	–
6	18.38	2.7	16.71	5.8	–	–
7	22.48	3.4	22.86	4.0	20.71	3.4
8	23.67	7.1	20.81	9.4	–	–
9	27.25	11.5	27.25	11.5	–	–
Precision production, craft, and repair	19.62	2.7	19.75	2.9	17.90	7.6
3	12.24	5.4	12.24	5.4	–	–
4	15.54	11.7	16.02	13.4	–	–
5	16.52	5.2	16.51	5.3	–	–
6	17.50	5.9	16.88	6.4	–	–
7	22.98	5.2	23.33	5.5	18.34	5.4
8	20.81	9.4	20.81	9.4	–	–
9	27.25	11.5	27.25	11.5	–	–
Automobile mechanics	18.21	1.4	18.01	.8	–	–
Industrial machinery repairers	22.04	14.3	22.04	14.3	–	–
Mechanics and repairers, n.e.c.	17.60	8.3	17.60	8.3	–	–
Carpenters	18.94	10.3	–	–	–	–
Electricians	17.55	8.2	–	–	–	–
Plumbers, pipefitters and steamfitters	21.74	5.2	21.74	5.2	–	–
Machine operators, assemblers, and inspectors	13.31	4.9	13.31	4.9	–	–
2	11.26	3.0	11.26	3.0	–	–
3	11.48	3.8	11.48	3.8	–	–
4	12.88	9.0	12.88	9.0	–	–
5	16.33	9.8	16.33	9.8	–	–
6	16.59	10.3	16.59	10.3	–	–
7	18.73	6.7	18.73	6.7	–	–
Molding and casting machine operators	13.25	15.7	13.25	15.7	–	–
Extruding and forming machine operators	13.03	4.6	13.03	4.6	–	–
Mixing and blending machine operators	17.66	7.3	17.66	7.3	–	–
Miscellaneous machine operators, n.e.c.	14.64	6.2	14.64	6.2	–	–
Assemblers	11.18	2.9	11.18	2.9	–	–
Production inspectors, checkers and examiners ..	11.78	5.8	11.78	5.8	–	–
Transportation and material moving	17.50	3.1	15.02	3.5	19.79	.5
2	12.65	14.0	11.23	13.7	–	–
3	13.55	5.2	13.55	5.2	–	–
4	17.78	3.8	17.74	3.9	–	–
5	16.04	5.8	15.43	8.0	–	–
Truck drivers	15.77	5.4	15.63	5.4	–	–
4	19.17	7.5	19.21	8.2	–	–
5	15.95	9.6	15.70	10.2	–	–
Industrial truck and tractor equipment operators ..	14.70	4.0	14.70	4.0	–	–
4	16.34	4.0	16.34	4.0	–	–
Handlers, equipment cleaners, helpers, and laborers	14.04	8.1	13.47	8.8	18.64	9.0
1	10.47	9.9	10.33	9.9	–	–
2	15.98	7.7	16.42	7.7	–	–
3	16.09	7.5	15.75	7.6	–	–
4	17.02	8.1	17.02	8.1	–	–
5	16.83	12.1	–	–	–	–
Production helpers	12.03	13.1	12.03	13.1	–	–
Stock handlers and baggers	11.29	11.2	11.29	11.2	–	–

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, Pittsburgh, PA, December 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 –Continued						
Freight, stock, and material handlers, n.e.c.	\$21.00	4.0	\$21.00	4.0	–	–
Laborers, except construction, n.e.c.	16.40	3.8	15.66	2.1	–	–
Service	12.42	5.2	10.94	3.6	\$17.86	10.5
1	7.87	7.7	7.61	7.3	–	–
2	9.42	5.2	9.04	5.2	–	–
3	10.71	4.1	9.64	2.2	13.68	2.9
4	12.06	5.0	11.70	5.3	–	–
5	20.61	3.8	20.63	3.8	–	–
6	17.22	4.5	15.03	7.9	–	–
7	23.13	19.3	–	–	–	–
Protective service	18.86	22.5	11.45	26.0	26.44	12.3
Guards and police, except public service	10.03	22.4	10.03	22.4	–	–
Food service	8.23	10.4	8.05	10.8	–	–
1	6.67	3.9	6.54	3.5	–	–
2	6.62	22.7	6.62	22.7	–	–
3	9.16	7.7	8.63	8.9	–	–
4	10.49	8.7	10.49	8.7	–	–
Waiters, waitresses, and bartenders	5.30	13.0	5.30	13.0	–	–
1	5.23	10.7	5.23	10.7	–	–
Waiters and waitresses	4.25	23.5	4.25	23.5	–	–
Other food service	10.04	3.3	9.93	3.6	–	–
1	8.65	4.8	8.44	2.8	–	–
2	9.34	1.5	9.34	1.5	–	–
3	10.05	4.1	–	–	–	–
4	10.49	8.7	10.49	8.7	–	–
Cooks	10.48	5.7	10.48	5.7	–	–
Food preparation, n.e.c.	9.38	4.9	8.89	2.9	–	–
1	8.84	4.4	8.61	2.4	–	–
Health service	10.27	2.8	9.96	2.6	–	–
2	9.72	4.8	9.72	4.8	–	–
3	10.36	4.7	9.67	2.0	–	–
4	11.04	3.9	11.04	3.9	–	–
Health aides, except nursing	10.12	6.5	10.08	6.4	–	–
4	11.97	3.2	11.97	3.2	–	–
Nursing aides, orderlies and attendants	10.34	1.4	9.90	1.8	–	–
2	9.84	5.3	9.84	5.3	–	–
3	11.07	5.9	9.91	1.5	–	–
4	9.99	5.8	9.99	5.8	–	–
Cleaning and building service	12.89	6.2	12.16	10.5	14.21	2.3
1	9.56	13.6	9.17	14.8	–	–
2	11.25	8.2	9.82	3.1	–	–
3	12.85	4.0	10.38	7.4	13.74	1.8
4	14.90	4.0	14.43	4.7	–	–
Maids and housemen	8.79	8.2	8.68	8.2	–	–
2	10.07	3.1	9.91	3.5	–	–
Janitors and cleaners	13.79	2.7	13.51	5.4	14.13	1.9
1	10.88	10.8	10.49	13.2	–	–
2	13.01	13.3	–	–	–	–
3	13.35	1.0	11.43	5.3	13.74	1.8
4	14.90	4.0	14.43	4.7	–	–

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, Pittsburgh, PA, December 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	\$16.91	12.2	\$18.58	14.7	—	—

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, Pittsburgh, PA, December 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	\$9.73	5.9	\$9.46	6.0	\$14.10	17.4
All excluding sales	10.43	6.2	10.14	6.4	14.28	19.9
White collar	12.12	6.2	11.82	6.4	16.09	18.1
1	6.74	6.6	6.75	6.7	—	—
2	7.75	3.6	7.75	3.6	—	—
3	8.38	9.5	8.16	10.3	—	—
4	10.98	13.5	10.91	14.6	—	—
5	14.65	8.3	15.20	7.7	—	—
7	18.22	9.1	20.88	7.8	11.94	6.4
8	22.99	1.8	23.36	1.6	—	—
9	25.17	3.3	24.21	3.1	—	—
Not able to be leveled	21.23	36.6	21.23	36.6	—	—
White collar excluding sales	15.76	6.3	15.65	6.5	16.57	21.9
1	9.22	15.2	—	—	—	—
2	9.25	4.0	9.32	4.0	—	—
3	9.22	5.8	8.86	5.4	—	—
4	11.36	15.5	11.32	16.9	—	—
5	14.99	8.4	15.60	7.8	—	—
7	18.22	9.1	20.88	7.8	11.94	6.4
8	22.99	1.8	23.36	1.6	—	—
9	25.17	3.3	24.21	3.1	—	—
Not able to be leveled	21.23	36.6	21.23	36.6	—	—
Professional specialty and technical	20.04	5.7	20.06	5.2	19.87	24.9
Professional specialty	21.16	6.4	21.41	6.0	19.87	24.9
5	13.52	8.6	14.29	8.5	—	—
7	17.94	10.6	21.42	9.2	11.94	6.4
8	22.99	1.8	23.36	1.6	—	—
9	25.42	3.1	24.47	3.0	—	—
Health related	24.07	1.7	24.17	1.8	—	—
7	22.50	7.9	22.50	7.9	—	—
8	22.99	.9	23.19	.4	—	—
9	24.42	3.3	24.42	3.3	—	—
Registered nurses	23.36	1.3	23.46	1.3	—	—
7	22.06	7.0	22.06	7.0	—	—
8	23.17	1.5	23.40	1.3	—	—
9	23.28	3.3	23.28	3.3	—	—
Teachers, college and university	26.50	15.3	—	—	—	—
Teachers, except college and university	18.13	21.9	14.40	6.7	19.68	29.1
7	11.50	8.7	—	—	—	—
Substitute teachers	11.20	5.9	—	—	11.34	5.7
7	11.41	9.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.64	5.9	14.64	5.9	—	—
4	12.84	6.3	12.84	6.3	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.20	6.9	7.15	7.1	—	—
1	6.30	7.1	6.30	7.1	—	—
2	6.77	2.9	6.77	2.9	—	—
3	7.90	14.7	7.81	15.4	—	—
Cashiers	6.48	2.8	6.35	2.4	—	—
1	6.13	6.4	6.13	6.4	—	—
3	6.55	8.9	—	—	—	—
Administrative support, including clerical	9.73	4.6	9.61	5.0	10.92	5.0
1	9.22	15.2	—	—	—	—
2	9.25	4.0	9.32	4.0	—	—

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, Pittsburgh, PA, December 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						
3	\$9.23	6.0	\$8.84	5.6	–	–
4	13.50	14.7	13.89	17.7	–	–
Secretaries	10.79	1.8	10.79	1.8	–	–
General office clerks	8.70	9.4	–	–	–	–
Administrative support, n.e.c.	11.27	2.1	–	–	–	–
Blue collar	8.05	8.0	7.73	6.8	–	–
1	6.46	5.5	6.05	2.6	–	–
2	9.16	15.5	8.63	15.2	–	–
3	10.69	5.3	10.69	5.3	–	–
Precision production, craft, and repair	–	–	–	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	–	–
Transportation and material moving	9.12	11.9	8.09	5.8	–	–
Handlers, equipment cleaners, helpers, and laborers	7.58	10.5	7.53	10.4	–	–
1	6.27	2.3	6.17	2.2	–	–
2	7.07	4.4	7.07	4.4	–	–
Stock handlers and baggers	6.22	1.4	6.22	1.4	–	–
1	6.04	1.3	6.04	1.3	–	–
Freight, stock, and material handlers, n.e.c.	12.04	13.5	12.04	13.5	–	–
Service	7.00	4.7	6.89	4.7	\$9.39	10.3
1	5.65	5.7	5.52	5.7	–	–
2	7.15	2.8	7.08	2.8	–	–
3	8.31	5.1	8.17	5.2	–	–
4	9.97	2.4	10.05	2.6	–	–
Protective service	–	–	–	–	–	–
Food service	5.94	2.3	5.83	2.3	–	–
1	5.16	2.6	5.10	2.3	–	–
2	6.58	4.7	6.40	5.2	–	–
3	6.99	7.3	6.99	7.3	–	–
Waiters, waitresses, and bartenders	3.76	11.5	3.76	11.5	–	–
1	3.34	12.3	3.34	12.3	–	–
2	3.97	16.3	3.97	16.3	–	–
Waiters and waitresses	3.11	6.6	3.11	6.6	–	–
1	2.97	5.0	2.97	5.0	–	–
Waiters'/Waitresses' assistants	5.78	12.2	5.78	12.2	–	–
Other food service	7.27	2.0	7.16	1.8	–	–
1	6.65	3.8	6.57	4.0	–	–
2	7.71	5.6	7.53	4.6	–	–
3	7.66	5.3	7.66	5.3	–	–
Cooks	8.06	2.4	8.01	2.4	–	–
Food preparation, n.e.c.	7.00	2.0	6.82	3.0	–	–
1	6.72	3.9	6.63	4.2	–	–
Health service	9.65	1.9	9.65	1.9	–	–
2	10.27	1.2	10.27	1.2	–	–
3	9.27	3.1	9.27	3.1	–	–
4	10.44	3.7	10.44	3.7	–	–
Health aides, except nursing	10.45	2.4	10.45	2.4	–	–
Nursing aides, orderlies and attendants	9.55	2.6	9.55	2.6	–	–
3	9.19	3.9	9.19	3.9	–	–
Cleaning and building service	8.50	6.9	–	–	–	–
Janitors and cleaners	8.52	8.1	–	–	–	–

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, Pittsburgh, PA, December 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	\$7.88	7.8	\$7.84	8.1	—	—
1	6.65	5.0	6.65	5.0	—	—

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

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

³ 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, Pittsburgh, PA, December 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	\$18.29	\$9.73	\$19.90	\$16.06	\$17.27	\$16.93
All excluding sales	18.71	10.43	20.11	16.73	17.89	16.52
White collar	20.81	12.12	27.11	18.42	19.89	17.06
White-collar excluding sales	21.91	15.76	28.34	19.94	21.47	—
Professional specialty and technical	26.78	20.04	33.25	23.25	26.16	—
Professional specialty	29.25	21.16	34.24	25.62	28.46	—
Technical	18.16	14.64	25.74	16.47	17.91	—
Executive, administrative, and managerial	27.37	—	—	27.46	27.41	—
Sales	11.92	7.20	7.83	10.58	9.54	17.76
Administrative support, including clerical	13.54	9.73	17.04	12.60	13.22	—
Blue collar	16.54	8.05	17.66	13.60	16.05	16.86
Precision production, craft, and repair	19.62	—	20.97	17.43	19.99	17.37
Machine operators, assemblers, and inspectors	13.31	—	14.14	12.39	13.30	—
Transportation and material moving	17.50	9.12	18.12	13.90	17.13	—
Handlers, equipment cleaners, helpers, and laborers	14.04	7.58	15.42	9.24	12.95	—
Service	12.42	7.00	15.03	9.12	11.06	—
	Relative error ⁶ (percent)					
All occupations	2.5	5.9	4.3	2.9	2.5	7.8
All excluding sales	2.7	6.2	4.4	2.8	2.6	3.5
White collar	2.6	6.2	4.9	2.6	2.3	21.6
White-collar excluding sales	2.8	6.3	5.0	2.5	2.4	—
Professional specialty and technical	3.4	5.7	5.0	3.9	3.0	—
Professional specialty	4.1	6.4	4.4	4.7	3.5	—
Technical	8.5	5.9	28.4	3.6	8.3	—
Executive, administrative, and managerial	4.0	—	—	4.1	4.0	—
Sales	9.0	6.9	16.7	8.1	6.4	21.8
Administrative support, including clerical	3.0	4.6	4.7	2.8	2.9	—
Blue collar	3.7	8.0	4.7	3.4	3.7	3.3
Precision production, craft, and repair	2.7	—	5.1	4.2	3.1	2.3
Machine operators, assemblers, and inspectors	4.9	—	7.0	8.7	4.9	—
Transportation and material moving	3.1	11.9	2.7	4.4	3.7	—
Handlers, equipment cleaners, helpers, and laborers	8.1	10.5	6.6	7.2	7.2	—
Service	5.2	4.7	8.1	5.0	5.7	—

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, Pittsburgh, PA, December 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	\$16.17	\$18.44	-	-	\$17.79	-	\$20.42	-	-	-
All excluding sales	16.77	18.24	-	-	17.71	-	20.53	-	-	-
White collar	18.52	22.73	-	-	22.43	-	21.29	-	-	-
White-collar excluding sales	20.18	22.33	-	-	22.31	-	21.54	-	-	-
Professional specialty and technical	23.86	26.83	-	-	26.43	-	-	-	-	-
Professional specialty	26.09	30.16	-	-	30.15	-	-	-	-	-
Technical	17.71	18.60	-	-	18.17	-	-	-	-	-
Executive, administrative, and managerial	27.29	29.42	-	-	29.38	-	27.83	-	-	-
Sales	10.34	32.89	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.93	14.13	-	-	13.91	-	17.70	-	-	-
Blue collar	15.48	16.09	-	-	15.47	-	19.33	-	-	-
Precision production, craft, and repair	19.68	20.78	-	-	19.81	-	24.57	-	-	-
Machine operators, assemblers, and inspectors	13.30	13.66	-	-	13.66	-	-	-	-	-
Transportation and material moving	14.32	15.72	-	-	14.97	-	15.04	-	-	-
Handlers, equipment cleaners, helpers, and laborers	12.37	14.28	-	-	13.95	-	16.63	-	-	-
Service	9.76	15.43	-	-	15.43	-	21.60	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.8	8.9	-	-	9.9	-	12.5	-	-	-
All excluding sales	3.0	8.6	-	-	9.5	-	12.2	-	-	-
White collar	2.6	10.0	-	-	12.2	-	18.8	-	-	-
White-collar excluding sales	2.9	10.2	-	-	12.1	-	18.0	-	-	-
Professional specialty and technical	4.4	11.1	-	-	12.7	-	-	-	-	-
Professional specialty	5.2	10.1	-	-	11.3	-	-	-	-	-
Technical	8.8	4.6	-	-	5.5	-	-	-	-	-
Executive, administrative, and managerial	4.4	3.9	-	-	4.7	-	10.7	-	-	-
Sales	7.8	15.2	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.4	2.6	-	-	.4	-	8.7	-	-	-
Blue collar	3.7	6.7	-	-	6.7	-	7.5	-	-	-
Precision production, craft, and repair	2.7	3.9	-	-	3.4	-	4.1	-	-	-
Machine operators, assemblers, and inspectors	4.9	6.3	-	-	6.3	-	-	-	-	-
Transportation and material moving	3.4	4.2	-	-	2.5	-	5.4	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.6	12.8	-	-	14.1	-	6.7	-	-	-
Service	4.4	2.7	-	-	2.7	-	21.6	-	-	-

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 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, Pittsburgh, PA, December 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	\$16.17	\$14.68	\$16.48	\$14.56	\$18.62
All excluding sales	16.77	14.78	17.18	15.29	19.12
White collar	18.52	18.60	18.51	16.86	19.82
White-collar excluding sales	20.18	20.20	20.18	19.42	20.67
Professional specialty and technical	23.86	26.17	23.58	23.04	23.84
Professional specialty	26.09	31.16	25.51	26.21	25.23
Technical	17.71	14.25	18.18	16.99	19.04
Executive, administrative, and managerial	27.29	24.90	27.71	27.74	27.68
Sales	10.34	13.82	9.48	9.50	9.43
Administrative support, including clerical	12.93	12.02	13.06	13.25	12.89
Blue collar	15.48	13.98	16.02	14.50	18.81
Precision production, craft, and repair	19.68	17.16	20.83	18.70	23.40
Machine operators, assemblers, and inspectors	13.30	12.53	13.47	12.97	14.59
Transportation and material moving	14.32	14.24	14.35	14.05	14.92
Handlers, equipment cleaners, helpers, and laborers	12.37	9.25	13.52	12.19	17.17
Service	9.76	6.78	10.39	9.29	12.29
Relative error ⁴ (percent)					
All occupations	2.8	6.0	2.9	4.5	4.0
All excluding sales	3.0	6.1	2.8	4.1	3.6
White collar	2.6	8.5	2.8	5.8	4.6
White-collar excluding sales	2.9	7.9	2.8	5.1	3.6
Professional specialty and technical	4.4	11.5	4.3	11.1	4.1
Professional specialty	5.2	14.5	5.1	16.4	5.3
Technical	8.8	9.0	9.8	7.1	12.5
Executive, administrative, and managerial	4.4	8.8	4.6	4.6	8.5
Sales	7.8	19.4	6.6	9.2	13.2
Administrative support, including clerical	3.4	5.7	3.7	5.5	3.1
Blue collar	3.7	6.4	3.9	4.6	6.8
Precision production, craft, and repair	2.7	3.8	2.9	6.0	8.5
Machine operators, assemblers, and inspectors	4.9	21.0	2.6	2.9	5.6
Transportation and material moving	3.4	3.4	5.0	8.9	6.8
Handlers, equipment cleaners, helpers, and laborers	7.6	12.0	9.2	12.0	4.2
Service	4.4	13.9	3.0	3.9	4.2

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 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, Pittsburgh, PA, December 2002

Occupation ³	10	25	Median 50	75	90
All	\$7.50	\$10.13	\$14.73	\$21.21	\$29.62
All excluding sales	8.12	10.63	15.30	21.73	30.17
White collar	8.15	11.36	16.59	25.00	35.70
White collar excluding sales	10.00	13.00	18.51	25.98	37.21
Professional specialty and technical	13.46	17.71	23.38	31.48	44.51
Professional specialty	15.76	20.80	25.50	34.41	46.24
Engineers, architects, and surveyors	22.84	24.52	31.15	35.42	41.45
Electrical and electronic engineers	23.11	25.94	31.15	36.87	39.96
Engineers, n.e.c.	23.27	27.55	33.90	42.51	55.20
Mathematical and computer scientists	19.31	21.00	30.39	36.23	41.00
Computer systems analysts and scientists	18.04	20.80	28.85	35.28	40.27
Natural scientists	14.42	19.69	24.00	34.39	36.00
Health related	18.14	20.72	23.31	25.98	31.75
Registered nurses	18.69	20.88	23.08	25.05	27.42
Pharmacists	30.78	32.30	34.35	35.90	37.21
Physical therapists	21.54	25.03	28.17	29.14	32.06
Therapists, n.e.c.	11.38	11.58	12.41	23.69	25.39
Teachers, college and university	15.95	20.32	28.21	37.74	52.59
Teachers, except college and university	16.08	24.44	33.59	46.01	47.98
Elementary school teachers	23.96	28.11	36.36	47.26	49.00
Secondary school teachers	22.40	26.31	32.58	41.90	47.26
Teachers, special education	14.87	20.60	35.85	46.43	47.09
Teachers, n.e.c.	15.06	27.40	46.24	46.82	47.84
Substitute teachers	9.79	10.00	11.33	16.25	16.88
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.51	21.15	25.73	28.33	30.00
Psychologists	13.78	16.12	20.99	25.74	27.32
Social, recreation, and religious workers	8.00	9.43	12.75	18.62	24.42
Social workers	8.00	9.43	12.42	18.62	24.42
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.26	15.46	22.17	27.80	84.25
Editors and reporters	14.26	14.29	18.19	22.43	28.34
Technical	11.36	13.24	15.75	19.73	25.50
Clinical laboratory technologists and technicians	10.46	12.53	16.80	19.87	22.63
Health record technologists and technicians	12.66	13.74	16.97	22.19	22.19
Radiological technicians	13.89	16.55	18.60	19.94	20.43
Licensed practical nurses	13.65	14.21	15.00	16.50	16.97
Health technologists and technicians, n.e.c.	9.00	10.00	11.96	14.00	15.25
Engineering technicians, n.e.c.	14.05	19.16	25.50	25.50	27.17
Drafters	14.82	19.54	22.94	31.20	31.20
Executive, administrative, and managerial	15.99	18.97	24.31	32.30	40.39
Executives, administrators, and managers	16.42	20.87	28.89	37.75	46.85
Financial managers	17.88	23.27	36.88	39.74	92.31
Managers, marketing, advertising, and public relations	25.55	28.85	31.52	37.47	52.09
Managers, medicine and health	13.67	13.67	29.62	30.03	35.04
Managers, service organizations, n.e.c.	12.33	18.46	31.36	56.46	56.46
Managers and administrators, n.e.c.	17.55	25.29	31.50	39.43	48.72
Management related	15.30	18.25	21.44	25.92	30.91
Accountants and auditors	14.91	15.39	20.27	22.84	27.98
Personnel, training, and labor relations specialists	14.07	21.41	23.10	25.92	38.50
Purchasing agents and buyers, n.e.c.	18.01	20.00	20.74	25.24	28.15
Management related, n.e.c.	16.87	19.13	22.40	27.40	31.85
Sales	6.00	6.85	8.25	11.22	15.13
Supervisors, sales	10.90	13.75	27.04	36.06	47.16
Sales workers, apparel	6.50	7.34	8.74	10.26	11.28
Cashiers	5.50	6.10	7.15	8.50	10.58
Administrative support, including clerical	8.57	10.19	12.48	15.34	18.90
Supervisors, financial records processing	9.52	14.60	14.90	16.83	18.46
Secretaries	9.75	11.63	14.30	17.16	20.05
Stenographers	10.98	12.66	14.00	15.59	17.14
Typists	7.75	7.75	10.00	13.67	17.14
Transportation ticket and reservation agents	9.50	11.60	20.30	21.45	24.40

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, Pittsburgh, PA, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Receptionists	\$8.75	\$9.28	\$10.58	\$12.24	\$12.75
Information clerks, n.e.c.	8.00	9.00	11.80	14.38	15.04
Order clerks	14.30	18.58	18.58	22.49	24.98
Records clerks, n.e.c.	8.65	10.09	11.10	13.30	15.15
Bookkeepers, accounting and auditing clerks	9.50	10.76	12.48	13.73	14.38
Billing clerks	10.19	11.00	12.19	13.15	13.91
Telephone operators	9.65	12.09	12.74	19.02	19.02
Traffic, shipping and receiving clerks	10.50	10.50	12.02	15.20	17.88
Stock and inventory clerks	8.00	11.22	14.61	14.61	16.91
Investigators and adjusters, except insurance	9.01	9.85	11.20	14.30	15.71
General office clerks	8.00	10.10	12.02	14.83	18.58
Bank tellers	7.50	8.46	9.79	11.68	13.93
Data entry keyers	8.75	8.85	10.89	11.50	11.63
Teachers' aides	7.60	7.82	10.44	13.15	13.43
Administrative support, n.e.c.	8.68	11.57	13.80	15.45	15.93
Blue collar	8.83	11.35	15.50	20.53	23.64
Precision production, craft, and repair					
Automobile mechanics	11.95	14.98	19.59	24.18	27.68
Industrial machinery repairers	13.32	15.50	17.53	20.66	22.28
Mechanics and repairers, n.e.c.	14.20	19.42	21.27	29.19	29.39
Carpenters	13.39	16.14	18.68	18.68	18.95
Electricians	11.87	17.14	17.68	23.05	24.56
Plumbers, pipefitters and steamfitters	14.23	14.26	17.89	20.40	20.40
Plumbers, pipefitters and steamfitters	18.15	19.95	20.81	22.46	27.93
Machine operators, assemblers, and inspectors					
Molding and casting machine operators	8.96	9.80	13.00	15.43	19.43
Extruding and forming machine operators	9.46	9.46	12.81	15.62	17.88
Mixing and blending machine operators	9.13	10.56	11.92	14.85	18.45
Miscellaneous machine operators, n.e.c.	13.45	15.32	19.14	20.04	20.04
Assemblers	10.85	12.55	14.40	15.54	20.19
Production inspectors, checkers and examiners ..	8.41	8.96	10.07	14.25	15.30
Production inspectors, checkers and examiners ..	9.80	9.80	9.80	14.84	15.23
Transportation and material moving					
Truck drivers	9.93	13.88	16.59	20.53	22.03
Bus drivers	10.63	12.88	14.50	19.22	23.06
Industrial truck and tractor equipment operators ..	13.34	16.01	20.53	20.53	20.53
Industrial truck and tractor equipment operators ..	12.95	13.29	15.03	16.47	16.59
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	6.50	8.20	11.43	17.13	21.25
Stock handlers and baggers	8.15	8.15	12.15	13.71	15.43
Freight, stock, and material handlers, n.e.c.	5.35	5.50	7.00	9.40	11.95
Hand packers and packagers	9.30	17.69	19.86	22.70	23.61
Laborers, except construction, n.e.c.	5.25	10.13	10.13	11.25	11.25
Laborers, except construction, n.e.c.	8.00	12.75	16.02	18.51	18.68
Service					
Protective service	5.50	7.50	9.80	12.58	17.14
Guards and police, except public service	6.60	7.48	15.75	26.35	33.30
Food service	6.00	6.75	7.50	11.22	16.52
Waiters, waitresses, and bartenders	2.83	5.25	7.25	9.00	10.50
Waiters, waitresses, and bartenders	2.83	2.83	2.83	6.00	8.10
Waiters and waitresses	2.83	2.83	2.83	2.83	6.45
Waiters/Waitresses' assistants	3.75	4.50	5.75	7.25	8.10
Other food service	5.70	7.00	8.50	9.88	11.19
Supervisors, food preparation and service	6.50	7.27	9.00	13.00	15.77
Cooks	7.25	8.00	9.00	10.37	13.44
Kitchen workers, food preparation	5.25	6.30	9.55	10.00	10.78
Food preparation, n.e.c.	5.50	6.25	7.75	9.00	10.61
Health service	7.24	9.02	10.15	11.15	12.53
Health aides, except nursing	6.96	8.67	10.02	11.72	12.87
Nursing aides, orderlies and attendants	7.35	9.25	10.25	11.01	12.53
Cleaning and building service	7.33	8.95	12.58	15.37	16.77
Maid and housemen	5.15	7.58	9.31	10.40	10.95
Janitors and cleaners	7.50	10.11	13.88	16.00	16.90
Personal service	7.09	9.25	10.39	18.90	32.22

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, Pittsburgh, PA, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Personal service—Continued					
Child care workers, n.e.c.	\$6.25	\$6.80	\$13.14	\$13.97	\$15.15

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, Pittsburgh, PA, December 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.25	\$9.60	\$13.78	\$20.34	\$27.64
All excluding sales	7.75	10.07	14.41	20.80	28.07
White collar	7.91	10.50	15.39	23.03	32.21
White collar excluding sales	9.52	12.36	17.70	24.32	33.65
Professional specialty and technical	12.74	16.38	21.64	26.70	35.86
Professional specialty	14.93	19.69	23.70	29.91	37.79
Engineers, architects, and surveyors	22.84	24.52	31.15	35.42	41.45
Electrical and electronic engineers	23.11	25.94	31.15	36.87	39.96
Engineers, n.e.c.	23.27	27.55	33.90	42.51	55.20
Mathematical and computer scientists	19.31	21.00	30.39	36.23	41.00
Computer systems analysts and scientists	18.04	20.80	28.85	35.28	40.27
Natural scientists	14.42	19.69	24.00	34.39	36.00
Health related	18.14	20.80	23.31	25.98	32.00
Registered nurses	18.69	20.97	23.08	25.05	27.20
Pharmacists	30.78	32.30	34.35	35.90	37.21
Physical therapists	21.54	25.03	28.17	29.14	32.06
Therapists, n.e.c.	11.38	11.58	12.41	17.03	25.39
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	11.29	14.35	16.21	20.60	29.39
Teachers, special education	13.68	14.01	15.76	20.52	33.67
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.51	21.15	25.73	29.08	29.08
Social, recreation, and religious workers	7.07	8.97	9.80	13.60	17.91
Social workers	7.07	8.97	9.80	13.60	17.91
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.26	15.46	22.17	27.80	84.25
Editors and reporters	14.26	14.29	18.19	22.43	28.34
Technical	10.99	13.24	15.54	19.47	23.61
Clinical laboratory technologists and technicians	10.46	12.53	16.80	19.87	22.63
Health record technologists and technicians	12.66	13.74	16.97	22.19	22.19
Radiological technicians	13.89	16.55	18.60	19.94	20.43
Licensed practical nurses	13.24	14.30	15.18	16.50	16.79
Health technologists and technicians, n.e.c.	9.00	10.00	11.96	14.00	15.25
Drafters	14.82	19.54	22.94	31.20	31.20
Executive, administrative, and managerial	15.39	18.60	23.58	32.19	40.38
Executives, administrators, and managers	16.43	20.11	28.85	37.75	48.80
Financial managers	17.88	23.27	36.88	39.74	92.31
Managers, marketing, advertising, and public relations	25.55	28.85	31.52	37.47	52.09
Managers, medicine and health	13.67	13.67	29.62	30.03	35.04
Managers, service organizations, n.e.c.	12.33	18.46	31.36	56.46	56.46
Managers and administrators, n.e.c.	16.55	22.67	33.50	39.43	48.72
Management related	15.30	18.33	21.54	26.03	31.81
Accountants and auditors	14.91	15.30	20.27	22.84	27.98
Personnel, training, and labor relations specialists	14.07	21.41	23.10	25.92	38.50
Purchasing agents and buyers, n.e.c.	18.01	20.00	20.74	25.24	28.15
Management related, n.e.c.	17.79	19.13	22.95	27.40	31.85
Sales	6.00	6.81	8.10	10.95	15.13
Supervisors, sales	10.90	13.75	27.04	36.06	47.16
Sales workers, apparel	6.50	7.34	8.74	10.26	11.28
Cashiers	5.50	6.00	7.02	8.00	10.00
Administrative support, including clerical	8.36	9.96	12.02	14.85	19.02
Supervisors, financial records processing	9.52	14.60	14.90	16.83	18.46
Secretaries	9.35	11.00	13.05	16.27	19.61
Stenographers	11.08	11.92	13.06	13.74	14.70
Typists	7.75	7.75	7.75	10.00	13.01
Transportation ticket and reservation agents	9.50	11.60	20.30	21.45	24.40
Receptionists	8.75	9.28	10.58	12.24	12.75
Information clerks, n.e.c.	8.00	9.00	11.80	14.38	15.04
Order clerks	14.30	18.58	18.58	22.49	24.98
Records clerks, n.e.c.	8.65	10.09	11.10	13.30	15.15

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, Pittsburgh, PA, December 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Bookkeepers, accounting and auditing clerks	\$9.49	\$10.45	\$12.02	\$13.22	\$14.42
Billing clerks	10.19	11.00	12.19	13.15	13.91
Telephone operators	9.65	12.09	12.74	19.02	19.02
Traffic, shipping and receiving clerks	10.50	10.50	12.02	15.20	17.88
Investigators and adjusters, except insurance	9.01	9.85	11.20	14.30	15.71
General office clerks	8.00	10.10	11.48	13.14	18.58
Bank tellers	7.50	8.46	9.79	11.68	13.93
Data entry keyers	8.75	8.85	10.89	11.50	11.63
Administrative support, n.e.c.	8.31	11.06	14.05	15.45	16.84
Blue collar	8.50	10.80	14.85	19.68	24.08
Precision production, craft, and repair					
Automobile mechanics	11.94	14.85	19.69	24.68	27.93
Industrial machinery repairers	13.00	14.98	17.35	20.88	24.18
Mechanics and repairers, n.e.c.	14.20	19.42	21.27	29.19	29.39
Plumbers, pipefitters and steamfitters	13.39	16.14	18.68	18.68	18.95
Plumbers, pipefitters and steamfitters	18.15	19.95	20.81	22.46	27.93
Machine operators, assemblers, and inspectors					
Molding and casting machine operators	8.96	9.80	13.00	15.43	19.43
Extruding and forming machine operators	9.46	9.46	12.81	15.62	17.88
Mixing and blending machine operators	9.13	10.56	11.92	14.85	18.45
Miscellaneous machine operators, n.e.c.	13.45	15.32	19.14	20.04	20.04
Assemblers	10.85	12.55	14.40	15.54	20.19
Production inspectors, checkers and examiners ..	8.41	8.96	10.07	14.25	15.30
Production inspectors, checkers and examiners ..	9.80	9.80	9.80	14.84	15.23
Transportation and material moving					
Truck drivers	7.25	11.63	14.38	16.47	23.06
Industrial truck and tractor equipment operators ..	10.13	12.52	14.38	17.88	23.06
Industrial truck and tractor equipment operators ..	12.95	13.29	15.03	16.47	16.59
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	6.50	8.00	11.25	16.33	19.86
Stock handlers and baggers	8.15	8.15	12.15	13.71	15.43
Freight, stock, and material handlers, n.e.c.	5.35	5.50	7.00	9.40	11.95
Hand packers and packagers	9.30	17.69	19.86	22.70	23.61
Laborers, except construction, n.e.c.	5.25	10.13	10.13	11.25	11.25
Laborers, except construction, n.e.c.	7.88	12.75	16.02	16.33	18.68
Service					
Protective service	5.25	7.00	9.11	11.00	15.03
Guards and police, except public service	6.25	6.90	8.13	14.23	17.04
Food service	6.00	6.75	7.50	11.22	16.52
Waiters, waitresses, and bartenders	2.83	5.15	7.05	8.75	10.14
Waiters and waitresses	2.83	2.83	2.83	6.00	8.10
Waiters/Waitresses' assistants	2.83	2.83	2.83	2.83	6.45
Other food service	3.75	4.50	5.75	7.25	8.10
Supervisors, food preparation and service	5.61	6.85	8.25	9.55	10.83
Cooks	6.50	7.27	9.00	13.00	15.77
Kitchen workers, food preparation	7.25	8.00	9.00	10.37	13.50
Food preparation, n.e.c.	5.25	6.30	9.55	10.00	10.78
Health service	5.50	6.02	7.75	8.50	9.65
Health aides, except nursing	7.10	9.00	10.02	11.00	12.21
Nursing aides, orderlies and attendants	6.96	8.67	10.02	11.50	12.87
Nursing aides, orderlies and attendants	7.25	9.00	10.03	11.00	11.51

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, Pittsburgh, PA, December 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.00	\$8.00	\$10.43	\$15.39	\$16.90
Maids and housemen	5.15	7.69	9.26	10.35	10.89
Janitors and cleaners	7.16	8.26	11.97	16.45	16.98
Personal service	6.80	8.81	9.80	27.19	32.22
Child care workers, n.e.c.	5.15	6.10	6.80	7.20	14.19

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, Pittsburgh, PA, December 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.53	\$14.89	\$20.53	\$28.22	\$41.27
All excluding sales	12.53	15.15	20.53	28.22	41.89
White collar	13.67	16.02	25.50	37.32	46.72
White collar excluding sales	13.74	16.32	25.50	37.49	46.82
Professional specialty and technical	18.25	24.47	32.01	45.63	47.84
Professional specialty	20.00	25.50	32.96	45.77	47.92
Health related	—	—	—	—	—
Teachers, college and university	20.77	28.16	32.92	37.74	45.88
Teachers, except college and university	21.70	26.53	35.06	46.25	48.61
Elementary school teachers	24.44	28.63	37.56	47.26	49.10
Secondary school teachers	22.83	26.60	33.59	43.33	47.26
Teachers, n.e.c.	27.40	28.61	46.24	47.26	47.98
Substitute teachers	9.79	10.00	11.33	16.25	16.88
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	—	—	—	—	—
Executive, administrative, and managerial	16.32	21.98	28.89	33.65	41.17
Executives, administrators, and managers	16.32	28.89	31.79	37.32	41.17
Administrators, education and related fields	16.32	16.32	36.97	40.19	41.17
Management related	—	—	—	—	—
Sales	—	—	—	—	—
Administrative support, including clerical	11.57	13.34	14.61	16.86	18.90
Secretaries	12.12	14.53	16.02	18.18	20.05
Blue collar	13.76	17.33	20.53	20.66	22.03
Precision production, craft, and repair	13.69	16.03	17.34	20.66	20.76
Transportation and material moving	14.37	18.71	20.53	20.53	22.03
Handlers, equipment cleaners, helpers, and laborers	10.34	15.15	20.88	22.03	22.03
Service	10.34	12.53	15.15	21.39	29.85
Protective service	13.74	21.59	26.35	33.30	35.04
Food service	9.93	10.13	11.16	11.36	12.19
Other food service	9.93	10.13	11.16	11.36	12.19
Food preparation, n.e.c.	10.13	10.13	11.16	11.36	12.19
Health service	—	—	—	—	—
Cleaning and building service	10.55	13.30	14.31	15.32	16.26
Janitors and cleaners	11.23	13.30	14.31	15.32	16.16
Personal service	—	—	—	—	—

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, Pittsburgh, PA, December 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.76	\$11.03	\$15.62	\$22.03	\$31.05
All excluding sales	9.20	11.57	16.11	22.40	31.31
White collar	9.35	12.24	17.65	25.73	36.60
White collar excluding sales	10.30	13.46	18.65	26.42	37.81
Professional specialty and technical	14.00	18.03	23.77	32.58	45.67
Professional specialty	16.50	21.15	25.73	35.53	46.72
Engineers, architects, and surveyors	22.84	24.52	31.15	35.42	41.45
Electrical and electronic engineers	23.11	25.94	31.15	36.87	39.96
Engineers, n.e.c.	23.27	27.55	33.90	42.51	55.20
Mathematical and computer scientists	19.31	21.00	30.39	36.23	41.00
Computer systems analysts and scientists	18.04	20.80	28.85	35.28	40.27
Natural scientists	14.42	19.69	24.00	34.39	36.00
Health related	18.00	20.65	23.25	25.99	32.36
Registered nurses	18.69	20.95	23.02	25.05	27.72
Pharmacists	30.75	31.94	33.96	36.47	37.21
Physical therapists	21.54	25.03	27.99	29.13	32.28
Therapists, n.e.c.	11.38	11.58	12.41	23.69	25.39
Teachers, college and university	15.95	20.30	28.85	37.74	52.59
Teachers, except college and university	20.39	25.88	34.41	46.24	48.61
Elementary school teachers	23.96	28.11	36.36	47.26	49.00
Secondary school teachers	22.43	26.32	33.06	42.17	47.26
Teachers, special education	15.76	21.83	40.69	46.43	47.09
Teachers, n.e.c.	24.33	29.86	46.24	47.26	47.98
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	17.51	21.15	25.73	28.33	29.08
Psychologists	13.51	15.89	20.84	25.74	25.87
Social, recreation, and religious workers	9.43	9.80	16.35	21.40	25.50
Social workers	9.43	9.80	16.35	21.40	25.50
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.26	15.67	22.29	27.80	84.25
Editors and reporters	14.26	14.29	18.19	22.43	28.34
Technical	11.50	13.24	15.93	19.83	25.50
Clinical laboratory technologists and technicians	10.53	12.63	16.80	19.97	22.63
Health record technologists and technicians	12.66	13.74	16.97	22.19	22.19
Radiological technicians	14.45	16.55	18.23	19.83	20.19
Licensed practical nurses	13.62	14.21	14.92	16.50	16.79
Health technologists and technicians, n.e.c.	9.00	10.00	11.96	14.11	15.40
Engineering technicians, n.e.c.	14.05	19.16	25.50	25.50	27.17
Drafters	14.82	19.54	22.94	31.20	31.20
Executive, administrative, and managerial	15.85	18.86	24.20	32.07	40.44
Executives, administrators, and managers	16.41	20.75	28.89	37.32	47.43
Financial managers	17.88	23.27	36.88	39.74	92.31
Managers, marketing, advertising, and public relations	25.55	28.85	31.52	37.47	52.09
Managers, medicine and health	13.67	13.67	29.62	30.03	35.04
Managers, service organizations, n.e.c.	12.33	18.46	31.36	56.46	56.46
Managers and administrators, n.e.c.	16.55	24.04	31.50	39.43	48.72
Management related	15.30	18.25	21.59	26.03	31.08
Accountants and auditors	14.91	15.39	20.27	22.84	27.98
Personnel, training, and labor relations specialists	14.07	21.41	23.10	25.92	38.50
Purchasing agents and buyers, n.e.c.	16.83	20.18	23.45	25.24	28.15
Management related, n.e.c.	16.87	19.13	22.40	27.40	31.85
Sales	6.95	7.60	10.00	12.42	17.45
Supervisors, sales	10.90	13.75	27.04	36.06	47.16
Sales workers, apparel	8.00	9.00	10.23	10.55	14.53
Cashiers	7.01	7.57	8.16	10.00	11.65
Sales support, n.e.c.	5.67	6.05	7.21	15.24	28.90
Administrative support, including clerical	8.94	10.50	12.82	15.71	19.24
Supervisors, financial records processing	9.52	14.60	14.90	16.83	18.46
Secretaries	10.10	12.00	14.57	17.72	20.05
Stenographers	10.98	12.69	14.00	15.59	17.14
Typists	7.75	7.75	10.00	13.67	17.14
Receptionists	9.00	9.28	10.58	12.24	12.40

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, Pittsburgh, PA, December 2002 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Information clerks, n.e.c.	\$10.26	\$13.31	\$13.97	\$15.04	\$15.04
Order clerks	14.30	18.58	18.58	22.49	24.98
Records clerks, n.e.c.	9.32	10.23	11.54	13.30	15.28
Bookkeepers, accounting and auditing clerks	9.55	10.91	12.48	13.77	14.42
Billing clerks	10.08	10.93	12.19	13.13	13.96
Traffic, shipping and receiving clerks	10.50	10.50	12.10	15.20	17.88
Stock and inventory clerks	8.00	11.22	14.61	14.61	16.91
Investigators and adjusters, except insurance	9.01	9.85	11.20	14.30	15.71
General office clerks	8.00	10.80	12.02	14.90	19.16
Teachers' aides	7.60	7.82	10.44	13.15	13.43
Administrative support, n.e.c.	7.95	12.32	14.05	15.45	18.54
Blue collar	9.46	12.13	15.98	20.53	24.01
Precision production, craft, and repair					
Automobile mechanics	12.00	14.98	19.64	24.36	27.68
Industrial machinery repairers	13.32	15.50	17.53	20.66	22.28
Industrial machinery repairers	14.20	19.42	21.27	29.19	29.39
Mechanics and repairers, n.e.c.	13.60	16.14	18.68	18.68	18.95
Carpenters	11.87	17.14	17.68	23.05	24.56
Electricians	14.23	14.26	17.89	20.40	20.40
Plumbers, pipefitters and steamfitters	18.15	19.95	20.81	22.46	27.93
Machine operators, assemblers, and inspectors					
Molding and casting machine operators	8.96	9.80	13.06	15.43	19.43
Extruding and forming machine operators	9.46	9.46	12.81	15.62	17.88
Mixing and blending machine operators	9.13	10.56	11.92	14.85	18.45
Mixing and blending machine operators	13.45	15.32	19.14	20.04	20.04
Miscellaneous machine operators, n.e.c.	10.85	12.55	14.40	15.54	20.19
Assemblers	8.41	8.96	10.07	14.25	15.30
Production inspectors, checkers and examiners ..	9.80	9.80	9.80	14.84	15.23
Transportation and material moving					
Truck drivers	11.75	14.30	17.88	20.53	22.03
Truck drivers	10.63	12.88	14.50	19.22	23.06
Industrial truck and tractor equipment operators ..	12.95	13.29	15.03	16.47	16.59
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	7.50	10.13	12.75	18.51	21.25
Production helpers	8.15	10.75	12.15	13.71	15.43
Stock handlers and baggers	8.00	8.89	10.23	11.95	19.14
Freight, stock, and material handlers, n.e.c.	19.64	19.86	19.86	22.71	23.64
Laborers, except construction, n.e.c.	12.75	14.62	16.33	18.68	18.68
Service					
Protective service	6.70	8.65	10.63	13.97	18.90
Protective service	6.75	8.55	17.04	27.36	33.30
Guards and police, except public service	6.00	6.75	7.75	13.48	16.52
Food service	2.83	6.18	8.60	10.10	11.50
Waiters, waitresses, and bartenders	2.83	2.83	5.25	7.40	8.20
Waiters and waitresses	2.83	2.83	2.83	6.77	8.05
Other food service	8.20	8.60	9.75	11.00	13.50
Cooks	8.60	9.05	9.88	12.63	13.71
Food preparation, n.e.c.	7.73	8.50	9.00	10.61	11.36
Health service	7.10	9.01	10.31	11.28	12.69
Health aides, except nursing	6.96	8.67	10.02	11.74	12.87
Nursing aides, orderlies and attendants	7.25	9.25	10.50	11.11	12.53
Cleaning and building service	7.85	10.05	13.30	16.00	16.90
Maids and housemen	5.15	7.58	9.48	10.42	10.96
Janitors and cleaners	8.50	12.12	14.48	16.15	16.90
Personal service	8.95	9.80	11.67	27.19	32.22

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, Pittsburgh, PA, December 2002

Occupation ³	10	25	Median 50	75	90
All	\$5.25	\$6.25	\$7.71	\$10.25	\$19.40
All excluding sales	5.15	6.50	8.32	11.32	21.49
White collar	6.00	6.75	8.85	14.65	24.40
White collar excluding sales	7.76	9.00	12.23	21.93	26.50
Professional specialty and technical	9.00	14.09	20.43	25.00	28.00
Professional specialty	9.10	15.68	22.00	25.14	29.42
Health related	18.40	20.83	23.70	25.98	30.59
Registered nurses	18.40	20.81	23.70	25.12	27.04
Teachers, college and university	18.00	23.59	23.59	24.38	40.31
Teachers, except college and university	9.79	10.67	15.00	23.00	32.50
Substitute teachers	9.79	10.00	10.00	11.33	15.99
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	9.00	12.53	14.95	17.00	20.43
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	5.50	6.00	6.50	7.50	9.75
Cashiers	5.35	5.50	6.25	7.00	7.78
Administrative support, including clerical	7.25	8.00	9.30	10.81	12.25
Secretaries	9.00	10.25	10.50	11.00	12.25
General office clerks	7.50	7.50	7.50	9.00	12.40
Administrative support, n.e.c.	9.00	11.57	11.57	11.92	13.00
Blue collar	5.25	5.50	7.00	9.15	13.85
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	5.15	5.51	9.15	12.80	14.50
Handlers, equipment cleaners, helpers, and laborers	5.25	5.50	6.60	7.85	10.11
Stock handlers and baggers	5.25	5.50	5.80	7.00	7.60
Freight, stock, and material handlers, n.e.c.	7.50	8.50	10.00	13.70	22.70
Service	2.83	5.50	7.20	8.79	10.05
Protective service	-	-	-	-	-
Food service	2.83	2.83	6.02	7.69	8.75
Waiters, waitresses, and bartenders	2.83	2.83	2.83	5.25	6.45
Waiters and waitresses	2.83	2.83	2.83	2.83	3.75
Waiters/Waitresses' assistants	2.83	5.25	5.75	6.75	7.90
Other food service	5.40	6.00	7.25	8.00	9.15
Cooks	7.25	7.25	7.80	8.70	9.38
Food preparation, n.e.c.	5.36	5.75	6.75	7.75	8.90
Health service	8.00	9.24	9.44	10.25	11.49
Health aides, except nursing	9.33	9.42	10.05	11.50	11.89
Nursing aides, orderlies and attendants	8.00	9.00	9.44	10.14	11.20
Cleaning and building service	6.00	7.00	8.00	10.11	11.32
Janitors and cleaners	6.00	7.00	7.75	10.11	11.32
Personal service	5.30	6.50	7.20	9.09	9.83

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 Pittsburgh, PA, Metropolitan Statistical Area includes Allegheny, Beaver, Butler, Fayette, Washington, and Westmoreland Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. 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, tips, 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	3,406
Total in sample	510
Responding	316
Out of business or not in survey scope	51
Unable or refused to provide data	143

In this survey, the nonresponse rates for all industries, private industry, and State and local government 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, Pittsburgh, PA, December 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	497,600	413,700	83,900
All excluding sales	453,600	370,600	83,000
White collar	277,800	227,600	50,200
White-collar excluding sales	233,800	184,500	49,200
Professional specialty and technical	108,700	75,700	32,900
Professional specialty	87,800	56,300	31,400
Technical	20,900	19,400	–
Executive, administrative, and managerial	40,800	36,200	4,500
Sales	44,000	43,100	–
Administrative support, including clerical	84,300	72,600	11,800
Blue collar	121,400	102,600	18,900
Precision production, craft, and repair	37,100	34,500	2,500
Machine operators, assemblers, and inspectors	27,000	27,000	–
Transportation and material moving	29,000	15,100	13,900
Handlers, equipment cleaners, helpers, and laborers	28,400	25,900	2,400
Service	98,500	83,500	14,900

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.