

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

Ready Facts Catalog for the York, PA National Compensation Survey:

	Data tables from NCS Bulletins 1-1. through 3-2. Mean hourly earnings or weekly earnings and hours by selected worker, industry, and occupational characteristics (previously Table A1-A4) 4-1. through 4-3. Mean hourly earnings by selected occupations and levels (previously Table B1-B2) 5-1. through 5-3. Mean hourly earnings by selected characteristic (previously Table C1-C3) 6-1. through 6-5. Hourly wage percentiles by selected occupations	
	York, PA (September 2003)	
9865	Tables 1-1 through 3-2	10
9866	Tables 4-1 through 4-3	7
9867	Tables 5-1 through 5-3	3
9869	Tables 6-1 through 6-5	8
9868	Appendix A (Technical Note)	5
9887	Appendix B (Occupational Classification)	8
9888	Appendix C & D (Generic Leveling Criteria) & (Evaluating Your Firm's Jobs)	8
9889	NCS Regional area definitions	1

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, York, PA, September 2003

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	\$17.24	5.1	36.8	\$16.68	6.1	37.0	\$22.05	2.6	35.5
Worker characteristics:⁴									
White-collar occupations ⁵	21.95	9.3	35.6	21.28	12.0	35.5	25.20	3.5	35.9
Professional specialty and technical	24.86	4.4	33.3	23.11	5.8	32.3	29.42	2.5	36.2
Executive, administrative, and managerial	34.36	22.0	43.8	34.72	23.9	44.7	30.88	3.6	36.8
Sales	16.03	24.8	33.9	16.07	25.0	33.8	-	-	-
Administrative support	12.07	3.4	36.6	12.16	4.2	37.0	11.69	2.4	34.9
Blue-collar occupations ⁵	14.91	2.8	39.3	14.91	2.9	39.3	15.19	9.9	36.4
Precision production, craft, and repair	18.97	4.8	40.3	19.01	4.9	40.3	-	-	-
Machine operators, assemblers, and inspectors	14.22	4.9	39.5	14.22	4.9	39.5	-	-	-
Transportation and material moving	13.14	11.8	38.0	12.86	13.4	38.5	14.98	14.9	35.0
Handlers, equipment cleaners, helpers, and laborers	12.03	3.1	38.3	11.99	3.1	38.3	-	-	-
Service occupations ⁵	9.92	6.0	33.5	9.01	6.5	33.5	14.52	6.1	33.8
Full time	17.95	5.3	40.1	17.38	6.4	40.3	22.79	3.0	38.1
Part time	8.72	7.2	18.6	8.48	8.0	18.7	11.28	8.8	17.8
Union	19.61	3.5	38.7	17.55	3.5	39.8	23.76	3.1	36.7
Nonunion	16.59	7.1	36.3	16.51	7.4	36.5	18.35	3.1	33.1
Time	16.28	3.4	36.2	15.54	3.8	36.3	22.05	2.6	35.5
Incentive	27.68	29.3	45.7	27.68	29.3	45.7	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	17.09	2.1	39.8	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.31	12.0	34.7	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.28	14.2	35.4	15.20	14.5	35.4	20.92	.4	36.0
100-499 workers	17.30	11.6	37.6	16.93	12.9	37.8	22.13	5.8	34.9
500 workers or more	18.26	5.1	36.4	17.25	5.7	36.6	22.06	5.1	35.8

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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, York, PA, September 2003

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	\$17.24	5.1	\$16.68	6.1	\$22.05	2.6
All excluding sales	17.35	3.8	16.74	4.7	22.14	2.8
White collar	21.95	9.3	21.28	12.0	25.20	3.5
White collar excluding sales	23.48	7.8	22.97	10.3	25.35	3.7
Professional specialty and technical	24.86	4.4	23.11	5.8	29.42	2.5
Professional specialty	26.56	5.4	24.80	7.7	29.94	3.1
Engineers, architects, and surveyors	30.29	7.6	30.29	7.6	—	—
Industrial engineers	29.78	14.9	29.78	14.9	—	—
Mathematical and computer scientists	21.00	20.4	21.00	20.4	—	—
Computer systems analysts and scientists	20.80	20.9	20.80	20.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.18	2.8	27.00	2.8	—	—
Teachers, college and university	33.15	7.1	—	—	—	—
Teachers, except college and university	31.58	3.3	—	—	32.38	1.9
Elementary school teachers	34.45	.2	—	—	34.45	.2
Secondary school teachers	31.78	.8	—	—	31.78	.8
Teachers, special education	29.39	7.1	—	—	29.39	7.1
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.48	8.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.86	8.4	18.98	8.7	—	—
Licensed practical nurses	16.54	3.1	16.37	3.4	—	—
Executive, administrative, and managerial	34.36	22.0	34.72	23.9	30.88	3.6
Executives, administrators, and managers	38.12	23.5	38.92	25.7	31.95	5.7
Managers and administrators, n.e.c.	41.97	27.1	41.97	27.1	—	—
Management related	24.03	9.2	24.13	9.5	—	—
Sales	16.03	24.8	16.07	25.0	—	—
Sales workers, other commodities	8.11	.6	8.11	.6	—	—
Cashiers	7.62	2.1	—	—	—	—
Administrative support, including clerical	12.07	3.4	12.16	4.2	11.69	2.4
Secretaries	15.31	5.8	16.65	5.6	—	—
Bookkeepers, accounting and auditing clerks	11.14	5.8	—	—	—	—
General office clerks	12.35	5.9	12.94	6.6	—	—
Blue collar	14.91	2.8	14.91	2.9	15.19	9.9
Precision production, craft, and repair	18.97	4.8	19.01	4.9	—	—
Industrial machinery repairers	17.58	1.1	17.56	1.1	—	—
Supervisors, production	22.03	8.8	22.03	8.8	—	—
Machine operators, assemblers, and inspectors	14.22	4.9	14.22	4.9	—	—
Grinding, abrading, buffing, and polishing machine operators	13.76	14.8	13.76	14.8	—	—
Fabricating machine operators, n.e.c.	14.67	3.0	14.67	3.0	—	—
Printing press operators	19.64	4.2	19.64	4.2	—	—
Mixing and blending machine operators	15.61	3.6	15.61	3.6	—	—
Miscellaneous machine operators, n.e.c.	14.03	3.1	14.03	3.1	—	—
Assemblers	14.77	6.3	14.77	6.3	—	—
Production inspectors, checkers and examiners ..	13.55	5.6	13.55	5.6	—	—
Transportation and material moving	13.14	11.8	12.86	13.4	14.98	14.9
Truck drivers	10.25	22.5	10.10	23.5	—	—
Industrial truck and tractor equipment operators ..	14.18	5.0	14.18	5.0	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.54	6.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.03	3.1	11.99	3.1	—	—
Stock handlers and baggers	13.27	9.7	13.27	9.7	—	—
Machine feeders and offbearers	9.46	.2	9.46	.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, York, PA, September 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Freight, stock, and material handlers, n.e.c.	\$12.42	7.4	\$12.42	7.4	—	—
Hand packers and packagers	11.77	4.4	11.77	4.4	—	—
Service	9.92	6.0	9.01	6.5	\$14.52	6.1
Protective service	12.94	9.4	—	—	20.32	7.4
Food service	7.71	14.0	7.57	14.5	9.91	10.6
Waiters, waitresses, and bartenders	3.15	.5	3.15	.5	—	—
Other food service	9.42	4.2	9.37	4.5	9.91	10.6
Health service	10.93	4.6	10.84	5.3	—	—
Nursing aides, orderlies and attendants	10.88	4.7	10.84	5.3	—	—
Cleaning and building service	9.88	5.5	9.08	5.9	12.03	4.0
Janitors and cleaners	9.69	6.1	9.08	7.0	11.26	2.3
Personal service	—	—	—	—	—	—

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, York, PA, September 2003

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	\$17.95	5.3	\$17.38	6.4	\$22.79	3.0
All excluding sales	17.85	4.1	17.21	5.0	22.88	3.2
White collar	23.32	8.7	22.80	11.3	25.61	3.5
White collar excluding sales	24.11	7.7	23.64	10.2	25.77	3.8
Professional specialty and technical	25.77	4.1	24.07	5.5	29.90	2.2
Professional specialty	27.15	5.1	25.40	7.3	30.45	2.9
Engineers, architects, and surveyors	30.37	7.4	30.37	7.4	—	—
Industrial engineers	29.92	14.7	29.92	14.7	—	—
Mathematical and computer scientists	21.00	20.4	21.00	20.4	—	—
Computer systems analysts and scientists	20.80	20.9	20.80	20.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	27.18	2.8	27.00	2.8	—	—
Teachers, college and university	33.15	7.1	—	—	—	—
Teachers, except college and university	33.13	1.5	—	—	33.13	1.5
Elementary school teachers	34.45	.2	—	—	34.45	.2
Secondary school teachers	32.21	.7	—	—	32.21	.7
Teachers, special education	29.39	7.1	—	—	29.39	7.1
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.37	9.6	—	—	—	—
Social workers	15.77	6.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.93	7.0	20.15	7.2	—	—
Licensed practical nurses	16.50	3.6	—	—	—	—
Executive, administrative, and managerial	34.37	22.0	34.74	24.0	30.84	3.7
Executives, administrators, and managers	38.12	23.6	38.92	25.7	31.91	5.6
Managers and administrators, n.e.c.	41.97	27.1	41.97	27.1	—	—
Management related	24.05	9.3	24.15	9.5	—	—
Sales	19.35	21.9	19.45	21.9	—	—
Administrative support, including clerical	12.22	3.2	12.34	3.9	11.73	2.6
Secretaries	15.57	5.6	17.20	4.6	—	—
Bookkeepers, accounting and auditing clerks	11.14	5.8	—	—	—	—
General office clerks	12.37	6.0	12.94	6.6	—	—
Blue collar	15.01	2.8	15.00	2.8	15.54	8.6
Precision production, craft, and repair	18.97	4.8	19.01	4.9	—	—
Industrial machinery repairers	17.58	1.1	17.56	1.1	—	—
Supervisors, production	22.03	8.8	22.03	8.8	—	—
Machine operators, assemblers, and inspectors	14.28	4.6	14.28	4.6	—	—
Grinding, abrading, buffing, and polishing machine operators	13.76	14.8	13.76	14.8	—	—
Fabricating machine operators, n.e.c.	14.67	3.0	14.67	3.0	—	—
Printing press operators	19.64	4.2	19.64	4.2	—	—
Mixing and blending machine operators	15.61	3.6	15.61	3.6	—	—
Miscellaneous machine operators, n.e.c.	14.03	3.1	14.03	3.1	—	—
Assemblers	14.77	6.3	14.77	6.3	—	—
Production inspectors, checkers and examiners ..	13.55	5.6	13.55	5.6	—	—
Transportation and material moving	13.18	12.0	12.86	13.4	15.57	14.1
Truck drivers	10.25	22.5	10.10	23.5	—	—
Industrial truck and tractor equipment operators ..	14.18	5.0	14.18	5.0	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.54	6.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.23	3.0	12.19	3.0	—	—
Stock handlers and baggers	15.04	8.0	15.04	8.0	—	—
Machine feeders and offbearers	9.46	.2	9.46	.2	—	—
Freight, stock, and material handlers, n.e.c.	12.42	7.4	12.42	7.4	—	—

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, York, PA, September 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers —Continued						
Hand packers and packagers	\$11.77	4.4	\$11.77	4.4	—	—
Service	10.63	4.8	9.59	4.7	\$15.42	6.2
Protective service	13.30	8.8	—	—	20.55	7.3
Food service	8.69	10.0	8.69	10.0	—	—
Other food service	9.72	4.2	9.72	4.2	—	—
Health service	10.77	4.0	10.65	4.6	—	—
Nursing aides, orderlies and attendants	10.71	4.1	10.65	4.6	—	—
Cleaning and building service	10.15	6.8	9.31	7.2	12.13	4.2
Janitors and cleaners	9.99	8.0	—	—	11.29	2.6
Personal service	—	—	—	—	—	—

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, York, PA, September 2003

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	\$8.72	7.2	\$8.48	8.0	\$11.28	8.8
All excluding sales	9.37	9.6	9.10	11.1	11.28	8.8
White collar	9.75	7.7	9.52	8.3	13.61	8.2
White collar excluding sales	12.92	7.7	12.81	8.9	13.61	8.2
Professional specialty and technical	14.14	6.7	14.06	7.4	14.74	9.3
Professional specialty	13.51	11.0	13.07	15.3	14.74	9.3
Engineers, architects, and surveyors	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	14.74	9.3
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	7.26	1.0	7.26	1.0	-	-
Administrative support, including clerical	9.53	9.6	-	-	-	-
Blue collar	8.03	4.3	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	-	-	-	-	-	-
Service	7.29	11.8	6.97	13.6	9.60	7.6
Protective service	-	-	-	-	-	-
Food service	5.54	20.9	4.53	13.3	9.91	10.6
Other food service	8.18	9.0	-	-	9.91	10.6
Health service	-	-	-	-	-	-
Cleaning and building service	8.48	5.9	-	-	-	-
Janitors and cleaners	8.48	5.9	-	-	-	-
Personal service	-	-	-	-	-	-

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, York, PA, September 2003

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	\$719	6.2	40.1	\$701	7.3	40.3	\$868	2.8	38.1
All excluding sales	712	4.6	39.9	690	5.5	40.1	872	3.0	38.1
White collar	947	11.2	40.6	942	14.2	41.3	964	3.6	37.6
White collar excluding sales	968	9.6	40.2	968	12.5	40.9	970	3.8	37.6
Professional specialty and technical	1,004	4.0	39.0	952	5.5	39.6	1,125	2.3	37.6
Professional specialty	1,055	5.0	38.9	1,004	7.3	39.5	1,147	3.0	37.7
Engineers, architects, and surveyors	1,217	7.2	40.1	1,217	7.2	40.1	-	-	-
Industrial engineers	1,197	14.7	40.0	1,197	14.7	40.0	-	-	-
Mathematical and computer scientists	840	20.4	40.0	840	20.4	40.0	-	-	-
Computer systems analysts and scientists	832	21.0	40.0	832	21.0	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,056	3.8	38.8	1,049	3.8	38.9	-	-	-
Teachers, college and university	1,261	7.4	38.0	-	-	-	-	-	-
Teachers, except college and university	1,249	1.5	37.7	-	-	-	1,249	1.5	37.7
Elementary school teachers	1,300	.5	37.7	-	-	-	1,300	.5	37.7
Secondary school teachers	1,213	.2	37.7	-	-	-	1,213	.2	37.7
Teachers, special education	1,129	6.7	38.4	-	-	-	1,129	6.7	38.4
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	544	8.9	37.9	-	-	-	-	-	-
Social workers	591	6.9	37.5	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	788	7.2	39.5	800	7.3	39.7	-	-	-
Licensed practical nurses	646	3.8	39.1	-	-	-	-	-	-
Executive, administrative, and managerial	1,516	29.7	44.1	1,554	32.3	44.7	1,198	4.0	38.9
Executives, administrators, and managers	1,741	33.5	45.7	1,820	36.5	46.8	1,236	7.4	38.7
Managers and administrators, n.e.c.	2,049	39.1	48.8	2,049	39.1	48.8	-	-	-
Management related	969	9.0	40.3	973	9.3	40.3	-	-	-
Sales	830	26.3	42.9	836	26.3	43.0	-	-	-
Administrative support, including clerical	482	3.3	39.4	493	3.9	39.9	436	3.2	37.2
Secretaries	607	7.3	39.0	686	4.7	39.9	-	-	-
Bookkeepers, accounting and auditing clerks	436	7.4	39.1	-	-	-	-	-	-
General office clerks	489	5.5	39.6	516	6.5	39.9	-	-	-
Blue collar	599	2.8	39.9	599	2.9	39.9	606	8.9	39.0
Precision production, craft, and repair	764	4.9	40.3	766	5.0	40.3	-	-	-
Industrial machinery repairers	703	1.1	40.0	702	1.1	40.0	-	-	-
Supervisors, production	892	8.8	40.5	892	8.8	40.5	-	-	-
Machine operators, assemblers, and inspectors	570	4.6	39.9	570	4.6	39.9	-	-	-

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, York, PA, September 2003 — 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									
Machine operators, assemblers, and inspectors —Continued									
Grinding, abrading, buffing, and polishing machine operators	\$551	14.8	40.0	\$551	14.8	40.0	—	—	—
Fabricating machine operators, n.e.c.	587	3.0	40.0	587	3.0	40.0	—	—	—
Printing press operators	787	3.9	40.1	787	3.9	40.1	—	—	—
Mixing and blending machine operators	617	4.3	39.5	617	4.3	39.5	—	—	—
Miscellaneous machine operators, n.e.c.	561	3.1	40.0	561	3.1	40.0	—	—	—
Assemblers	591	6.3	40.0	591	6.3	40.0	—	—	—
Production inspectors, checkers and examiners ...	542	5.6	40.0	542	5.6	40.0	—	—	—
Transportation and material moving	508	14.5	38.6	495	16.3	38.5	\$609	14.0	39.1
Truck drivers	382	27.0	37.3	375	28.1	37.2	—	—	—
Industrial truck and tractor equipment operators	561	3.6	39.6	561	3.6	39.6	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	645	7.8	39.0	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	488	3.2	39.9	486	3.2	39.9	—	—	—
Stock handlers and baggers ...	601	8.0	40.0	601	8.0	40.0	—	—	—
Machine feeders and offbearers	378	.2	40.0	378	.2	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	496	7.3	39.9	496	7.3	39.9	—	—	—
Hand packers and packagers	464	3.4	39.4	464	3.4	39.4	—	—	—
Service	415	4.6	39.1	374	4.5	39.0	610	6.5	39.5
Protective service	523	8.6	39.3	—	—	—	850	7.4	41.4
Food service	349	10.7	40.2	349	10.7	40.2	—	—	—
Other food service	392	4.9	40.4	392	4.9	40.4	—	—	—
Health service	408	4.4	37.9	408	5.0	38.3	—	—	—
Nursing aides, orderlies and attendants	406	4.5	37.9	408	5.0	38.3	—	—	—
Cleaning and building service	399	7.0	39.3	363	7.3	39.0	485	4.2	40.0
Janitors and cleaners	400	8.0	40.0	—	—	—	452	2.6	40.0
Personal service	—	—	—	—	—	—	—	—	—

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, York, PA, September 2003

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	\$36,492	6.2	2,033	\$36,090	7.3	2,077	\$39,323	2.8	1,726
All excluding sales	36,049	4.6	2,020	35,533	5.5	2,065	39,451	3.0	1,724
White collar	46,400	11.2	1,990	47,754	14.2	2,094	41,740	3.6	1,630
White collar excluding sales	46,961	9.6	1,948	48,742	12.5	2,062	41,931	3.8	1,627
Professional specialty and technical	46,153	4.0	1,791	46,339	5.5	1,925	45,793	2.3	1,531
Professional specialty	47,226	5.0	1,739	47,812	7.3	1,882	46,330	3.0	1,521
Engineers, architects, and surveyors	63,252	7.2	2,083	63,252	7.2	2,083	-	-	-
Industrial engineers	62,233	14.7	2,080	62,233	14.7	2,080	-	-	-
Mathematical and computer scientists	43,702	20.4	2,081	43,702	20.4	2,081	-	-	-
Computer systems analysts and scientists	43,279	21.0	2,081	43,279	21.0	2,081	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	54,888	3.8	2,020	54,561	3.8	2,021	-	-	-
Teachers, college and university	53,303	7.4	1,608	-	-	-	-	-	-
Teachers, except college and university	48,086	1.5	1,452	-	-	-	48,086	1.5	1,452
Elementary school teachers ...	49,512	.5	1,437	-	-	-	49,512	.5	1,437
Secondary school teachers	46,658	.2	1,449	-	-	-	46,658	.2	1,449
Teachers, special education ...	42,527	6.7	1,447	-	-	-	42,527	6.7	1,447
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	18,184	8.9	1,265	-	-	-	-	-	-
Social workers	30,755	6.9	1,950	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	40,808	7.2	2,048	41,581	7.3	2,064	-	-	-
Licensed practical nurses	33,570	3.8	2,034	-	-	-	-	-	-
Executive, administrative, and managerial	78,829	29.7	2,293	80,787	32.3	2,326	62,304	4.0	2,020
Executives, administrators, and managers	90,536	33.5	2,375	94,629	36.5	2,431	64,266	7.4	2,014
Managers and administrators, n.e.c.	106,565	39.1	2,539	106,565	39.1	2,539	-	-	-
Management related	50,371	9.0	2,095	50,597	9.3	2,095	-	-	-
Sales	43,164	26.3	2,231	43,479	26.3	2,235	-	-	-
Administrative support, including clerical	24,675	3.3	2,019	25,621	3.9	2,077	21,150	3.2	1,803
Secretaries	31,181	7.3	2,003	35,689	4.7	2,075	-	-	-
Bookkeepers, accounting and auditing clerks	22,657	7.4	2,034	-	-	-	-	-	-
General office clerks	25,440	5.5	2,057	26,818	6.5	2,073	-	-	-
Blue collar	31,128	2.8	2,073	31,120	2.9	2,074	31,517	8.9	2,028
Precision production, craft, and repair	39,708	4.9	2,094	39,818	5.0	2,095	-	-	-
Industrial machinery repairers	36,567	1.1	2,080	36,518	1.1	2,080	-	-	-
Supervisors, production	46,384	8.8	2,105	46,384	8.8	2,105	-	-	-
Machine operators, assemblers, and inspectors	29,647	4.6	2,076	29,647	4.6	2,076	-	-	-

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, York, PA, September 2003 — 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									
Machine operators, assemblers, and inspectors —Continued									
Grinding, abrading, buffing, and polishing machine operators	\$28,545	14.8	2,074	\$28,545	14.8	2,074	—	—	—
Fabricating machine operators, n.e.c.	30,512	3.0	2,080	30,512	3.0	2,080	—	—	—
Printing press operators	40,946	3.9	2,085	40,946	3.9	2,085	—	—	—
Mixing and blending machine operators	32,096	4.3	2,056	32,096	4.3	2,056	—	—	—
Miscellaneous machine operators, n.e.c.	29,197	3.1	2,081	29,197	3.1	2,081	—	—	—
Assemblers	30,711	6.3	2,079	30,711	6.3	2,079	—	—	—
Production inspectors, checkers and examiners ...	28,183	5.6	2,080	28,183	5.6	2,080	—	—	—
Transportation and material moving	26,440	14.5	2,006	25,748	16.3	2,002	\$31,664	14.0	2,034
Truck drivers	19,889	27.0	1,940	19,515	28.1	1,933	—	—	—
Industrial truck and tractor equipment operators	29,166	3.6	2,057	29,166	3.6	2,057	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	33,542	7.8	2,027	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,359	3.2	2,073	25,285	3.2	2,074	—	—	—
Stock handlers and baggers ...	31,278	8.0	2,080	31,278	8.0	2,080	—	—	—
Machine feeders and offbearers	19,678	.2	2,080	19,678	.2	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	25,779	7.3	2,076	25,779	7.3	2,076	—	—	—
Hand packers and packagers	24,135	3.4	2,051	24,135	3.4	2,051	—	—	—
Service	21,568	4.6	2,030	19,454	4.5	2,028	31,466	6.5	2,040
Protective service	27,204	8.6	2,046	—	—	—	44,189	7.4	2,151
Food service	18,142	10.7	2,088	18,142	10.7	2,088	—	—	—
Other food service	20,409	4.9	2,101	20,409	4.9	2,101	—	—	—
Health service	21,237	4.4	1,972	21,191	5.0	1,990	—	—	—
Nursing aides, orderlies and attendants	21,128	4.5	1,973	21,191	5.0	1,990	—	—	—
Cleaning and building service	20,628	7.0	2,032	18,890	7.3	2,028	24,762	4.2	2,042
Janitors and cleaners	20,638	8.0	2,066	—	—	—	22,991	2.6	2,036
Personal service	—	—	—	—	—	—	—	—	—

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

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