

News

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Bureau of Labor Statistics

Philadelphia, Pa. 19106

Internet address: <http://www.bls.gov/ro3/home.htm>

INFORMATION: Ann Freely
(215) 597-3282

PLS – 4048

FOR RELEASE:

MEDIA CONTACT: Gerald Perrins
(215) 861-5600

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HIGHLIGHTS OF YORK, PA NATIONAL COMPENSATION SURVEY SEPTEMBER 2003

Workers in the York metropolitan area averaged \$17.24 per hour during September 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Sheila Watkins reported that white-collar workers averaged \$21.95 per hour and accounted for 45 percent of the workers in the area. Blue-collar employees averaged \$14.91 per hour and represented 40 percent of the workforce, while the remainder worked in service occupations and earned \$9.92 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 109 firms representing 83,700 workers in the York metropolitan area, which includes York County in Pennsylvania. Eighty-eight percent of those represented worked in private industry.

In the York metropolitan area, average hourly wages were published for 30 detailed occupations. (See table 1.) Among white-collar workers, industrial engineers averaged \$29.78 per hour; computer systems analysts and scientists, \$20.80 per hour; and secretaries, \$15.31. Blue-collar occupations included printing press operators earning \$19.64 per hour, stock handlers and baggers at \$13.27, and truck drivers at \$10.25. In the service occupations, nursing aides, orderlies and attendants averaged \$10.88 per hour; and janitors and cleaners, \$9.69.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the York metropolitan area averaged \$17.95 per hour and part-timers earned \$8.72. Union workers in blue-collar jobs averaged \$17.39 per hour, while their nonunion counterparts made \$13.80. Private industry workers at establishments employing 50-99 workers averaged \$15.20 per hour and those in establishments with 500 or more employees earned \$17.25.

The NCS is part of a statistical program that has integrated three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the York, PA National Compensation Survey September 2003 (Bulletin 3120-68). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9865, 9866, 9867, 9868, and 9869.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 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 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.

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.

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. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, York, PA, September 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.95	\$8.72	\$19.61	\$16.59	\$16.28	\$27.68
All excluding sales	17.85	9.37	19.64	16.65	16.69	27.70
White collar	23.32	9.75	27.14	21.17	19.76	—
White-collar excluding sales	24.11	12.92	27.38	22.73	21.51	—
Professional specialty and technical	25.77	14.14	30.71	22.97	24.86	—
Professional specialty	27.15	13.51	31.37	24.56	26.56	—
Technical	19.93	—	—	18.70	18.86	—
Executive, administrative, and managerial	34.37	—	—	34.35	25.89	—
Sales	19.35	7.26	—	16.07	10.19	—
Administrative support, including clerical	12.22	9.53	13.15	11.92	12.19	—
Blue collar	15.01	8.03	17.39	13.80	15.11	12.44
Precision production, craft, and repair	18.97	—	18.50	19.10	18.97	—
Machine operators, assemblers, and inspectors	14.28	—	18.45	11.67	14.60	11.45
Transportation and material moving	13.18	—	15.09	12.42	12.53	—
Handlers, equipment cleaners, helpers, and laborers	12.23	—	14.55	10.95	12.07	—
Service	10.63	7.29	14.60	8.99	9.91	—
	Relative error ⁶ (percent)					
All occupations	5.3	7.2	3.5	7.1	3.4	29.3
All excluding sales	4.1	9.6	3.5	5.5	3.4	42.2
White collar	8.7	7.7	2.7	11.5	4.4	—
White-collar excluding sales	7.7	7.7	3.1	9.9	3.9	—
Professional specialty and technical	4.1	6.7	2.9	5.6	4.4	—
Professional specialty	5.1	11.0	2.9	7.3	5.4	—
Technical	7.0	—	—	8.4	8.4	—
Executive, administrative, and managerial	22.0	—	—	22.5	9.5	—
Sales	21.9	1.0	—	25.0	10.0	—
Administrative support, including clerical	3.2	9.6	5.3	3.9	4.1	—
Blue collar	2.8	4.3	3.3	4.5	2.8	6.0
Precision production, craft, and repair	4.8	—	1.9	6.5	4.8	—
Machine operators, assemblers, and inspectors	4.6	—	1.6	6.1	5.6	7.8
Transportation and material moving	12.0	—	6.9	15.4	14.2	—
Handlers, equipment cleaners, helpers, and laborers	3.0	—	8.2	4.2	2.9	—
Service	4.8	11.8	6.0	5.6	6.1	—

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

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.

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Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, York, PA, September 2003**

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	\$16.68	\$15.20	\$17.04	\$16.93	\$17.25
All excluding sales	16.74	15.24	17.14	16.72	17.86
White collar	21.28	21.91	21.19	22.70	18.92
White-collar excluding sales	22.97	23.96	22.83	24.90	20.47
Professional specialty and technical	23.11	—	22.82	21.73	23.86
Professional specialty	24.80	—	24.64	22.36	26.95
Technical	18.98	—	18.60	20.11	—
Executive, administrative, and managerial	34.72	29.02	35.94	46.69	21.50
Sales	16.07	14.48	16.27	18.34	—
Administrative support, including clerical	12.16	12.71	12.10	11.34	13.09
Blue collar	14.91	15.90	14.67	13.92	16.25
Precision production, craft, and repair	19.01	18.69	19.26	18.81	21.10
Machine operators, assemblers, and inspectors	14.22	11.55	14.58	13.09	17.99
Transportation and material moving	12.86	—	12.63	11.91	15.38
Handlers, equipment cleaners, helpers, and laborers	11.99	10.27	12.11	11.48	12.77
Service	9.01	7.91	9.88	9.83	10.07
Relative error ⁴ (percent)					
All occupations	6.1	14.5	8.2	12.9	5.7
All excluding sales	4.7	15.1	6.2	10.6	3.8
White collar	12.0	18.6	13.5	19.2	11.8
White-collar excluding sales	10.3	17.4	11.5	18.1	6.8
Professional specialty and technical	5.8	—	4.9	9.1	3.4
Professional specialty	7.7	—	7.4	13.1	2.6
Technical	8.7	—	10.1	12.1	—
Executive, administrative, and managerial	23.9	15.8	25.9	20.1	13.1
Sales	25.0	23.6	28.3	27.6	—
Administrative support, including clerical	4.2	12.3	4.9	4.2	10.8
Blue collar	2.9	9.9	3.0	5.2	5.6
Precision production, craft, and repair	4.9	11.3	2.0	2.1	5.7
Machine operators, assemblers, and inspectors	4.9	11.4	6.2	7.3	1.3
Transportation and material moving	13.4	—	16.4	20.7	5.8
Handlers, equipment cleaners, helpers, and laborers	3.1	7.4	3.4	6.7	5.6
Service	6.5	9.7	4.9	6.4	.5

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

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

³ Establishments classified with 50-99 workers may contain

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

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