

News

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HIGHLIGHTS OF INDIANAPOLIS, IN NATIONAL COMPENSATION SURVEY JANUARY 2003

Workers in the Indianapolis metropolitan area averaged \$18.72 per hour during January 2003, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$21.91 per hour and accounted for 54 percent of the workers in the area. Blue-collar employees averaged \$16.66 per hour and represented 32 percent of the workforce, while the remainder worked in service occupations and earned \$11.33 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for all 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 470 firms representing 377,100 workers in the Indianapolis metropolitan area, which is comprised of Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby Counties. Eighty-two percent of those represented worked in private industry.

In the Indianapolis metropolitan area, average hourly wages were published for more than 60 detailed occupations. Among white-collar workers, industrial engineers averaged \$26.89 per hour; social workers, \$15.86; and cashiers, \$8.19. Blue-collar occupations included industrial machinery repairers earning \$27.95 per hour; truck drivers at \$15.70; and assemblers at \$15.54. In the service occupations, cooks averaged \$9.62 per hour and nursing aides, orderlies and attendants, \$9.41.

Within any occupational category, the industry sector in which one works can account for some of the difference in earnings. For example, registered nurses earn more, on average, in private establishments (\$24.99) than in State and local government (\$20.01). The same can be said for secretaries who earn \$15.21 in private industry but \$12.84 in State and local government.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Indianapolis area averaged \$19.49 per hour and part-timers earned \$9.47. Union

workers in blue-collar jobs averaged \$21.10 per hour, while their non-union counterparts made \$13.50. Private industry workers in establishments employing 50-99 workers averaged \$16.72 per hour and those in establishments with 500 or more employees earned \$21.95.

The NCS is part of a statistical program that integrates three previously 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 Indianapolis, IN National Compensation Survey January 2003 (Bulletin 3120-03). While supplies last, single copies of the bulletin are available from the BLS Information Office in Chicago by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm. Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to five documents at a time may be selected and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 9:00 a.m. to 5:00 p.m.

Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. 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 the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of a 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for the differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

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Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Indianapolis, IN, January 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	\$18.72	4.3	\$18.34	4.7	\$20.81	6.9
All excluding sales	18.71	3.3	18.28	3.4	20.81	6.9
White collar	21.91	5.3	21.47	5.8	23.82	10.6
White collar excluding sales	22.46	3.9	22.07	3.5	23.82	10.6
Professional specialty and technical	26.73	5.9	26.00	4.1	28.65	15.5
Professional specialty	29.35	6.1	28.89	5.4	30.25	14.0
Engineers, architects, and surveyors	31.61	4.9	32.04	5.9	—	—
Electrical and electronic engineers	31.13	17.4	31.13	17.4	—	—
Industrial engineers	26.89	2.5	—	—	—	—
Mechanical engineers	26.01	5.1	26.01	5.1	—	—
Engineers, n.e.c.	36.33	4.0	36.33	4.0	—	—
Mathematical and computer scientists	29.33	12.5	29.41	12.7	—	—
Computer systems analysts and scientists	28.17	10.1	28.17	10.1	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.75	3.9	25.42	3.2	20.83	9.8
Registered nurses	24.19	5.3	24.99	4.8	20.01	7.4
Teachers, college and university	46.22	5.6	46.22	5.6	—	—
Teachers, except college and university	34.42	12.8	24.93	10.7	35.17	12.1
Elementary school teachers	37.38	7.6	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.76	2.7	16.23	3.3	—	—
Social workers	15.86	2.9	16.51	3.2	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.97	34.9	22.06	36.0	—	—
Technical	19.53	4.1	20.03	4.6	15.67	10.2
Radiological technicians	25.42	6.8	18.90	1.5	—	—
Licensed practical nurses	17.90	4.3	18.37	5.7	—	—
Health technologists and technicians, n.e.c.	14.55	6.6	14.68	7.0	—	—
Electrical and electronic technicians	24.20	8.1	24.20	8.1	—	—
Engineering technicians, n.e.c.	22.16	20.2	—	—	—	—
Executive, administrative, and managerial	29.18	4.0	29.04	4.6	29.84	6.4
Executives, administrators, and managers	32.50	4.1	32.15	4.9	33.58	8.0
Administrators and officials, public administration	20.91	15.3	—	—	20.91	15.3
Financial managers	38.96	12.3	41.23	11.0	—	—
Administrators, education and related fields	35.21	10.7	—	—	—	—
Managers, medicine and health	35.68	9.6	35.99	11.6	—	—
Managers and administrators, n.e.c.	29.29	13.9	26.82	13.6	—	—
Management related	25.17	10.2	26.01	10.1	—	—
Accountants and auditors	21.74	15.8	21.74	15.8	—	—
Other financial officers	24.93	13.2	24.93	13.2	—	—
Personnel, training, and labor relations specialists	19.81	10.8	21.43	10.3	—	—
Management related, n.e.c.	28.57	14.7	28.57	14.7	—	—
Sales	18.91	26.8	18.91	26.8	—	—
Supervisors, sales	30.96	40.2	30.96	40.2	—	—
Cashiers	8.19	.7	8.19	.7	—	—
Administrative support, including clerical	13.17	2.6	13.52	3.0	11.68	5.7
Supervisors, general office	14.56	8.2	—	—	—	—
Secretaries	14.45	4.7	15.21	4.9	12.84	5.0
Receptionists	10.43	3.1	10.43	3.1	—	—
Library clerks	12.07	11.4	—	—	—	—
Records clerks, n.e.c.	13.38	7.9	13.39	8.6	—	—
Bookkeepers, accounting and auditing clerks	13.39	2.1	13.38	2.3	—	—
Traffic, shipping and receiving clerks	14.80	7.8	14.80	7.8	—	—
Stock and inventory clerks	15.44	18.8	15.39	20.6	—	—
Investigators and adjusters, except insurance	13.79	7.1	13.43	6.5	—	—
General office clerks	12.42	8.0	13.62	7.0	—	—
Bank tellers	9.97	.7	9.97	.7	—	—
Data entry keyers	13.59	6.2	13.59	6.2	—	—

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, Indianapolis, IN, January 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)
White collar —Continued						
Administrative support, including clerical —Continued						
Teachers' aides	\$11.09	1.0	—	—	—	—
Administrative support, n.e.c.	13.87	7.8	\$13.98	8.7	—	—
Blue collar	16.66	2.9	16.75	3.1	\$14.80	3.7
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	20.76	5.0	21.14	5.3	15.08	4.6
Industrial machinery repairers	16.99	1.2	16.99	1.2	—	—
Mechanics and repairers, n.e.c.	27.95	.6	27.95	.6	—	—
Electricians	24.88	5.7	25.19	6.2	—	—
Supervisors, production	25.75	5.4	25.75	5.4	—	—
Tool and die makers	21.34	17.2	21.34	17.2	—	—
Butchers and meat cutters	27.91	.7	27.91	.7	—	—
Bakers	12.53	2.7	12.53	2.7	—	—
	9.09	1.6	9.09	1.6	—	—
Machine operators, assemblers, and inspectors						
Grinding, abrading, buffing, and polishing machine operators	15.92	2.3	15.92	2.3	—	—
Molding and casting machine operators	17.41	26.1	17.41	26.1	—	—
Printing press operators	20.30	12.7	20.30	12.7	—	—
Miscellaneous machine operators, n.e.c.	17.58	6.9	17.58	6.9	—	—
Welders and cutters	15.59	3.3	15.59	3.3	—	—
Assemblers	13.94	18.4	13.94	18.4	—	—
Production inspectors, checkers and examiners ..	15.54	4.1	15.54	4.1	—	—
	14.01	13.6	14.01	13.6	—	—
Transportation and material moving						
Truck drivers	15.16	4.4	15.19	4.8	14.94	5.0
Industrial truck and tractor equipment operators ..	15.70	4.0	15.92	4.4	—	—
Miscellaneous material moving equipment operators, n.e.c.	14.29	11.5	14.20	11.6	—	—
	14.12	9.7	14.12	9.7	—	—
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	12.68	5.1	12.64	5.3	13.62	7.7
Freight, stock, and material handlers, n.e.c.	11.12	4.4	11.03	4.5	—	—
Hand packers and packagers	13.89	7.2	13.89	7.2	—	—
Laborers, except construction, n.e.c.	11.19	7.1	11.19	7.1	—	—
	11.88	7.8	11.44	7.9	—	—
Service						
Protective service	11.33	6.1	9.52	7.3	15.57	9.4
Food service	16.70	7.3	—	—	18.04	2.1
Waiters, waitresses, and bartenders	7.92	10.1	7.58	10.2	10.16	.3
Waiters and waitresses	3.29	22.8	3.29	22.8	—	—
Other food service	2.85	22.4	2.85	22.4	—	—
Supervisors, food preparation and service	10.37	8.6	10.43	10.6	10.16	.3
Cooks	15.11	6.6	15.05	7.8	—	—
Kitchen workers, food preparation	9.62	3.5	9.72	3.3	—	—
Food preparation, n.e.c.	8.30	7.5	8.30	7.5	—	—
Health service	8.21	4.2	7.85	3.3	—	—
Health aides, except nursing	10.75	5.0	10.74	5.4	—	—
Nursing aides, orderlies and attendants	12.34	6.1	12.41	6.5	—	—
Cleaning and building service	9.41	2.4	9.35	2.7	—	—
Maids and housemen	10.61	7.3	10.34	9.5	—	—
Janitors and cleaners	7.45	7.1	7.45	7.1	—	—
Personal service	11.34	8.2	11.28	11.3	—	—
	10.90	14.4	10.90	14.4	—	—

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 in printed Bulletin 3120-03.

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, Indianapolis, IN, January 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	\$19.49	\$9.47	\$21.92	\$17.84	\$18.43	\$23.83
All excluding sales	19.28	10.14	22.09	17.68	18.81	15.69
White collar	22.95	10.72	24.90	21.51	21.43	30.17
White-collar excluding sales	23.02	13.18	25.67	21.97	22.59	—
Professional specialty and technical	27.36	15.95	32.11	25.47	26.73	—
Professional specialty	30.29	15.98	34.59	27.90	29.35	—
Technical	19.63	15.70	19.52	19.53	19.53	—
Executive, administrative, and managerial	29.23	—	—	29.87	29.61	—
Sales	22.51	7.49	—	19.28	12.55	34.71
Administrative support, including clerical	13.39	10.93	13.55	13.13	13.17	—
Blue collar	17.08	9.13	21.10	13.50	16.68	16.39
Precision production, craft, and repair	20.82	—	25.07	16.70	20.85	—
Machine operators, assemblers, and inspectors	15.93	—	19.91	12.93	15.83	—
Transportation and material moving	15.56	10.46	18.20	13.38	14.85	—
Handlers, equipment cleaners, helpers, and laborers	13.53	8.69	16.94	10.57	12.90	—
Service	11.97	6.04	16.81	10.71	11.33	—
	Relative error ⁶ (percent)					
All occupations	3.9	8.3	8.2	5.3	3.3	23.8
All excluding sales	3.3	11.0	8.1	3.8	3.4	4.6
White collar	5.1	6.4	21.8	5.4	4.0	34.2
White-collar excluding sales	4.0	10.2	21.1	3.4	3.9	—
Professional specialty and technical	6.1	23.8	15.2	3.7	5.9	—
Professional specialty	6.2	27.1	12.5	4.7	6.1	—
Technical	4.0	14.2	4.3	4.7	4.1	—
Executive, administrative, and managerial	3.9	—	—	3.8	4.7	—
Sales	27.4	1.1	—	27.1	5.8	31.9
Administrative support, including clerical	2.9	2.6	15.8	1.8	2.7	—
Blue collar	2.9	6.9	1.7	2.9	3.0	7.7
Precision production, craft, and repair	5.0	—	2.4	6.3	5.2	—
Machine operators, assemblers, and inspectors	2.3	—	3.6	3.3	2.4	—
Transportation and material moving	4.0	12.0	4.7	6.8	4.7	—
Handlers, equipment cleaners, helpers, and laborers	5.5	5.7	4.2	5.0	5.2	—
Service	4.0	25.1	5.2	6.8	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. See Appendix B in printed Bulletin 3120-03.

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.

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

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Indianapolis, IN, January 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	\$18.34	\$16.72	\$18.75	\$16.10	\$21.95
All excluding sales	18.28	15.28	18.99	16.12	22.05
White collar	21.47	21.26	21.51	19.68	23.42
White-collar excluding sales	22.07	18.77	22.52	21.06	23.66
Professional specialty and technical	26.00	21.78	26.27	25.02	27.13
Professional specialty	28.89	21.66	29.51	29.96	29.28
Technical	20.03	—	19.97	18.90	21.22
Executive, administrative, and managerial	29.04	26.14	29.56	28.82	30.12
Sales	18.91	25.62	16.13	16.01	17.07
Administrative support, including clerical	13.52	13.87	13.44	12.64	14.20
Blue collar	16.75	14.91	17.45	14.19	21.24
Precision production, craft, and repair	21.14	18.23	22.78	17.81	27.89
Machine operators, assemblers, and inspectors	15.92	12.70	16.60	12.69	19.38
Transportation and material moving	15.19	14.94	15.27	14.57	16.98
Handlers, equipment cleaners, helpers, and laborers	12.64	10.99	13.37	11.72	16.51
Service	9.52	8.01	9.82	8.97	12.44
Relative error ⁴ (percent)					
All occupations	4.7	10.4	4.2	6.2	3.1
All excluding sales	3.4	5.4	3.8	4.8	3.0
White collar	5.8	21.3	4.2	6.7	4.7
White-collar excluding sales	3.5	12.6	3.8	5.6	4.5
Professional specialty and technical	4.1	39.9	3.4	6.6	3.0
Professional specialty	5.4	44.6	4.4	11.0	3.1
Technical	4.6	—	4.7	6.4	6.6
Executive, administrative, and managerial	4.6	11.2	4.8	7.8	6.2
Sales	26.8	35.1	25.5	28.8	16.5
Administrative support, including clerical	3.0	3.8	3.5	2.9	5.8
Blue collar	3.1	4.5	3.9	3.5	2.1
Precision production, craft, and repair	5.3	5.5	6.3	9.2	3.2
Machine operators, assemblers, and inspectors	2.3	3.0	3.3	8.3	3.9
Transportation and material moving	4.8	5.4	7.1	8.8	8.7
Handlers, equipment cleaners, helpers, and laborers	5.3	8.1	7.1	11.2	5.0
Service	7.3	1.6	7.0	8.7	8.5

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. See Appendix B in printed Bulletin 3120-03.

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.

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