

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 Reading, PA National Compensation Survey:**

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**Table 1-1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004**

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>Total</b> .....	\$18.45	3.5	37.7	\$17.07	4.2	38.1	\$24.84	1.7	36.0
<b>Worker characteristics:<sup>4</sup></b>									
White-collar occupations <sup>5</sup> .....	23.03	4.0	37.7	20.91	5.5	38.3	29.96	3.5	35.9
Professional specialty and technical .....	28.08	4.4	36.8	24.11	6.6	37.2	35.29	3.6	36.2
Executive, administrative, and managerial .....	34.20	8.8	40.6	33.80	11.0	40.4	35.86	5.6	41.8
Sales .....	12.92	10.0	34.9	12.94	10.0	35.0	-	-	-
Administrative support .....	13.60	3.1	37.9	13.64	3.8	39.3	13.41	3.1	32.5
Blue-collar occupations <sup>5</sup> .....	15.41	2.8	39.4	15.27	2.9	39.4	17.16	4.1	38.9
Precision production, craft, and repair .....	19.29	5.3	40.2	19.44	5.9	40.2	17.99	4.8	39.6
Machine operators, assemblers, and inspectors .....	15.33	5.2	39.7	15.34	5.2	39.7	-	-	-
Transportation and material moving .....	15.65	6.5	38.6	15.47	8.5	38.9	16.43	2.1	37.4
Handlers, equipment cleaners, helpers, and laborers .....	13.32	3.9	38.9	12.76	2.9	38.8	17.32	7.7	39.7
Service occupations <sup>5</sup> .....	12.12	6.6	33.8	10.44	10.0	33.5	16.62	5.1	34.4
Full time .....	18.92	3.5	39.7	17.47	4.3	40.0	25.73	1.5	38.6
Part time .....	10.66	6.7	20.5	10.21	5.4	21.0	12.40	21.4	18.5
Union .....	21.34	2.5	38.3	15.28	3.3	39.3	26.24	2.7	37.5
Nonunion .....	17.57	4.4	37.5	17.32	4.5	37.9	21.21	14.8	32.6
Time .....	18.35	2.6	37.6	16.87	3.1	38.0	24.84	1.7	36.0
Incentive .....	20.35	27.1	39.8	20.35	27.1	39.8	-	-	-
<b>Establishment characteristics:</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	18.08	6.4	40.0	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
50-99 workers <sup>7</sup> .....	18.94	13.8	38.1	18.87	15.1	38.0	19.76	7.8	38.2
100-499 workers .....	16.37	3.0	37.3	15.40	3.2	37.6	25.46	3.4	34.6
500 workers or more .....	20.67	4.6	38.1	18.72	7.0	38.9	25.12	1.1	36.4

<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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.

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

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

<sup>7</sup> 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,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$18.45	3.5	\$17.07	4.2	\$24.84	1.7
All excluding sales .....	18.66	3.7	17.26	4.6	24.86	1.7
<b>White collar</b> .....	23.03	4.0	20.91	5.5	29.96	3.5
White collar excluding sales .....	23.91	3.6	21.83	5.4	29.99	3.5
<b>Professional specialty and technical</b> .....	28.08	4.4	24.11	6.6	35.29	3.6
Professional specialty .....	32.33	2.8	28.37	5.9	36.54	2.0
Engineers, architects, and surveyors .....	37.55	6.9	37.55	6.9	—	—
Mathematical and computer scientists .....	24.59	6.0	24.59	6.0	—	—
Computer systems analysts and scientists .....	24.87	7.7	24.87	7.7	—	—
Health related .....	26.46	4.0	25.72	3.0	—	—
Registered nurses .....	25.14	1.0	25.05	1.1	—	—
Teachers, college and university .....	44.18	8.7	36.00	9.6	—	—
Teachers, except college and university .....	36.86	1.6	—	—	36.86	1.6
Elementary school teachers .....	36.46	4.4	—	—	36.46	4.4
Secondary school teachers .....	36.58	.6	—	—	36.58	.6
Teachers, n.e.c. ....	38.70	.7	—	—	38.70	.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 .....	18.75	4.1	18.93	4.1	—	—
Licensed practical nurses .....	18.02	1.1	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	34.20	8.8	33.80	11.0	35.86	5.6
Executives, administrators, and managers .....	41.08	8.0	41.69	9.7	38.83	6.7
Financial managers .....	23.07	13.4	23.07	13.4	—	—
Administrators, education and related fields .....	44.44	9.3	—	—	—	—
Managers and administrators, n.e.c. ....	35.90	14.1	35.68	14.5	—	—
Management related .....	22.93	7.3	21.56	7.9	29.71	1.7
Accountants and auditors .....	21.51	13.3	21.53	13.4	—	—
<b>Sales</b> .....	12.92	10.0	12.94	10.0	—	—
<b>Administrative support, including clerical</b> .....	13.60	3.1	13.64	3.8	13.41	3.1
Secretaries .....	15.16	5.9	15.05	7.7	15.54	1.1
Order clerks .....	12.89	6.8	12.89	6.8	—	—
Bookkeepers, accounting and auditing clerks .....	12.78	8.4	11.91	8.7	—	—
Traffic, shipping and receiving clerks .....	13.06	7.0	13.06	7.0	—	—
Teachers' aides .....	10.19	5.7	—	—	10.19	5.7
Administrative support, n.e.c. ....	12.56	9.1	—	—	—	—
<b>Blue collar</b> .....	15.41	2.8	15.27	2.9	17.16	4.1
<b>Precision production, craft, and repair</b> .....	19.29	5.3	19.44	5.9	17.99	4.8
Supervisors, production .....	21.85	11.4	21.85	11.4	—	—
Machinists .....	20.59	7.8	20.59	7.8	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	15.33	5.2	15.34	5.2	—	—
Fabricating machine operators, n.e.c. ....	14.44	2.8	14.44	2.8	—	—
Molding and casting machine operators .....	17.02	3.7	17.02	3.7	—	—
Packaging and filling machine operators .....	13.52	4.1	13.52	4.1	—	—
Mixing and blending machine operators .....	13.84	1.2	13.84	1.2	—	—
Miscellaneous machine operators, n.e.c. ....	12.04	8.1	12.04	8.1	—	—
Assemblers .....	13.63	1.1	13.63	1.1	—	—
<b>Transportation and material moving</b> .....	15.65	6.5	15.47	8.5	16.43	2.1
Truck drivers .....	17.22	6.4	17.45	6.9	—	—
Bus drivers .....	13.49	7.5	—	—	—	—
Industrial truck and tractor equipment operators ..	14.59	.4	14.59	.4	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	13.32	3.9	12.76	2.9	17.32	7.7
Production helpers .....	11.76	7.4	11.76	7.4	—	—
Stock handlers and baggers .....	9.50	5.2	9.50	5.2	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b> —Continued						
Machine feeders and offbearers .....	\$12.49	8.2	\$12.49	8.2	—	—
Hand packers and packagers .....	13.24	4.2	13.24	4.2	—	—
Laborers, except construction, n.e.c. ....	12.50	9.5	12.33	10.7	—	—
<b>Service</b> .....	12.12	6.6	10.44	10.0	\$16.62	5.1
Protective service .....	22.10	3.7	—	—	22.43	3.9
Police and detectives, public service .....	23.40	2.2	—	—	23.40	2.2
Food service .....	8.19	7.6	7.70	7.0	11.99	1.6
Waiters, waitresses, and bartenders .....	5.27	26.3	5.27	26.3	—	—
Other food service .....	9.81	18.2	9.34	21.1	11.99	1.6
Food preparation, n.e.c. ....	8.43	5.7	—	—	10.37	4.1
Health service .....	11.55	4.9	11.00	4.6	—	—
Nursing aides, orderlies and attendants .....	11.31	3.6	10.57	2.1	—	—
Cleaning and building service .....	13.23	8.6	13.18	12.2	13.36	3.3
Janitors and cleaners .....	11.86	4.8	10.55	5.2	13.00	3.2
Personal service .....	7.71	7.3	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> All workers include full-time and part-time workers.

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

<sup>4</sup> 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$18.92	3.5	\$17.47	4.3	\$25.73	1.5
All excluding sales .....	19.08	3.8	17.61	4.7	25.73	1.5
<b>White collar</b> .....	23.50	3.8	21.23	5.3	30.94	4.1
White collar excluding sales .....	24.19	3.6	21.94	5.3	30.94	4.1
<b>Professional specialty and technical</b> .....	28.46	4.9	24.38	7.3	35.48	3.6
Professional specialty .....	32.77	2.8	28.75	6.4	36.78	1.9
Engineers, architects, and surveyors .....	37.55	6.9	37.55	6.9	—	—
Mathematical and computer scientists .....	24.59	6.0	24.59	6.0	—	—
Computer systems analysts and scientists .....	24.87	7.7	24.87	7.7	—	—
Health related .....	27.02	4.1	26.11	2.1	—	—
Registered nurses .....	25.34	.9	—	—	—	—
Teachers, college and university .....	44.43	8.8	36.66	10.0	—	—
Teachers, except college and university .....	37.17	1.2	—	—	37.17	1.2
Elementary school teachers .....	36.46	4.4	—	—	36.46	4.4
Secondary school teachers .....	36.58	.6	—	—	36.58	.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 .....	19.01	4.5	19.22	4.7	—	—
<b>Executive, administrative, and managerial</b> .....	34.20	8.8	33.80	11.0	35.86	5.6
Executives, administrators, and managers .....	41.08	8.0	41.69	9.7	38.83	6.7
Financial managers .....	23.07	13.4	23.07	13.4	—	—
Administrators, education and related fields .....	44.44	9.3	—	—	—	—
Managers and administrators, n.e.c. ....	35.90	14.1	35.68	14.5	—	—
Management related .....	22.93	7.3	21.56	7.9	29.71	1.7
Accountants and auditors .....	21.51	13.3	21.53	13.4	—	—
<b>Sales</b> .....	13.94	10.8	13.94	10.8	—	—
<b>Administrative support, including clerical</b> .....	13.76	3.2	13.69	3.8	14.19	1.5
Secretaries .....	15.37	6.0	15.31	7.9	—	—
Order clerks .....	12.89	6.8	12.89	6.8	—	—
Bookkeepers, accounting and auditing clerks .....	12.78	8.4	11.91	8.7	—	—
Traffic, shipping and receiving clerks .....	13.06	7.0	13.06	7.0	—	—
Teachers' aides .....	12.10	14.7	—	—	12.10	14.7
<b>Blue collar</b> .....	15.53	2.8	15.37	3.0	17.63	2.6
<b>Precision production, craft, and repair</b> .....	19.29	5.3	19.44	5.9	17.99	4.8
Supervisors, production .....	21.85	11.4	21.85	11.4	—	—
Machinists .....	20.59	7.8	20.59	7.8	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	15.38	5.3	15.38	5.3	—	—
Fabricating machine operators, n.e.c. ....	14.44	2.8	14.44	2.8	—	—
Molding and casting machine operators .....	17.02	3.7	17.02	3.7	—	—
Packaging and filling machine operators .....	13.52	4.1	13.52	4.1	—	—
Mixing and blending machine operators .....	13.84	1.2	13.84	1.2	—	—
Miscellaneous machine operators, n.e.c. ....	12.04	8.1	12.04	8.1	—	—
Assemblers .....	13.72	1.2	13.72	1.2	—	—
<b>Transportation and material moving</b> .....	15.88	7.0	15.71	8.9	16.67	2.5
Truck drivers .....	17.22	6.4	17.45	6.9	—	—
Industrial truck and tractor equipment operators ..	14.59	.4	14.59	.4	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	13.52	4.2	12.90	3.1	18.12	3.6
Production helpers .....	11.76	7.4	11.76	7.4	—	—
Machine feeders and offbearers .....	12.49	8.2	12.49	8.2	—	—
Hand packers and packagers .....	13.24	4.2	13.24	4.2	—	—
Laborers, except construction, n.e.c. ....	12.84	9.9	12.71	11.3	—	—
<b>Service</b> .....	13.28	6.7	11.53	9.8	17.35	3.3

See footnotes at end of table.

Table 2-2. Mean hourly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Protective service .....	\$22.21	3.8	—	—	\$22.54	3.9
Police and detectives, public service .....	23.40	2.2	—	—	23.40	2.2
Food service .....	10.23	15.4	\$9.82	16.4	—	—
Other food service .....	10.34	18.4	9.85	20.3	—	—
Health service .....	11.74	5.3	11.14	5.0	—	—
Nursing aides, orderlies and attendants .....	11.50	4.1	—	—	—	—
Cleaning and building service .....	13.25	8.5	13.18	12.2	13.45	3.8
Janitors and cleaners .....	11.90	5.0	10.55	5.2	13.09	3.6
Personal service .....	—	—	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$10.66	6.7	\$10.21	5.4	\$12.40	21.4
All excluding sales .....	10.93	7.5	10.48	6.1	12.43	21.7
<b>White collar</b> .....	15.15	10.7	15.23	11.8	14.92	25.2
White collar excluding sales .....	17.67	10.7	19.09	13.9	15.05	25.4
<b>Professional specialty and technical</b> .....	22.32	10.5	21.10	10.4	28.72	13.0
Professional specialty .....	25.61	6.5	24.69	4.5	28.72	13.0
Health related .....	24.74	4.6	24.74	4.6	—	—
Registered nurses .....	24.74	4.6	24.74	4.6	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	28.72	13.0	—	—	28.72	13.0
Technical .....	—	—	—	—	—	—
<b>Sales</b> .....	8.79	4.3	—	—	—	—
<b>Administrative support, including clerical</b> .....	10.21	5.1	—	—	9.73	4.6
Teachers' aides .....	9.05	1.2	—	—	9.05	1.2
<b>Blue collar</b> .....	9.03	9.2	8.70	7.5	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—	—
<b>Transportation and material moving</b> .....	11.85	8.6	—	—	—	—
Bus drivers .....	11.85	8.6	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	—	—	—	—	—	—
<b>Service</b> .....	6.42	9.4	6.05	12.9	8.76	8.6
Protective service .....	—	—	—	—	—	—
Food service .....	4.95	13.5	4.23	16.3	9.82	.5
Other food service .....	7.82	12.0	—	—	9.82	.5
Food preparation, n.e.c. ....	7.20	8.3	—	—	—	—
Health service .....	—	—	—	—	—	—
Cleaning and building service .....	—	—	—	—	—	—
Personal service .....	—	—	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>All</b> .....	\$752	3.6	39.7	\$698	4.4	40.0	\$993	1.8	38.6
All excluding sales .....	758	3.8	39.7	704	4.8	40.0	993	1.8	38.6
<b>White collar</b> .....	928	3.9	39.5	849	5.4	40.0	1,173	4.8	37.9
White collar excluding sales .....	956	3.8	39.5	879	5.5	40.1	1,173	4.8	37.9
<b>Professional specialty and technical</b> .....	1,107	4.7	38.9	973	7.3	39.9	1,323	3.8	37.3
Professional specialty .....	1,265	2.7	38.6	1,146	6.5	39.9	1,375	1.8	37.4
Engineers, architects, and surveyors .....	1,502	6.9	40.0	1,502	6.9	40.0	-	-	-
Mathematical and computer scientists .....	983	6.0	40.0	983	6.0	40.0	-	-	-
Computer systems analysts and scientists .....	995	7.7	40.0	995	7.7	40.0	-	-	-
Health related .....	1,075	4.2	39.8	1,044	2.1	40.0	-	-	-
Registered nurses .....	1,009	.9	39.8	-	-	-	-	-	-
Teachers, college and university .....	1,692	8.6	38.1	1,466	10.0	40.0	-	-	-
Teachers, except college and university .....	1,384	1.0	37.2	-	-	-	1,384	1.0	37.2
Elementary school teachers .....	1,364	4.5	37.4	-	-	-	1,364	4.5	37.4
Secondary school teachers .....	1,360	.4	37.2	-	-	-	1,360	.4	37.2
Librarians, archivists, and curators .....	-	-	-	-	-	-	-	-	-
Social scientists and urban planners .....	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-	-	-	-	-
Technical .....	754	4.8	39.7	769	4.7	40.0	-	-	-
<b>Executive, administrative, and managerial</b> .....	1,390	9.4	40.6	1,364	11.5	40.4	1,498	7.1	41.8
Executives, administrators, and managers .....	1,696	8.1	41.3	1,693	10.2	40.6	1,706	3.3	43.9
Financial managers .....	923	13.4	40.0	923	13.4	40.0	-	-	-
Administrators, education and related fields .....	1,735	9.9	39.0	-	-	-	-	-	-
Managers and administrators, n.e.c. ....	1,446	14.3	40.3	1,427	14.5	40.0	-	-	-
Management related .....	909	7.0	39.6	862	7.9	40.0	1,126	1.3	37.9
Accountants and auditors .....	859	13.3	39.9	861	13.4	40.0	-	-	-
<b>Sales</b> .....	548	10.8	39.3	548	10.8	39.3	-	-	-
<b>Administrative support, including clerical</b> .....	544	3.3	39.6	547	3.9	40.0	528	3.0	37.2
Secretaries .....	604	5.9	39.3	610	7.7	39.8	-	-	-
Order clerks .....	516	6.8	40.0	516	6.8	40.0	-	-	-
Bookkeepers, accounting and auditing clerks .....	505	7.7	39.5	476	8.7	40.0	-	-	-
Traffic, shipping and receiving clerks .....	531	8.3	40.7	531	8.3	40.7	-	-	-
Teachers' aides .....	364	19.5	30.0	-	-	-	364	19.5	30.0
<b>Blue collar</b> .....	621	2.8	40.0	615	3.0	40.0	698	2.7	39.6
<b>Precision production, craft, and repair</b> .....	775	5.3	40.2	782	6.0	40.2	712	5.6	39.6
Supervisors, production .....	901	11.3	41.2	901	11.3	41.2	-	-	-
Machinists .....	823	7.8	40.0	823	7.8	40.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> —Continued									
<b>Machine operators, assemblers, and inspectors</b> .....	\$615	5.3	40.0	\$615	5.3	40.0	—	—	—
Fabricating machine operators, n.e.c. ....	577	2.8	40.0	577	2.8	40.0	—	—	—
Molding and casting machine operators .....	681	3.7	40.0	681	3.7	40.0	—	—	—
Packaging and filling machine operators .....	541	4.1	40.0	541	4.1	40.0	—	—	—
Mixing and blending machine operators .....	554	1.2	40.0	554	1.2	40.0	—	—	—
Miscellaneous machine operators, n.e.c. ....	482	8.1	40.0	482	8.1	40.0	—	—	—
Assemblers .....	549	1.2	40.0	549	1.2	40.0	—	—	—
<b>Transportation and material moving</b> .....	634	7.0	39.9	628	8.9	40.0	\$657	1.8	39.4
Truck drivers .....	689	6.4	40.0	698	6.9	40.0	—	—	—
Industrial truck and tractor equipment operators .....	583	.4	40.0	583	.4	40.0	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	541	4.2	40.0	516	3.1	40.0	722	4.0	39.8
Production helpers .....	470	7.4	40.0	470	7.4	40.0	—	—	—
Machine feeders and offbearers .....	500	8.2	40.0	500	8.2	40.0	—	—	—
Hand packers and packagers .....	530	4.2	40.0	530	4.2	40.0	—	—	—
Laborers, except construction, n.e.c. ....	514	9.9	40.0	508	11.3	40.0	—	—	—
<b>Service</b> .....	528	7.3	39.7	458	10.3	39.7	691	4.0	39.8
Protective service .....	904	3.0	40.7	—	—	—	918	3.0	40.7
Police and detectives, public service .....	943	2.0	40.3	—	—	—	943	2.0	40.3
Food service .....	408	16.6	39.9	397	18.4	40.4	—	—	—
Other food service .....	412	20.0	39.9	399	22.8	40.5	—	—	—
Health service .....	458	6.7	39.0	432	6.2	38.8	—	—	—
Nursing aides, orderlies and attendants .....	448	5.4	38.9	—	—	—	—	—	—
Cleaning and building service .....	528	8.7	39.8	527	12.2	40.0	530	3.9	39.4
Janitors and cleaners .....	472	4.9	39.6	422	5.2	40.0	515	3.7	39.3
Personal service .....	—	—	—	—	—	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> A classification system including about 480 individual occupations is used to

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

<sup>4</sup> 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.

<sup>5</sup> 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,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>All</b> .....	\$38,093	3.6	2,013	\$36,288	4.4	2,077	\$45,259	1.8	1,759
All excluding sales .....	38,397	3.8	2,012	36,599	4.8	2,079	45,259	1.8	1,759
<b>White collar</b> .....	45,749	3.9	1,947	44,069	5.4	2,076	50,039	4.8	1,617
White collar excluding sales .....	46,937	3.8	1,940	45,603	5.5	2,079	50,039	4.8	1,617
<b>Professional specialty and technical</b> .....	51,243	4.7	1,801	50,359	7.3	2,066	52,330	3.8	1,475
Professional specialty .....	55,791	2.7	1,702	59,055	6.5	2,054	53,493	1.8	1,454
Engineers, architects, and surveyors .....	78,103	6.9	2,080	78,103	6.9	2,080	-	-	-
Mathematical and computer scientists .....	51,141	6.0	2,080	51,141	6.0	2,080	-	-	-
Computer systems analysts and scientists .....	51,721	7.7	2,080	51,721	7.7	2,080	-	-	-
Health related .....	55,880	4.2	2,068	54,311	2.1	2,080	-	-	-
Registered nurses .....	52,487	.9	2,071	-	-	-	-	-	-
Teachers, college and university .....	66,021	8.6	1,486	55,913	10.0	1,525	-	-	-
Teachers, except college and university .....	52,087	1.0	1,401	-	-	-	52,087	1.0	1,401
Elementary school teachers .....	51,132	4.5	1,402	-	-	-	51,132	4.5	1,402
Secondary school teachers .....	50,818	.4	1,389	-	-	-	50,818	.4	1,389
Librarians, archivists, and curators .....	-	-	-	-	-	-	-	-	-
Social scientists and urban planners .....	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers .....	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	-	-	-	-	-	-	-	-	-
Technical .....	39,190	4.8	2,062	39,978	4.7	2,080	-	-	-
<b>Executive, administrative, and managerial</b> .....	72,277	9.4	2,113	70,950	11.5	2,099	77,905	7.1	2,172
Executives, administrators, and managers .....	88,169	8.1	2,146	88,034	10.2	2,112	88,707	3.3	2,285
Financial managers .....	47,986	13.4	2,080	47,986	13.4	2,080	-	-	-
Administrators, education and related fields .....	90,229	9.9	2,030	-	-	-	-	-	-
Managers and administrators, n.e.c. ....	75,174	14.3	2,094	74,209	14.5	2,080	-	-	-
Management related .....	47,259	7.0	2,061	44,842	7.9	2,080	58,569	1.3	1,972
Accountants and auditors .....	44,678	13.3	2,077	44,778	13.4	2,080	-	-	-
<b>Sales</b> .....	28,521	10.8	2,046	28,521	10.8	2,046	-	-	-
<b>Administrative support, including clerical</b> .....	27,926	3.3	2,029	28,467	3.9	2,080	25,233	3.0	1,779
Secretaries .....	31,434	5.9	2,046	31,699	7.7	2,071	-	-	-
Order clerks .....	26,821	6.8	2,080	26,821	6.8	2,080	-	-	-
Bookkeepers, accounting and auditing clerks .....	26,256	7.7	2,054	24,778	8.7	2,080	-	-	-
Traffic, shipping and receiving clerks .....	27,608	8.3	2,114	27,608	8.3	2,114	-	-	-
Teachers' aides .....	13,362	19.5	1,104	-	-	-	13,362	19.5	1,104
<b>Blue collar</b> .....	32,314	2.8	2,080	31,997	3.0	2,082	36,318	2.7	2,061
<b>Precision production, craft, and repair</b> .....	40,296	5.3	2,089	40,690	6.0	2,093	36,998	5.6	2,057
Supervisors, production .....	46,828	11.3	2,143	46,828	11.3	2,143	-	-	-
Machinists .....	42,821	7.8	2,080	42,821	7.8	2,080	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Reading, PA, January 2004 — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> —Continued									
<b>Machine operators, assemblers, and inspectors</b> .....	\$31,980	5.3	2,080	\$31,994	5.3	2,080	—	—	—
Fabricating machine operators, n.e.c. ....	30,027	2.8	2,080	30,027	2.8	2,080	—	—	—
Molding and casting machine operators .....	35,396	3.7	2,080	35,396	3.7	2,080	—	—	—
Packaging and filling machine operators .....	28,117	4.1	2,080	28,117	4.1	2,080	—	—	—
Mixing and blending machine operators .....	28,795	1.2	2,080	28,795	1.2	2,080	—	—	—
Miscellaneous machine operators, n.e.c. ....	25,044	8.1	2,080	25,044	8.1	2,080	—	—	—
Assemblers .....	28,542	1.2	2,080	28,542	1.2	2,080	—	—	—
<b>Transportation and material moving</b> .....	32,949	7.0	2,074	32,672	8.9	2,080	\$34,169	1.8	2,050
Truck drivers .....	35,823	6.4	2,080	36,299	6.9	2,080	—	—	—
Industrial truck and tractor equipment operators .....	30,339	.4	2,080	30,339	.4	2,080	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	28,107	4.2	2,079	26,826	3.1	2,080	37,525	4.0	2,071
Production helpers .....	24,462	7.4	2,080	24,462	7.4	2,080	—	—	—
Machine feeders and offbearers .....	25,975	8.2	2,080	25,975	8.2	2,080	—	—	—
Hand packers and packagers .....	27,547	4.2	2,080	27,547	4.2	2,080	—	—	—
Laborers, except construction, n.e.c. ....	26,705	9.9	2,080	26,436	11.3	2,080	—	—	—
<b>Service</b> .....	27,269	7.3	2,054	23,811	10.3	2,065	35,197	4.0	2,028
Protective service .....	47,020	3.0	2,117	—	—	—	47,754	3.0	2,118
Police and detectives, public service .....	49,030	2.0	2,095	—	—	—	49,030	2.0	2,095
Food service .....	20,760	16.6	2,030	20,622	18.4	2,099	—	—	—
Other food service .....	20,874	20.0	2,020	20,725	22.8	2,104	—	—	—
Health service .....	23,727	6.7	2,021	22,468	6.2	2,017	—	—	—
Nursing aides, orderlies and attendants .....	23,184	5.4	2,015	—	—	—	—	—	—
Cleaning and building service .....	27,451	8.7	2,072	27,419	12.2	2,080	27,540	3.9	2,048
Janitors and cleaners .....	24,527	4.9	2,061	21,936	5.2	2,080	26,772	3.7	2,045
Personal service .....	—	—	—	—	—	—	—	—	—

<sup>1</sup> 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.

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