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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning,

2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats. An ASCII file containing positional columns of data for manipulation as a data base or spreadsheet also is available.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Atlanta, GA, metropolitan area. Data were collected between June 2003 and July 2004; the average reference month is December 2003. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and firefighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1-1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2-2 presents the same type of information for full-time workers only. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3-2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4-1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4-2 provides work level data for full-time workers. Table 4-3 provides similar data for workers designated as part-time.

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational group. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5-2 presents mean hourly earnings data for major industry divisions by occupational group; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational group in the private sector.

Tables 6-1 through 6-5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2-1, 2-2, and 2-3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Atlanta, GA, December 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	\$19.71	2.5	37.5	\$19.33	3.1	37.2	\$21.41	3.4	38.8
Worker characteristics:⁴									
White-collar occupations ⁵	24.15	3.0	38.0	24.11	3.6	37.6	24.29	4.9	39.4
Professional specialty and technical	30.93	6.4	38.7	32.36	8.8	38.3	27.67	3.6	39.7
Executive, administrative, and managerial	31.43	4.7	40.4	31.47	3.6	40.5	31.29	16.8	40.0
Sales	17.52	13.2	35.1	17.53	13.3	35.2	-	-	-
Administrative support	15.26	2.3	37.4	15.68	2.7	37.2	13.48	1.0	38.6
Blue-collar occupations ⁵	15.22	3.0	38.8	15.14	3.2	39.3	16.58	1.6	33.3
Precision production, craft, and repair	20.34	4.6	40.0	20.41	4.9	40.1	19.38	.5	39.6
Machine operators, assemblers, and inspectors	13.85	6.1	39.4	13.86	6.1	39.4	-	-	-
Transportation and material moving	14.57	2.2	39.4	14.35	2.5	42.3	15.80	3.1	28.3
Handlers, equipment cleaners, helpers, and laborers	10.82	3.9	37.0	10.79	4.0	37.0	11.94	5.6	36.8
Service occupations ⁵	11.70	2.4	33.7	10.51	1.8	32.0	14.99	4.0	39.7
Full time	20.42	2.7	39.6	20.14	3.3	39.6	21.64	3.3	39.6
Part time	9.63	4.7	21.4	9.31	5.4	21.2	13.38	4.2	23.5
Union	23.15	15.7	36.6	23.72	16.5	36.3	-	-	-
Nonunion	19.33	2.5	37.6	18.78	3.0	37.3	21.63	3.5	38.7
Time	19.67	2.6	37.3	19.25	3.2	37.0	21.41	3.4	38.8
Incentive	20.19	14.8	39.3	20.19	14.8	39.3	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.09	8.8	36.3	15.09	8.8	36.3	-	-	-
100-499 workers	18.54	4.9	38.2	18.65	5.0	38.2	14.60	4.6	40.3
500 workers or more	22.44	3.6	37.5	22.80	5.1	36.9	21.78	3.6	38.8

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, Atlanta, GA, December 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	\$19.71	2.5	\$19.33	3.1	\$21.41	3.4
All excluding sales	19.90	2.8	19.53	3.4	21.42	3.4
White collar	24.15	3.0	24.11	3.6	24.29	4.9
White collar excluding sales	25.28	3.4	25.61	4.2	24.31	4.9
Professional specialty and technical	30.93	6.4	32.36	8.8	27.67	3.6
Professional specialty	31.55	3.7	32.80	5.2	29.24	3.5
Engineers, architects, and surveyors	32.48	6.3	32.38	6.5	—	—
Electrical and electronic engineers	32.87	4.4	32.87	4.4	—	—
Engineers, n.e.c.	38.45	3.9	38.45	3.9	—	—
Mathematical and computer scientists	31.12	5.5	31.63	5.5	—	—
Computer systems analysts and scientists	30.20	4.5	30.76	4.5	—	—
Operations and systems researchers and analysts	35.22	8.7	35.22	8.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	32.08	13.2	33.12	14.2	25.64	7.8
Registered nurses	27.23	6.3	27.34	7.3	26.62	6.4
Pharmacists	39.71	5.4	39.71	5.4	—	—
Dietitians	22.72	10.8	—	—	—	—
Teachers, college and university	39.66	20.8	32.02	12.6	—	—
Teachers, except college and university	29.93	4.2	22.04	7.3	31.22	3.7
Prekindergarten and kindergarten	30.33	12.2	—	—	—	—
Elementary school teachers	29.96	5.1	—	—	30.70	5.2
Secondary school teachers	29.77	4.2	—	—	31.38	.9
Teachers, special education	29.85	1.5	—	—	—	—
Teachers, n.e.c.	28.53	6.6	18.76	8.4	—	—
Vocational and educational counselors	39.93	.8	—	—	39.93	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.84	7.3	—	—	—	—
Social, recreation, and religious workers	19.19	9.1	—	—	19.15	9.7
Social workers	19.33	9.1	—	—	19.29	9.7
Lawyers and judges	54.77	3.1	—	—	—	—
Lawyers	54.77	3.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.76	7.1	35.76	7.1	—	—
Professional, n.e.c.	40.25	15.2	40.25	15.2	—	—
Technical	28.97	26.2	31.29	28.8	17.23	11.7
Licensed practical nurses	16.94	1.1	17.44	1.9	—	—
Health technologists and technicians, n.e.c.	16.24	11.2	—	—	13.26	14.7
Electrical and electronic technicians	21.21	9.8	22.60	8.0	—	—
Airplane pilots and navigators	138.45	12.6	138.45	12.6	—	—
Computer programmers	26.54	3.0	27.63	3.2	—	—
Technical and related, n.e.c.	19.22	3.3	19.22	3.3	—	—
Executive, administrative, and managerial	31.43	4.7	31.47	3.6	31.29	16.8
Executives, administrators, and managers	37.35	6.5	35.16	5.8	46.00	18.7
Administrators and officials, public administration	23.34	8.0	—	—	23.34	8.0
Financial managers	42.00	16.5	33.79	9.9	—	—
Administrators, education and related fields	48.35	20.0	—	—	54.46	22.3
Managers, medicine and health	33.58	7.0	—	—	—	—
Managers and administrators, n.e.c.	40.29	6.3	40.29	6.3	—	—
Management related	24.81	4.7	26.96	4.9	19.05	13.0
Accountants and auditors	24.13	9.7	26.20	5.7	—	—
Other financial officers	22.80	7.2	22.80	7.2	—	—
Management analysts	31.76	11.8	31.76	11.8	—	—
Personnel, training, and labor relations specialists	19.98	15.5	24.94	14.0	—	—
Construction inspectors	17.72	1.6	—	—	17.72	1.6
Management related, n.e.c.	28.75	13.5	31.73	15.6	—	—
Sales	17.52	13.2	17.53	13.3	—	—
Supervisors, sales	23.84	7.7	23.84	7.7	—	—
Sales, other business services	24.21	15.4	24.21	15.4	—	—
Sales workers, hardware and building supplies	11.50	4.3	11.50	4.3	—	—
Sales workers, other commodities	11.62	2.6	11.62	2.6	—	—

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, Atlanta, GA, December 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						
Sales —Continued						
Cashiers	\$8.96	6.3	\$8.96	6.4	—	—
Administrative support, including clerical						
Supervisors, general office	15.26	2.3	15.68	2.7	\$13.48	1.0
Secretaries	24.28	4.8	—	—	—	—
Receptionists	18.00	7.7	19.21	9.2	14.38	2.1
Information clerks, n.e.c.	10.96	5.2	11.02	5.3	—	—
Order clerks	14.22	6.6	14.25	7.2	—	—
Records clerks, n.e.c.	15.39	3.8	15.39	3.8	—	—
Bookkeepers, accounting and auditing clerks	13.55	4.3	14.68	3.4	12.07	4.2
Billing clerks	14.86	7.3	15.55	9.0	13.27	3.1
Dispatchers	13.43	8.8	13.43	8.8	—	—
Traffic, shipping and receiving clerks	18.67	7.1	—	—	—	—
Insurance adjusters, examiners, and investigators	14.37	19.9	—	—	—	—
Investigators and adjusters, except insurance	17.73	9.9	19.51	7.7	—	—
Bill and account collectors	14.88	9.5	14.88	9.5	—	—
General office clerks	14.95	8.6	15.00	9.2	—	—
Data entry keyers	14.56	2.9	14.94	3.0	12.15	3.3
Teachers' aides	12.07	7.2	—	—	—	—
Administrative support, n.e.c.	11.55	6.1	—	—	12.09	2.8
	16.04	5.4	16.18	5.4	—	—
Blue collar	15.22	3.0	15.14	3.2	16.58	1.6
Precision production, craft, and repair						
Supervisors, mechanics and repairers	20.34	4.6	20.41	4.9	19.38	.5
Automobile mechanics	34.59	17.6	—	—	—	—
Bus, truck, and stationary engine mechanics	19.90	7.3	19.95	1.6	—	—
Industrial machinery repairers	21.22	7.0	20.82	7.3	—	—
Machinery maintenance	19.00	5.4	19.22	5.7	—	—
Electronic repairers, communications and industrial equipment	12.33	36.3	—	—	—	—
Telephone installers and repairers	22.94	4.6	23.50	5.1	—	—
Mechanics and repairers, n.e.c.	20.25	17.5	20.25	17.5	—	—
Electricians	18.53	10.9	19.09	12.1	—	—
Supervisors, production	21.98	6.7	24.06	9.8	—	—
Butchers and meat cutters	23.45	14.6	23.45	14.6	—	—
	11.01	21.2	11.01	21.2	—	—
Machine operators, assemblers, and inspectors						
Packaging and filling machine operators	13.85	6.1	13.86	6.1	—	—
Miscellaneous machine operators, n.e.c.	13.37	4.3	13.37	4.3	—	—
Assemblers	15.21	10.8	15.21	10.8	—	—
Production inspectors, checkers and examiners ..	17.09	16.4	17.09	16.4	—	—
	10.94	9.4	10.94	9.4	—	—
Transportation and material moving						
Truck drivers	14.57	2.2	14.35	2.5	15.80	3.1
Bus drivers	14.55	2.8	14.63	2.8	—	—
Industrial truck and tractor equipment operators ..	15.57	6.4	—	—	16.57	3.5
Miscellaneous material moving equipment operators, n.e.c.	14.08	4.7	14.08	4.7	—	—
	16.56	13.0	16.56	13.0	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.82	3.9	10.79	4.0	11.94	5.6
Stock handlers and baggers	11.49	8.3	—	—	—	—
Freight, stock, and material handlers, n.e.c.	10.23	5.9	10.23	5.9	—	—
Hand packers and packagers	14.33	4.2	14.33	4.2	—	—
Laborers, except construction, n.e.c.	8.79	5.0	8.79	5.0	—	—
	9.78	8.0	9.69	8.8	—	—
Service						
Protective service	11.70	2.4	10.51	1.8	14.99	4.0
Supervisors, firefighters and fire prevention	14.06	7.5	10.62	9.2	17.09	4.5
Supervisors, police and detectives	26.74	6.4	—	—	26.74	6.4
	25.33	15.7	—	—	25.33	15.7

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Atlanta, GA, December 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)
Service —Continued						
Protective service—Continued						
Firefighting	\$15.78	1.9	—	—	\$14.23	2.9
Police and detectives, public service	17.07	5.3	—	—	17.07	5.3
Sheriffs, bailiffs, and other law enforcement officers	17.46	4.5	—	—	17.46	4.5
Correctional institution officers	14.13	5.8	—	—	14.13	5.8
Guards and police, except public service	9.86	5.9	\$9.64	4.9	—	—
Food service	7.95	5.9	7.59	6.3	12.92	15.1
Waiters, waitresses, and bartenders	4.44	13.3	4.44	13.3	—	—
Waiters and waitresses	3.85	17.8	3.85	17.8	—	—
Other food service	9.90	11.4	9.55	12.1	12.92	15.1
Supervisors, food preparation and service	13.45	7.9	13.43	8.3	—	—
Cooks	10.63	3.7	10.63	3.7	—	—
Food counter, fountain, and related	7.10	7.2	6.94	6.1	—	—
Kitchen workers, food preparation	10.35	5.2	9.75	5.2	—	—
Food preparation, n.e.c.	8.50	20.1	7.19	12.9	13.92	26.2
Health service	10.11	3.6	10.05	3.7	—	—
Nursing aides, orderlies and attendants	10.11	4.0	10.11	4.2	—	—
Cleaning and building service	10.36	4.2	9.92	5.4	11.69	11.0
Maids and housemen	8.25	2.2	8.25	2.2	—	—
Janitors and cleaners	10.70	4.6	10.27	6.2	11.69	11.0
Personal service	17.09	8.1	19.11	10.5	10.90	6.4
Early childhood teachers' assistants	11.76	1.4	—	—	—	—
Child care workers, n.e.c.	9.92	7.5	—	—	—	—
Service, n.e.c.	10.32	22.5	10.33	22.7	—	—

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

² 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, Atlanta, GA, December 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	\$20.42	2.7	\$20.14	3.3	\$21.64	3.3
All excluding sales	20.49	3.0	20.20	3.6	21.64	3.3
White collar	24.87	3.0	24.99	3.6	24.47	4.7
White collar excluding sales	25.63	3.5	26.03	4.4	24.47	4.7
Professional specialty and technical	31.06	6.5	32.52	8.9	27.78	3.4
Professional specialty	31.67	3.7	32.96	5.2	29.33	3.3
Engineers, architects, and surveyors	32.48	6.3	32.38	6.5	—	—
Electrical and electronic engineers	32.87	4.4	32.87	4.4	—	—
Engineers, n.e.c.	38.45	3.9	38.45	3.9	—	—
Mathematical and computer scientists	31.12	5.5	31.63	5.5	—	—
Computer systems analysts and scientists	30.20	4.5	30.76	4.5	—	—
Operations and systems researchers and analysts	35.22	8.7	35.22	8.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	32.41	13.3	33.56	14.3	25.64	7.8
Registered nurses	27.43	6.5	27.58	7.6	26.62	6.4
Pharmacists	39.74	5.5	39.74	5.5	—	—
Dietitians	22.72	10.8	—	—	—	—
Teachers, college and university	41.74	21.9	—	—	—	—
Teachers, except college and university	30.05	3.9	22.06	7.4	31.36	3.2
Prekindergarten and kindergarten	30.33	12.2	—	—	—	—
Elementary school teachers	29.96	5.1	—	—	30.70	5.2
Secondary school teachers	29.77	4.2	—	—	31.38	.9
Teachers, special education	29.85	1.5	—	—	—	—
Teachers, n.e.c.	28.97	6.7	18.78	8.5	—	—
Vocational and educational counselors	39.93	.8	—	—	39.93	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.84	7.3	—	—	—	—
Social, recreation, and religious workers	19.19	9.1	—	—	19.15	9.7
Social workers	19.33	9.1	—	—	19.29	9.7
Lawyers and judges	54.77	3.1	—	—	—	—
Lawyers	54.77	3.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.76	7.1	35.76	7.1	—	—
Professional, n.e.c.	40.25	15.2	40.25	15.2	—	—
Technical	29.14	26.4	31.47	29.1	17.36	11.7
Licensed practical nurses	16.84	1.8	17.42	1.9	—	—
Health technologists and technicians, n.e.c.	16.42	11.5	—	—	—	—
Electrical and electronic technicians	21.21	9.8	22.60	8.0	—	—
Airplane pilots and navigators	138.45	12.6	138.45	12.6	—	—
Computer programmers	26.54	3.0	27.63	3.2	—	—
Technical and related, n.e.c.	19.22	3.3	19.22	3.3	—	—
Executive, administrative, and managerial	31.48	4.7	31.54	3.6	31.29	16.8
Executives, administrators, and managers	37.48	6.6	35.31	5.8	46.00	18.7
Administrators and officials, public administration	23.34	8.0	—	—	23.34	8.0
Financial managers	42.00	16.5	33.79	9.9	—	—
Administrators, education and related fields	49.62	19.8	—	—	54.46	22.3
Managers, medicine and health	33.58	7.0	—	—	—	—
Managers and administrators, n.e.c.	40.29	6.3	40.29	6.3	—	—
Management related	24.81	4.7	26.96	4.9	19.05	13.0
Accountants and auditors	24.13	9.7	26.20	5.7	—	—
Other financial officers	22.80	7.2	22.80	7.2	—	—
Management analysts	31.76	11.8	31.76	11.8	—	—
Personnel, training, and labor relations specialists	19.98	15.5	24.94	14.0	—	—
Construction inspectors	17.72	1.6	—	—	17.72	1.6
Management related, n.e.c.	28.75	13.5	31.73	15.6	—	—
Sales	19.56	13.3	19.55	13.3	—	—
Supervisors, sales	23.84	7.7	23.84	7.7	—	—
Sales, other business services	24.46	15.2	24.46	15.2	—	—
Sales workers, hardware and building supplies	11.67	4.4	11.67	4.4	—	—
Cashiers	10.04	7.0	10.04	7.0	—	—

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, Atlanta, GA, December 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	\$15.53	2.6	\$16.01	3.1	\$13.60	1.0
Supervisors, general office	24.28	4.8	–	–	–	–
Secretaries	18.14	7.7	19.26	9.2	14.68	3.2
Receptionists	11.96	3.8	12.09	3.8	–	–
Information clerks, n.e.c.	14.22	6.6	14.25	7.2	–	–
Order clerks	15.42	3.8	15.42	3.8	–	–
Records clerks, n.e.c.	13.44	4.7	14.66	2.9	12.07	4.2
Bookkeepers, accounting and auditing clerks	15.12	7.4	15.80	9.3	13.51	3.0
Billing clerks	13.43	8.8	13.43	8.8	–	–
Dispatchers	18.67	7.1	–	–	–	–
Stock and inventory clerks	13.25	8.6	–	–	–	–
Insurance adjusters, examiners, and investigators	17.73	9.9	19.51	7.7	–	–
Investigators and adjusters, except insurance	16.03	10.2	16.03	10.2	–	–
Bill and account collectors	14.95	8.6	15.00	9.2	–	–
General office clerks	14.74	3.1	15.15	3.3	12.15	3.3
Data entry keyers	12.07	7.2	–	–	–	–
Teachers' aides	11.99	3.2	–	–	12.09	2.8
Administrative support, n.e.c.	16.05	5.4	16.20	5.4	–	–
Blue collar	15.52	3.3	15.45	3.4	16.63	1.8
Precision production, craft, and repair	20.39	4.6	20.47	5.0	19.38	.5
Supervisors, mechanics and repairers	34.59	17.6	–	–	–	–
Automobile mechanics	19.90	7.3	19.95	1.6	–	–
Bus, truck, and stationary engine mechanics	21.26	6.9	20.85	7.3	–	–
Industrial machinery repairers	19.00	5.4	19.22	5.7	–	–
Machinery maintenance	12.33	36.3	–	–	–	–
Electronic repairers, communications and industrial equipment	22.94	4.6	23.50	5.1	–	–
Telephone installers and repairers	20.25	17.5	20.25	17.5	–	–
Mechanics and repairers, n.e.c.	18.53	10.9	19.09	12.1	–	–
Electricians	21.98	6.7	24.06	9.8	–	–
Supervisors, production	23.45	14.6	23.45	14.6	–	–
Butchers and meat cutters	11.01	21.2	11.01	21.2	–	–
Machine operators, assemblers, and inspectors	13.91	6.2	13.92	6.2	–	–
Packaging and filling machine operators	13.83	1.9	13.83	1.9	–	–
Miscellaneous machine operators, n.e.c.	15.21	10.8	15.21	10.8	–	–
Assemblers	17.09	16.4	17.09	16.4	–	–
Production inspectors, checkers and examiners ..	10.94	9.4	10.94	9.4	–	–
Transportation and material moving	14.49	2.4	14.41	2.7	15.22	4.2
Truck drivers	14.57	2.9	14.66	3.0	–	–
Bus drivers	14.77	9.7	–	–	16.38	5.7
Industrial truck and tractor equipment operators ..	14.24	4.4	14.24	4.4	–	–
Miscellaneous material moving equipment operators, n.e.c.	16.56	13.0	16.56	13.0	–	–
Handlers, equipment cleaners, helpers, and laborers	11.20	4.4	11.17	4.5	12.13	6.4
Stock handlers and baggers	11.30	7.1	11.30	7.1	–	–
Freight, stock, and material handlers, n.e.c.	14.70	4.2	14.70	4.2	–	–
Hand packers and packagers	9.22	7.0	9.22	7.0	–	–
Laborers, except construction, n.e.c.	9.78	8.1	9.69	8.8	–	–
Service	12.33	2.9	11.13	3.1	15.08	3.6
Protective service	14.19	7.5	10.71	9.7	17.15	4.3
Supervisors, firefighters and fire prevention	26.74	6.4	–	–	26.74	6.4
Supervisors, police and detectives	25.33	15.7	–	–	25.33	15.7
Firefighting	15.78	1.9	–	–	14.23	2.9
Police and detectives, public service	17.07	5.3	–	–	17.07	5.3
Correctional institution officers	14.13	5.8	–	–	14.13	5.8
Guards and police, except public service	9.86	5.9	9.64	5.0	–	–

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, Atlanta, GA, December 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)
Service —Continued						
Food service	\$9.18	6.9	\$8.77	7.4	\$13.27	13.6
Waiters, waitresses, and bartenders	5.07	22.1	5.07	22.1	—	—
Other food service	10.77	9.4	10.41	10.2	13.27	13.6
Supervisors, food preparation and service	13.63	9.1	13.61	9.6	—	—
Kitchen workers, food preparation	10.70	5.6	10.13	5.3	—	—
Food preparation, n.e.c.	8.96	21.2	7.32	14.8	13.92	26.2
Health service	10.12	3.8	10.07	3.9	—	—
Nursing aides, orderlies and attendants	10.12	4.2	10.13	4.4	—	—
Cleaning and building service	10.48	4.0	10.06	5.2	11.69	11.0
Maids and housemen	8.25	2.2	8.25	2.2	—	—
Janitors and cleaners	10.86	4.3	10.48	5.7	11.69	11.0
Personal service	17.51	7.7	20.40	9.6	10.99	6.6

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

² 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, Atlanta, GA, December 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	\$9.63	4.7	\$9.31	5.4	\$13.38	4.2
All excluding sales	9.90	6.2	9.51	7.3	13.54	4.2
White collar	10.68	6.9	10.74	7.3	9.59	7.0
White collar excluding sales	12.95	9.5	13.32	10.0	9.68	7.6
Professional specialty and technical	20.87	13.1	22.64	10.0	—	—
Professional specialty	22.42	10.7	24.12	5.5	—	—
Health related	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	8.71	5.0	8.71	5.1	—	—
Cashiers	7.87	3.7	7.85	3.7	—	—
Administrative support, including clerical	10.83	6.4	10.98	6.7	9.27	10.9
Blue collar	10.24	4.1	8.82	5.9	16.33	1.2
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	15.34	3.9	12.53	5.5	—	—
Handlers, equipment cleaners, helpers, and laborers	8.01	3.8	7.98	3.8	—	—
Stock handlers and baggers	7.24	5.5	7.24	5.5	—	—
Freight, stock, and material handlers, n.e.c.	11.60	3.3	11.60	3.3	—	—
Service	7.85	16.2	7.80	16.8	—	—
Protective service	8.41	5.8	—	—	—	—
Food service	5.60	6.2	5.48	6.1	—	—
Waiters, waitresses, and bartenders	3.78	16.6	3.78	16.6	—	—
Waiters and waitresses	3.53	19.7	3.53	19.7	—	—
Other food service	7.47	11.5	7.31	11.3	—	—
Food preparation, n.e.c.	6.87	6.6	6.87	6.6	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	15.57	31.7	15.78	32.5	—	—

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 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, Atlanta, GA, December 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	\$809	2.5	39.6	\$798	2.9	39.6	\$856	3.5	39.6
All excluding sales	810	2.8	39.5	798	3.4	39.5	856	3.5	39.6
White collar	988	2.5	39.7	993	2.8	39.7	973	4.6	39.8
White collar excluding sales	1,016	3.0	39.6	1,030	3.7	39.6	973	4.6	39.8
Professional specialty and technical	1,220	4.9	39.3	1,271	6.7	39.1	1,105	2.9	39.8
Professional specialty	1,265	3.7	39.9	1,325	5.2	40.2	1,157	2.9	39.5
Engineers, architects, and surveyors	1,314	6.1	40.5	1,310	6.2	40.5	-	-	-
Electrical and electronic engineers	1,370	7.8	41.7	1,370	7.8	41.7	-	-	-
Engineers, n.e.c.	1,538	3.9	40.0	1,538	3.9	40.0	-	-	-
Mathematical and computer scientists	1,267	5.6	40.7	1,289	5.7	40.8	-	-	-
Computer systems analysts and scientists	1,234	5.1	40.9	1,258	5.2	40.9	-	-	-
Operations and systems researchers and analysts	1,409	8.7	40.0	1,409	8.7	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,288	13.7	39.7	1,332	14.9	39.7	1,026	7.8	40.0
Registered nurses	1,087	7.0	39.6	1,091	8.2	39.6	1,065	6.4	40.0
Pharmacists	1,590	5.5	40.0	1,590	5.5	40.0	-	-	-
Dietitians	909	10.8	40.0	-	-	-	-	-	-
Teachers, college and university	1,611	21.9	38.6	-	-	-	-	-	-
Teachers, except college and university	1,182	3.5	39.3	877	7.2	39.8	1,231	2.8	39.2
Prekindergarten and kindergarten	1,213	12.2	40.0	-	-	-	-	-	-
Elementary school teachers ...	1,188	4.4	39.6	-	-	-	1,217	4.3	39.6
Secondary school teachers ...	1,186	4.1	39.8	-	-	-	1,251	.6	39.9
Teachers, special education ...	1,183	1.9	39.6	-	-	-	-	-	-
Teachers, n.e.c.	1,108	5.9	38.2	749	8.3	39.9	-	-	-
Vocational and educational counselors	1,567	1.2	39.3	-	-	-	1,567	1.2	39.3
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	1,034	7.3	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	768	9.1	40.0	-	-	-	766	9.7	40.0
Social workers	773	9.1	40.0	-	-	-	771	9.7	40.0
Lawyers and judges	2,141	3.8	39.1	-	-	-	-	-	-
Lawyers	2,141	3.8	39.1	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,459	8.8	40.8	1,459	8.8	40.8	-	-	-
Professional, n.e.c.	1,610	15.2	40.0	1,610	15.2	40.0	-	-	-
Technical	1,090	19.4	37.4	1,152	21.0	36.6	732	9.2	42.1
Licensed practical nurses	670	1.4	39.8	692	1.7	39.7	-	-	-
Health technologists and technicians, n.e.c.	712	7.7	43.3	-	-	-	-	-	-
Electrical and electronic technicians	848	9.8	40.0	904	8.0	40.0	-	-	-
Airplane pilots and navigators	2,637	2.7	19.0	2,637	2.7	19.0	-	-	-
Computer programmers	1,062	3.0	40.0	1,105	3.2	40.0	-	-	-
Technical and related, n.e.c. ...	769	3.3	40.0	769	3.3	40.0	-	-	-
Executive, administrative, and managerial	1,273	4.8	40.5	1,280	3.8	40.6	1,251	16.8	40.0
Executives, administrators, and managers	1,531	6.7	40.8	1,450	6.2	41.1	1,840	18.7	40.0

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, Atlanta, GA, December 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)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators and officials, public administration	\$933	8.0	40.0	—	—	—	\$933	8.0	40.0
Financial managers	1,678	16.5	40.0	\$1,349	9.8	39.9	—	—	—
Administrators, education and related fields	1,983	19.7	40.0	—	—	—	2,179	22.3	40.0
Managers, medicine and health	1,331	6.7	39.6	—	—	—	—	—	—
Managers and administrators, n.e.c.	1,670	7.2	41.4	1,670	7.2	41.4	—	—	—
Management related	993	4.5	40.0	1,080	4.6	40.0	762	13.0	40.0
Accountants and auditors	965	9.7	40.0	1,048	5.7	40.0	—	—	—
Other financial officers	918	7.4	40.2	918	7.4	40.2	—	—	—
Management analysts	1,316	11.5	41.4	1,316	11.5	41.4	—	—	—
Personnel, training, and labor relations specialists	799	15.5	40.0	997	14.0	40.0	—	—	—
Construction inspectors	709	1.6	40.0	—	—	—	709	1.6	40.0
Management related, n.e.c.	1,137	13.8	39.6	1,248	16.2	39.3	—	—	—
Sales	794	12.4	40.6	793	12.5	40.6	—	—	—
Supervisors, sales	1,006	10.9	42.2	1,006	10.9	42.2	—	—	—
Sales, other business services	957	15.8	39.1	957	15.8	39.1	—	—	—
Sales workers, hardware and building supplies	489	1.8	41.9	489	1.8	41.9	—	—	—
Cashiers	399	7.2	39.7	399	7.2	39.7	—	—	—
Administrative support, including clerical	616	2.4	39.6	635	2.9	39.7	538	1.1	39.5
Supervisors, general office	959	6.3	39.5	—	—	—	—	—	—
Secretaries	710	7.3	39.1	751	8.6	39.0	582	3.5	39.6
Receptionists	474	3.9	39.6	479	3.9	39.6	—	—	—
Information clerks, n.e.c.	566	6.6	39.8	567	7.1	39.8	—	—	—
Order clerks	615	3.7	39.9	615	3.7	39.9	—	—	—
Records clerks, n.e.c.	535	4.7	39.8	580	3.4	39.6	483	4.2	40.0
Bookkeepers, accounting and auditing clerks	598	6.6	39.5	622	8.1	39.4	539	3.1	39.9
Billing clerks	537	8.8	40.0	537	8.8	40.0	—	—	—
Dispatchers	747	7.1	40.0	—	—	—	—	—	—
Stock and inventory clerks	530	8.6	40.0	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	705	9.3	39.7	772	7.0	39.6	—	—	—
Investigators and adjusters, except insurance	634	9.4	39.6	634	9.4	39.6	—	—	—
Bill and account collectors	598	8.6	40.0	600	9.2	40.0	—	—	—
General office clerks	580	3.3	39.3	595	3.6	39.2	486	3.3	40.0
Data entry keyers	483	7.2	40.0	—	—	—	—	—	—
Teachers' aides	454	3.7	37.9	—	—	—	455	4.1	37.7
Administrative support, n.e.c.	637	5.7	39.7	642	5.7	39.7	—	—	—
Blue collar	628	3.2	40.5	630	3.4	40.8	606	2.6	36.4
Precision production, craft, and repair	821	4.2	40.2	825	4.5	40.3	768	.7	39.6
Supervisors, mechanics and repairers	1,375	17.8	39.7	—	—	—	—	—	—
Automobile mechanics	796	7.3	40.0	798	1.6	40.0	—	—	—

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, Atlanta, GA, December 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									
Precision production, craft, and repair —Continued									
Bus, truck, and stationary engine mechanics	\$845	6.7	39.8	\$834	7.3	40.0	—	—	—
Industrial machinery repairers	760	5.4	40.0	769	5.7	40.0	—	—	—
Machinery maintenance	616	18.6	50.0	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	918	4.6	40.0	940	5.1	40.0	—	—	—
Telephone installers and repairers	810	17.5	40.0	810	17.5	40.0	—	—	—
Mechanics and repairers, n.e.c.	741	10.9	40.0	763	12.1	40.0	—	—	—
Electricians	879	6.7	40.0	962	9.8	40.0	—	—	—
Supervisors, production	938	14.6	40.0	938	14.6	40.0	—	—	—
Butchers and meat cutters	440	21.2	40.0	440	21.2	40.0	—	—	—
Machine operators, assemblers, and inspectors	552	6.2	39.7	552	6.2	39.7	—	—	—
Packaging and filling machine operators	553	1.9	40.0	553	1.9	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	609	10.8	40.0	609	10.8	40.0	—	—	—
Assemblers	684	16.4	40.0	684	16.4	40.0	—	—	—
Production inspectors, checkers and examiners ...	438	9.4	40.0	438	9.4	40.0	—	—	—
Transportation and material moving	623	2.6	43.0	648	3.2	44.9	\$477	4.9	31.4
Truck drivers	706	6.6	48.4	715	6.8	48.8	—	—	—
Bus drivers	431	8.2	29.2	—	—	—	464	6.5	28.3
Industrial truck and tractor equipment operators	570	4.4	40.0	570	4.4	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	663	13.0	40.0	663	13.0	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	448	4.4	40.0	447	4.6	40.0	485	6.4	40.0
Stock handlers and baggers ...	449	7.2	39.8	449	7.2	39.8	—	—	—
Freight, stock, and material handlers, n.e.c.	594	4.9	40.4	594	4.9	40.4	—	—	—
Hand packers and packagers	369	7.0	40.0	369	7.0	40.0	—	—	—
Laborers, except construction, n.e.c.	393	7.9	40.1	389	8.6	40.2	—	—	—
Service	462	3.9	37.4	405	4.3	36.4	605	3.5	40.1
Protective service	557	12.2	39.3	386	17.3	36.0	730	4.8	42.6
Supervisors, firefighters and fire prevention	1,262	11.7	47.2	—	—	—	1,262	11.7	47.2
Supervisors, police and detectives	1,013	15.7	40.0	—	—	—	1,013	15.7	40.0
Firefighting	782	3.6	49.5	—	—	—	737	4.9	51.8
Police and detectives, public service	689	5.4	40.3	—	—	—	689	5.4	40.3
Correctional institution officers	567	5.9	40.1	—	—	—	567	5.9	40.1
Guards and police, except public service	352	13.1	35.7	343	12.4	35.5	—	—	—
Food service	344	7.9	37.5	335	8.3	38.2	415	22.2	31.3

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, Atlanta, GA, December 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)	
Service —Continued									
Food service—Continued									
Waiters, waitresses, and bartenders	\$189	26.6	37.3	\$189	26.6	37.3	—	—	—
Other food service	404	7.9	37.5	402	8.4	38.6	\$415	22.2	31.3
Supervisors, food preparation and service	557	7.7	40.8	556	8.1	40.9	—	—	—
Kitchen workers, food preparation	399	9.0	37.2	376	11.2	37.1	—	—	—
Food preparation, n.e.c.	321	18.2	35.8	286	13.9	39.1	398	33.5	28.6
Health service	398	3.9	39.4	396	4.0	39.3	—	—	—
Nursing aides, orderlies and attendants	398	4.4	39.3	398	4.6	39.3	—	—	—
Cleaning and building service	410	4.0	39.1	398	5.6	39.5	445	5.5	38.1
Maids and housemen	315	3.4	38.2	315	3.4	38.2	—	—	—
Janitors and cleaners	427	4.0	39.3	418	6.0	39.9	445	5.5	38.1
Personal service	527	5.1	30.1	564	6.3	27.7	414	5.6	37.7

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, Atlanta, GA, December 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	\$40,933	2.5	2,004	\$41,366	2.9	2,054	\$39,278	3.5	1,815
All excluding sales	40,909	2.8	1,996	41,377	3.4	2,048	39,271	3.5	1,815
White collar	49,454	2.5	1,988	51,392	2.8	2,056	43,641	4.6	1,783
White collar excluding sales	50,543	3.0	1,972	53,271	3.7	2,047	43,635	4.6	1,783
Professional specialty and technical	58,612	4.9	1,887	65,243	6.7	2,006	46,266	2.9	1,666
Professional specialty	59,201	3.7	1,869	67,624	5.2	2,052	47,164	2.9	1,608
Engineers, architects, and surveyors	68,326	6.1	2,104	68,142	6.2	2,104	-	-	-
Electrical and electronic engineers	71,245	7.8	2,167	71,245	7.8	2,167	-	-	-
Engineers, n.e.c.	79,979	3.9	2,080	79,979	3.9	2,080	-	-	-
Mathematical and computer scientists	65,899	5.6	2,118	67,029	5.7	2,119	-	-	-
Computer systems analysts and scientists	64,151	5.1	2,125	65,418	5.2	2,127	-	-	-
Operations and systems researchers and analysts	73,260	8.7	2,080	73,260	8.7	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	66,504	13.7	2,052	69,256	14.9	2,064	50,972	7.8	1,988
Registered nurses	56,186	7.0	2,049	56,725	8.2	2,057	53,339	6.4	2,004
Pharmacists	82,659	5.5	2,080	82,659	5.5	2,080	-	-	-
Dietitians	47,265	10.8	2,080	-	-	-	-	-	-
Teachers, college and university	64,584	21.9	1,547	-	-	-	-	-	-
Teachers, except college and university	45,543	3.5	1,515	36,741	7.2	1,665	46,833	2.8	1,493
Prekindergarten and kindergarten	46,322	12.2	1,527	-	-	-	-	-	-
Elementary school teachers	45,052	4.4	1,504	-	-	-	46,254	4.3	1,507
Secondary school teachers	44,880	4.1	1,507	-	-	-	47,533	.6	1,515
Teachers, special education	45,046	1.9	1,509	-	-	-	-	-	-
Teachers, n.e.c.	44,756	5.9	1,545	38,728	8.3	2,062	-	-	-
Vocational and educational counselors	60,116	1.2	1,506	-	-	-	60,116	1.2	1,506
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	51,544	7.3	1,995	-	-	-	-	-	-
Social, recreation, and religious workers	38,615	9.1	2,012	-	-	-	38,454	9.7	2,009
Social workers	38,853	9.1	2,010	-	-	-	38,700	9.7	2,007
Lawyers and judges	111,326	3.8	2,033	-	-	-	-	-	-
Lawyers	111,326	3.8	2,033	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	75,870	8.8	2,121	75,870	8.8	2,121	-	-	-
Professional, n.e.c.	83,724	15.2	2,080	83,724	15.2	2,080	-	-	-
Technical	56,690	19.4	1,945	59,892	21.0	1,903	38,040	9.2	2,192
Licensed practical nurses	34,825	1.4	2,068	35,961	1.7	2,064	-	-	-
Health technologists and technicians, n.e.c.	37,001	7.7	2,254	-	-	-	-	-	-
Electrical and electronic technicians	44,112	9.8	2,080	47,003	8.0	2,080	-	-	-
Airplane pilots and navigators	137,138	2.7	991	137,138	2.7	991	-	-	-
Computer programmers	55,201	3.0	2,080	57,477	3.2	2,080	-	-	-
Technical and related, n.e.c. ...	39,979	3.3	2,080	39,979	3.3	2,080	-	-	-
Executive, administrative, and managerial	65,856	4.8	2,092	66,532	3.8	2,109	63,737	16.8	2,037
Executives, administrators, and managers	79,245	6.7	2,114	75,301	6.2	2,132	94,081	18.7	2,045

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, Atlanta, GA, December 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)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Administrators and officials, public administration	\$48,538	8.0	2,080	—	—	—	\$48,538	8.0	2,080
Financial managers	87,259	16.5	2,078	\$70,144	9.8	2,076	—	—	—
Administrators, education and related fields	100,162	19.7	2,019	—	—	—	109,956	22.3	2,019
Managers, medicine and health	69,205	6.7	2,061	—	—	—	—	—	—
Managers and administrators, n.e.c.	86,828	7.2	2,155	86,828	7.2	2,155	—	—	—
Management related	51,316	4.5	2,068	56,136	4.6	2,082	38,685	13.0	2,031
Accountants and auditors	50,200	9.7	2,080	54,487	5.7	2,080	—	—	—
Other financial officers	47,723	7.4	2,093	47,723	7.4	2,093	—	—	—
Management analysts	68,448	11.5	2,155	68,448	11.5	2,155	—	—	—
Personnel, training, and labor relations specialists	41,549	15.5	2,080	51,869	14.0	2,080	—	—	—
Construction inspectors	36,857	1.6	2,080	—	—	—	36,857	1.6	2,080
Management related, n.e.c.	57,741	13.8	2,008	64,876	16.2	2,045	—	—	—
Sales	41,265	12.4	2,110	41,249	12.5	2,110	—	—	—
Supervisors, sales	52,328	10.9	2,195	52,328	10.9	2,195	—	—	—
Sales, other business services	49,763	15.8	2,034	49,763	15.8	2,034	—	—	—
Sales workers, hardware and building supplies	25,454	1.8	2,180	25,454	1.8	2,180	—	—	—
Cashiers	20,725	7.2	2,064	20,725	7.2	2,064	—	—	—
Administrative support, including clerical	31,505	2.4	2,028	33,016	2.9	2,062	25,883	1.1	1,903
Supervisors, general office	49,894	6.3	2,055	—	—	—	—	—	—
Secretaries	36,203	7.3	1,995	39,035	8.6	2,027	27,941	3.5	1,903
Receptionists	24,652	3.9	2,061	24,902	3.9	2,060	—	—	—
Information clerks, n.e.c.	29,435	6.6	2,070	29,492	7.1	2,069	—	—	—
Order clerks	32,006	3.7	2,075	32,006	3.7	2,075	—	—	—
Records clerks, n.e.c.	27,797	4.7	2,068	30,176	3.4	2,058	25,106	4.2	2,080
Bookkeepers, accounting and auditing clerks	31,082	6.6	2,055	32,355	8.1	2,047	28,016	3.1	2,074
Billing clerks	27,944	8.8	2,080	27,944	8.8	2,080	—	—	—
Dispatchers	38,219	7.1	2,047	—	—	—	—	—	—
Stock and inventory clerks	27,551	8.6	2,080	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	36,638	9.3	2,066	40,156	7.0	2,058	—	—	—
Investigators and adjusters, except insurance	32,990	9.4	2,058	32,990	9.4	2,058	—	—	—
Bill and account collectors	31,099	8.6	2,080	31,198	9.2	2,080	—	—	—
General office clerks	30,146	3.3	2,046	30,918	3.6	2,040	25,263	3.3	2,080
Data entry keyers	25,097	7.2	2,080	—	—	—	—	—	—
Teachers' aides	17,412	3.7	1,452	—	—	—	16,941	4.1	1,401
Administrative support, n.e.c.	33,110	5.7	2,062	33,408	5.7	2,062	—	—	—
Blue collar	32,510	3.2	2,095	32,751	3.4	2,119	28,892	2.6	1,737
Precision production, craft, and repair	42,579	4.2	2,088	42,884	4.5	2,095	38,758	.7	2,000
Supervisors, mechanics and repairers	70,730	17.8	2,045	—	—	—	—	—	—
Automobile mechanics	41,002	7.3	2,060	41,505	1.6	2,080	—	—	—

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, Atlanta, GA, December 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									
Precision production, craft, and repair —Continued									
Bus, truck, and stationary engine mechanics	\$43,234	6.7	2,034	\$43,371	7.3	2,080	—	—	—
Industrial machinery repairers	39,517	5.4	2,080	39,970	5.7	2,080	—	—	—
Machinery maintenance	32,057	18.6	2,600	—	—	—	—	—	—
Electronic repairers, communications and industrial equipment	47,717	4.6	2,080	48,872	5.1	2,080	—	—	—
Telephone installers and repairers	42,125	17.5	2,080	42,125	17.5	2,080	—	—	—
Mechanics and repairers, n.e.c.	38,542	10.9	2,080	39,702	12.1	2,080	—	—	—
Electricians	45,722	6.7	2,080	50,049	9.8	2,080	—	—	—
Supervisors, production	48,775	14.6	2,080	48,775	14.6	2,080	—	—	—
Butchers and meat cutters	22,893	21.2	2,080	22,893	21.2	2,080	—	—	—
Machine operators, assemblers, and inspectors	28,699	6.2	2,063	28,707	6.2	2,063	—	—	—
Packaging and filling machine operators	28,771	1.9	2,080	28,771	1.9	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	31,646	10.8	2,080	31,646	10.8	2,080	—	—	—
Assemblers	35,543	16.4	2,080	35,543	16.4	2,080	—	—	—
Production inspectors, checkers and examiners ...	22,764	9.4	2,080	22,764	9.4	2,080	—	—	—
Transportation and material moving	31,528	2.6	2,175	33,672	3.2	2,337	\$20,775	4.9	1,365
Truck drivers	36,701	6.6	2,519	37,178	6.8	2,537	—	—	—
Bus drivers	18,644	8.2	1,262	—	—	—	19,129	6.5	1,168
Industrial truck and tractor equipment operators	29,623	4.4	2,080	29,623	4.4	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	34,451	13.0	2,080	34,451	13.0	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	23,314	4.4	2,082	23,248	4.6	2,082	25,233	6.4	2,080
Stock handlers and baggers ...	23,374	7.2	2,069	23,374	7.2	2,069	—	—	—
Freight, stock, and material handlers, n.e.c.	30,896	4.9	2,102	30,896	4.9	2,102	—	—	—
Hand packers and packagers	19,178	7.0	2,080	19,178	7.0	2,080	—	—	—
Laborers, except construction, n.e.c.	20,425	7.9	2,087	20,231	8.6	2,088	—	—	—
Service	23,503	3.9	1,906	21,036	4.3	1,890	29,300	3.5	1,943
Protective service	28,984	12.2	2,042	20,055	17.3	1,872	37,954	4.8	2,213
Supervisors, firefighters and fire prevention	65,638	11.7	2,455	—	—	—	65,638	11.7	2,455
Supervisors, police and detectives	52,693	15.7	2,080	—	—	—	52,693	15.7	2,080
Firefighting	40,653	3.6	2,576	—	—	—	38,338	4.9	2,693
Police and detectives, public service	35,812	5.4	2,097	—	—	—	35,812	5.4	2,097
Correctional institution officers	29,477	5.9	2,087	—	—	—	29,477	5.9	2,087
Guards and police, except public service	18,328	13.1	1,859	17,819	12.4	1,848	—	—	—
Food service	17,226	7.9	1,877	17,432	8.3	1,987	15,963	22.2	1,203

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, Atlanta, GA, December 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)	
Service—Continued									
Food service—Continued									
Writers, waitresses, and bartenders	\$9,825	26.6	1,940	\$9,825	26.6	1,940	—	—	—
Other food service	19,968	7.9	1,854	20,924	8.4	2,009	\$15,963	22.2	1,203
Supervisors, food preparation and service	28,947	7.7	2,124	28,937	8.1	2,126	—	—	—
Kitchen workers, food preparation	18,754	9.0	1,752	19,555	11.2	1,931	—	—	—
Food preparation, n.e.c.	14,954	18.2	1,668	14,858	13.9	2,031	15,108	33.5	1,085
Health service	20,717	3.9	2,047	20,581	4.0	2,045	—	—	—
Nursing aides, orderlies and attendants	20,682	4.4	2,043	20,671	4.6	2,041	—	—	—
Cleaning and building service	20,912	4.0	1,995	20,677	5.6	2,055	21,517	5.5	1,840
Maids and housemen	16,371	3.4	1,984	16,371	3.4	1,984	—	—	—
Janitors and cleaners	21,675	4.0	1,996	21,757	6.0	2,077	21,517	5.5	1,840
Personal service	25,899	5.1	1,479	29,259	6.3	1,435	17,477	5.6	1,591

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.71	2.5	\$19.33	3.1	\$21.41	3.4
All excluding sales	19.90	2.8	19.53	3.4	21.42	3.4
White collar	24.15	3.0	24.11	3.6	24.29	4.9
1	8.62	6.5	8.65	6.8	—	—
2	10.44	2.8	10.41	3.0	10.80	7.8
3	11.38	3.3	11.17	4.0	12.42	3.0
4	14.21	2.6	14.62	3.1	12.55	2.6
5	17.82	4.8	18.49	5.2	14.87	5.1
6	18.60	4.7	19.67	5.5	14.64	3.1
7	21.49	2.9	22.39	2.8	19.71	4.8
8	24.10	2.5	23.35	2.7	27.25	5.1
9	30.71	2.1	30.35	2.6	31.18	3.5
10	36.86	4.5	37.02	5.0	35.84	9.8
11	47.09	20.8	48.52	24.4	40.34	9.9
12	46.45	4.3	46.13	4.5	—	—
13	61.07	17.0	50.43	8.8	—	—
Not able to be leveled	28.58	11.0	28.58	11.0	—	—
White collar excluding sales	25.28	3.4	25.61	4.2	24.31	4.9
1	10.51	3.9	—	—	—	—
2	11.05	2.6	11.08	2.8	10.80	7.8
3	12.33	3.3	12.29	4.5	12.42	3.0
4	14.13	1.9	14.66	2.6	12.55	2.6
5	16.69	3.3	17.25	3.5	14.87	5.1
6	17.66	3.2	18.72	3.6	14.64	3.1
7	21.36	3.0	22.23	3.0	19.68	4.8
8	24.01	2.6	23.19	2.7	27.25	5.1
9	30.46	2.0	29.88	2.7	31.18	3.5
10	36.97	4.6	37.16	5.1	35.84	9.8
11	49.21	23.5	51.57	28.1	40.34	9.9
12	46.15	4.4	45.77	4.6	—	—
13	61.07	17.0	50.43	8.8	—	—
Not able to be leveled	29.14	11.2	29.14	11.2	—	—
Professional specialty and technical	30.93	6.4	32.36	8.8	27.67	3.6
Professional specialty	31.55	3.7	32.80	5.2	29.24	3.5
6	19.19	8.6	21.82	7.0	—	—
7	22.23	5.1	22.76	8.3	21.67	6.5
8	24.77	4.7	23.36	4.6	29.00	4.7
9	30.80	2.2	29.01	2.8	32.04	3.5
10	37.39	5.8	37.69	6.3	—	—
11	36.98	5.7	37.17	6.7	36.16	9.8
12	46.36	5.2	45.06	3.8	—	—
13	49.94	9.5	49.94	9.5	—	—
Not able to be leveled	45.58	30.2	45.58	30.2	—	—
Engineers, architects, and surveyors	32.48	6.3	32.38	6.5	—	—
Electrical and electronic engineers	32.87	4.4	32.87	4.4	—	—
Engineers, n.e.c.	38.45	3.9	38.45	3.9	—	—
Mathematical and computer scientists	31.12	5.5	31.63	5.5	—	—
8	22.93	9.9	22.93	9.9	—	—
9	30.78	4.0	30.67	4.2	—	—
10	35.35	6.1	35.35	6.1	—	—
11	37.24	3.9	37.24	3.9	—	—
Computer systems analysts and scientists	30.20	4.5	30.76	4.5	—	—
8	22.81	10.3	22.81	10.3	—	—
9	31.06	4.5	30.94	4.7	—	—
10	34.92	6.3	34.92	6.3	—	—
11	34.37	8.2	34.37	8.2	—	—
Operations and systems researchers and analysts	35.22	8.7	35.22	8.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	32.08	13.2	33.12	14.2	25.64	7.8
7	25.21	9.2	26.73	3.2	—	—
8	23.62	2.7	23.24	2.9	—	—
9	25.24	1.8	25.27	.9	—	—
11	35.04	6.8	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
Registered nurses	\$27.23	6.3	\$27.34	7.3	\$26.62	6.4
7	25.51	7.6	—	—	—	—
8	24.22	1.2	23.85	.8	—	—
9	25.29	.6	25.29	.6	—	—
Pharmacists	39.71	5.4	39.71	5.4	—	—
Dietitians	22.72	10.8	—	—	—	—
Teachers, college and university	39.66	20.8	32.02	12.6	—	—
Teachers, except college and university	29.93	4.2	22.04	7.3	31.22	3.7
6	18.78	6.9	18.78	6.9	—	—
7	24.35	5.6	—	—	—	—
8	29.04	6.5	—	—	31.00	4.1
9	32.31	3.9	—	—	32.38	3.9
Prekindergarten and kindergarten	30.33	12.2	—	—	—	—
Elementary school teachers	29.96	5.1	—	—	30.70	5.2
8	30.88	7.0	—	—	—	—
9	32.50	8.3	—	—	32.53	8.3
Secondary school teachers	29.77	4.2	—	—	31.38	.9
7	26.87	8.0	—	—	—	—
9	32.85	3.0	—	—	32.85	3.0
Teachers, special education	29.85	1.5	—	—	—	—
Teachers, n.e.c.	28.53	6.6	18.76	8.4	—	—
Vocational and educational counselors	39.93	.8	—	—	39.93	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.84	7.3	—	—	—	—
Social, recreation, and religious workers	19.19	9.1	—	—	19.15	9.7
Social workers	19.33	9.1	—	—	19.29	9.7
Lawyers and judges	54.77	3.1	—	—	—	—
Lawyers	54.77	3.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.76	7.1	35.76	7.1	—	—
Professional, n.e.c.	40.25	15.2	40.25	15.2	—	—
Technical	28.97	26.2	31.29	28.8	17.23	11.7
5	15.16	9.1	17.10	2.5	—	—
6	17.95	10.1	18.93	11.5	—	—
7	21.09	5.3	21.83	4.2	—	—
8	20.65	7.4	20.72	7.6	—	—
9	28.18	7.0	29.25	8.1	—	—
Licensed practical nurses	16.94	1.1	17.44	1.9	—	—
5	16.56	2.2	17.10	2.5	—	—
Health technologists and technicians, n.e.c.	16.24	11.2	—	—	13.26	14.7
Electrical and electronic technicians	21.21	9.8	22.60	8.0	—	—
7	22.13	7.0	22.13	7.0	—	—
Airplane pilots and navigators	138.45	12.6	138.45	12.6	—	—
Computer programmers	26.54	3.0	27.63	3.2	—	—
9	27.58	5.4	—	—	—	—
Technical and related, n.e.c.	19.22	3.3	19.22	3.3	—	—
Executive, administrative, and managerial	31.43	4.7	31.47	3.6	31.29	16.8
5	17.20	5.3	17.01	6.2	—	—
6	14.93	4.5	16.36	7.1	—	—
7	19.48	3.5	21.02	3.5	17.74	3.5
8	23.66	7.5	23.83	8.8	22.91	11.6
9	30.90	6.1	31.65	6.7	—	—
10	39.12	4.6	40.11	3.1	—	—
11	37.96	9.3	35.20	9.1	44.43	16.3
12	45.92	5.0	46.61	5.9	—	—
Not able to be leveled	37.25	12.9	37.25	12.9	—	—
Executives, administrators, and managers	37.35	6.5	35.16	5.8	46.00	18.7
8	23.39	12.7	22.83	15.5	—	—
9	34.78	7.5	35.78	7.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Executives, administrators, and managers –Continued						
10	\$37.71	7.5	\$38.35	7.4	–	–
11	38.21	11.6	35.27	11.4	\$46.08	20.1
12	46.02	2.8	47.08	3.0	–	–
Not able to be leveled	43.53	17.0	43.53	17.0	–	–
Administrators and officials, public administration	23.34	8.0	–	–	23.34	8.0
Financial managers	42.00	16.5	33.79	9.9	–	–
Administrators, education and related fields	48.35	20.0	–	–	54.46	22.3
Managers, medicine and health	33.58	7.0	–	–	–	–
Managers and administrators, n.e.c.	40.29	6.3	40.29	6.3	–	–
9	36.88	11.5	36.88	11.5	–	–
12	47.18	2.9	47.18	2.9	–	–
Not able to be leveled	45.29	20.4	45.29	20.4	–	–
Management related	24.81	4.7	26.96	4.9	19.05	13.0
5	18.10	2.9	–	–	–	–
6	15.02	5.9	17.89	5.4	–	–
7	19.48	3.9	21.27	3.9	17.74	3.5
8	24.00	4.1	25.06	2.1	–	–
9	27.90	6.5	28.15	7.7	–	–
Not able to be leveled	24.81	10.1	24.81	10.1	–	–
Accountants and auditors	24.13	9.7	26.20	5.7	–	–
Other financial officers	22.80	7.2	22.80	7.2	–	–
Management analysts	31.76	11.8	31.76	11.8	–	–
Personnel, training, and labor relations specialists	19.98	15.5	24.94	14.0	–	–
Construction inspectors	17.72	1.6	–	–	17.72	1.6
Management related, n.e.c.	28.75	13.5	31.73	15.6	–	–
Sales	17.52	13.2	17.53	13.3	–	–
1	7.62	4.5	7.59	4.6	–	–
2	9.22	2.2	9.22	2.2	–	–
3	10.00	4.4	10.00	4.4	–	–
4	14.51	8.0	14.51	8.0	–	–
5	22.16	8.7	22.16	8.7	–	–
6	23.05	14.3	23.05	14.3	–	–
Supervisors, sales	23.84	7.7	23.84	7.7	–	–
Sales, other business services	24.21	15.4	24.21	15.4	–	–
Sales workers, hardware and building supplies ...	11.50	4.3	11.50	4.3	–	–
Sales workers, other commodities	11.62	2.6	11.62	2.6	–	–
Cashiers	8.96	6.3	8.96	6.4	–	–
1	7.43	5.1	7.38	5.3	–	–
2	9.30	2.3	9.30	2.3	–	–
3	9.83	8.1	9.83	8.1	–	–
Administrative support, including clerical	15.26	2.3	15.68	2.7	13.48	1.0
1	10.51	3.9	–	–	–	–
2	11.05	2.8	11.08	3.0	10.80	7.8
3	12.35	3.3	12.29	4.5	12.50	2.9
4	14.25	2.1	14.69	2.5	12.84	3.5
5	16.74	4.5	17.32	5.0	14.50	2.9
6	18.42	3.9	18.66	4.0	–	–
7	21.41	7.0	22.58	7.3	17.84	8.5
Not able to be leveled	15.65	5.0	15.65	5.0	–	–
Supervisors, general office	24.28	4.8	–	–	–	–
Secretaries	18.00	7.7	19.21	9.2	14.38	2.1
3	14.65	3.9	–	–	–	–
4	14.57	9.3	14.99	13.8	–	–
5	20.10	14.0	21.07	15.3	–	–
7	22.89	11.4	24.39	8.6	–	–
Receptionists	10.96	5.2	11.02	5.3	–	–
Information clerks, n.e.c.	14.22	6.6	14.25	7.2	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Information clerks, n.e.c. —Continued						
4	\$13.37	6.3	\$13.32	6.9	—	—
Order clerks	15.39	3.8	15.39	3.8	—	—
3	12.48	9.1	12.48	9.1	—	—
4	15.74	3.0	15.74	3.0	—	—
Records clerks, n.e.c.	13.55	4.3	14.68	3.4	\$12.07	4.2
4	13.95	8.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.86	7.3	15.55	9.0	13.27	3.1
4	13.35	3.5	13.49	5.7	—	—
5	15.49	3.4	—	—	—	—
Billing clerks	13.43	8.8	13.43	8.8	—	—
Dispatchers	18.67	7.1	—	—	—	—
Traffic, shipping and receiving clerks	14.37	19.9	—	—	—	—
Insurance adjusters, examiners, and investigators	17.73	9.9	19.51	7.7	—	—
Investigators and adjusters, except insurance	14.88	9.5	14.88	9.5	—	—
4	13.98	8.4	13.98	8.4	—	—
Bill and account collectors	14.95	8.6	15.00	9.2	—	—
General office clerks	14.56	2.9	14.94	3.0	12.15	3.3
3	11.09	2.6	—	—	—	—
4	14.79	7.0	15.29	7.5	—	—
5	16.79	4.7	17.15	4.8	—	—
Data entry keyers	12.07	7.2	—	—	—	—
Teachers' aides	11.55	6.1	—	—	12.09	2.8
Administrative support, n.e.c.	16.04	5.4	16.18	5.4	—	—
Blue collar						
1	15.22	3.0	15.14	3.2	16.58	1.6
2	8.30	2.9	8.30	2.9	—	—
3	10.88	8.9	10.29	9.4	14.88	3.9
4	14.59	4.1	14.59	4.2	—	—
5	14.63	4.2	14.67	4.4	—	—
6	16.19	7.2	16.35	8.1	14.90	5.0
7	20.25	5.2	20.40	5.3	—	—
9	21.59	4.8	21.77	5.3	20.35	7.8
Not able to be leveled	34.99	9.6	—	—	—	—
20.67	8.1	20.67	8.1	—	—	
Precision production, craft, and repair						
4	20.34	4.6	20.41	4.9	19.38	.5
5	13.24	7.6	13.24	7.6	—	—
6	18.00	6.7	18.33	7.2	—	—
7	20.77	4.3	21.00	4.4	—	—
8	22.05	5.9	22.28	6.6	20.55	8.0
9	34.99	9.6	—	—	—	—
Not able to be leveled	23.26	7.8	23.26	7.8	—	—
Supervisors, mechanics and repairers	34.59	17.6	—	—	—	—
Automobile mechanics	19.90	7.3	19.95	1.6	—	—
7	21.14	7.2	19.95	1.6	—	—
Bus, truck, and stationary engine mechanics	21.22	7.0	20.82	7.3	—	—
7	21.00	8.2	—	—	—	—
Industrial machinery repairers	19.00	5.4	19.22	5.7	—	—
Machinery maintenance	12.33	36.3	—	—	—	—
Electronic repairers, communications and industrial equipment	22.94	4.6	23.50	5.1	—	—
Telephone installers and repairers	20.25	17.5	20.25	17.5	—	—
Mechanics and repairers, n.e.c.	18.53	10.9	19.09	12.1	—	—
Electricians	21.98	6.7	24.06	9.8	—	—
7	21.63	8.2	23.70	12.0	—	—
Supervisors, production	23.45	14.6	23.45	14.6	—	—
Butchers and meat cutters	11.01	21.2	11.01	21.2	—	—
Machine operators, assemblers, and inspectors						
1	13.85	6.1	13.86	6.1	—	—
7.64	6.9	7.64	6.9	—	—	

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
2	\$9.89	11.9	\$9.89	11.9	—	—
3	17.84	4.4	17.84	4.4	—	—
4	15.49	9.8	15.49	9.8	—	—
5	14.25	10.4	14.25	10.4	—	—
Packaging and filling machine operators	13.37	4.3	13.37	4.3	—	—
Miscellaneous machine operators, n.e.c.	15.21	10.8	15.21	10.8	—	—
Assemblers	17.09	16.4	17.09	16.4	—	—
3	22.40	12.0	22.40	12.0	—	—
Production inspectors, checkers and examiners ..	10.94	9.4	10.94	9.4	—	—
Transportation and material moving						
2	14.57	2.2	14.35	2.5	\$15.80	3.1
3	13.49	7.0	11.22	7.6	—	—
4	13.48	5.0	13.32	5.4	—	—
5	14.63	7.7	14.72	8.3	—	—
6	14.29	8.3	13.99	10.8	—	—
Truck drivers	14.55	2.8	14.63	2.8	—	—
3	13.62	10.4	13.62	10.4	—	—
4	14.72	8.8	14.75	9.1	—	—
Bus drivers	15.57	6.4	—	—	16.57	3.5
Industrial truck and tractor equipment operators ..	14.08	4.7	14.08	4.7	—	—
4	14.91	9.0	14.91	9.0	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.56	13.0	16.56	13.0	—	—
Handlers, equipment cleaners, helpers, and laborers						
10.82	3.9	10.79	4.0	11.94	5.6	
1	8.50	3.4	8.51	3.4	—	—
2	10.73	9.1	10.74	10.8	—	—
3	12.76	5.3	12.76	5.3	—	—
4	14.72	5.6	14.78	5.7	—	—
Groundskeepers and gardeners, except farm	11.49	8.3	—	—	—	—
Stock handlers and baggers	10.23	5.9	10.23	5.9	—	—
1	8.89	1.4	8.89	1.4	—	—
3	12.33	11.5	12.33	11.5	—	—
Freight, stock, and material handlers, n.e.c.	14.33	4.2	14.33	4.2	—	—
1	10.15	5.4	10.15	5.4	—	—
3	12.96	15.7	12.96	15.7	—	—
Hand packers and packagers	8.79	5.0	8.79	5.0	—	—
1	8.28	6.6	8.28	6.6	—	—
Laborers, except construction, n.e.c.	9.78	8.0	9.69	8.8	—	—
1	7.95	5.7	7.95	5.8	—	—
Service						
11.70	2.4	10.51	1.8	14.99	4.0	
1	6.86	3.5	6.44	2.7	11.09	10.2
2	8.44	2.7	7.95	4.2	10.07	3.7
3	10.43	5.2	9.77	4.1	13.40	11.6
4	12.03	2.8	10.94	4.3	14.24	5.7
5	13.03	5.9	12.04	9.2	14.37	1.7
6	16.39	6.3	17.82	15.5	15.39	1.7
7	25.95	9.8	—	—	17.37	1.7
8	22.96	4.0	—	—	22.96	4.0
Not able to be leveled	18.57	27.6	—	—	—	—
Protective service	14.06	7.5	10.62	9.2	17.09	4.5
3	9.94	5.2	—	—	—	—
4	14.09	4.7	—	—	14.60	6.7
5	13.83	4.7	—	—	14.12	.2
6	15.39	1.7	—	—	15.39	1.7
7	17.37	1.7	—	—	17.37	1.7
8	22.96	4.0	—	—	22.96	4.0
Supervisors, firefighters and fire prevention	26.74	6.4	—	—	26.74	6.4
Supervisors, police and detectives	25.33	15.7	—	—	25.33	15.7
Firefighting	15.78	1.9	—	—	14.23	2.9

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Protective service—Continued						
Firefighting—Continued						
7	\$14.92	1.5	—	—	\$14.92	1.5
Police and detectives, public service	17.07	5.3	—	—	17.07	5.3
7	18.25	.3	—	—	18.25	.3
Sheriffs, bailiffs, and other law enforcement officers						
.....	17.46	4.5	—	—	17.46	4.5
Correctional institution officers	14.13	5.8	—	—	14.13	5.8
Guards and police, except public service	9.86	5.9	\$9.64	4.9	—	—
Food service						
1	7.95	5.9	7.59	6.3	12.92	15.1
2	5.51	8.6	5.45	9.0	—	—
3	6.37	8.9	6.27	9.7	—	—
4	10.22	11.5	8.81	9.2	13.88	19.4
5	9.97	14.0	9.97	14.0	—	—
Waiters, waitresses, and bartenders						
1	4.44	13.3	4.44	13.3	—	—
2	4.20	13.0	4.20	13.0	—	—
3	3.89	20.7	3.89	20.7	—	—
4	3.85	17.8	3.85	17.8	—	—
5	3.43	14.6	3.43	14.6	—	—
Other food service						
1	9.90	11.4	9.55	12.1	12.92	15.1
2	6.90	10.6	6.79	9.7	—	—
3	8.84	9.5	8.86	10.5	—	—
4	10.81	11.3	9.29	7.3	13.88	19.4
Supervisors, food preparation and service	13.45	7.9	13.43	8.3	—	—
Cooks	10.63	3.7	10.63	3.7	—	—
Food counter, fountain, and related	7.10	7.2	6.94	6.1	—	—
Kitchen workers, food preparation	10.35	5.2	9.75	5.2	—	—
1	10.07	10.2	10.07	10.2	—	—
Food preparation, n.e.c.	8.50	20.1	7.19	12.9	13.92	26.2
1	6.41	3.6	6.41	3.6	—	—
2	13.24	25.4	—	—	—	—
3	10.11	3.6	10.05	3.7	—	—
Health service						
2	9.67	3.7	9.67	3.7	—	—
3	9.88	5.9	9.92	6.5	—	—
4	11.38	2.8	11.27	3.1	—	—
Nursing aides, orderlies and attendants						
2	10.11	4.0	10.11	4.2	—	—
3	9.73	4.9	9.73	4.9	—	—
4	9.88	5.9	9.92	6.5	—	—
5	11.46	3.1	11.44	3.2	—	—
Cleaning and building service						
1	10.36	4.2	9.92	5.4	11.69	11.0
2	8.98	4.9	8.33	1.7	—	—
3	9.48	5.7	—	—	—	—
4	12.34	8.3	11.55	7.0	—	—
Maids and housemen						
1	8.25	2.2	8.25	2.2	—	—
2	8.13	1.5	8.13	1.5	—	—
Janitors and cleaners						
1	10.70	4.6	10.27	6.2	11.69	11.0
2	9.31	6.2	8.44	2.9	—	—
3	9.50	6.5	—	—	—	—
4	12.60	8.7	11.81	6.8	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Personal service	\$17.09	8.1	\$19.11	10.5	\$10.90	6.4
1	5.88	8.9	—	—	—	—
2	9.86	6.1	—	—	—	—
3	10.08	5.9	—	—	—	—
Early childhood teachers' assistants	11.76	1.4	—	—	—	—
Child care workers, n.e.c.	9.92	7.5	—	—	—	—
Service, n.e.c.	10.32	22.5	10.33	22.7	—	—

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

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

³ All workers include full-time and part-time workers.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.42	2.7	\$20.14	3.3	\$21.64	3.3
All excluding sales	20.49	3.0	20.20	3.6	21.64	3.3
White collar	24.87	3.0	24.99	3.6	24.47	4.7
1	9.40	7.8	9.46	7.8	—	—
2	11.04	3.3	11.04	3.6	—	—
3	11.79	3.3	11.60	4.3	12.45	3.0
4	14.35	2.8	14.75	3.3	12.67	2.6
5	17.86	5.0	18.57	5.4	14.87	5.1
6	18.60	4.7	19.67	5.5	14.64	3.1
7	21.49	2.9	22.41	2.8	19.71	4.8
8	24.09	2.6	23.31	2.7	27.25	5.1
9	30.71	2.1	30.36	2.6	31.18	3.5
10	36.86	4.5	37.02	5.0	35.84	9.8
11	47.11	20.9	48.55	24.4	40.34	9.9
12	46.45	4.3	46.13	4.5	—	—
13	61.07	17.0	50.43	8.8	—	—
Not able to be leveled	28.75	10.9	28.75	10.9	—	—
White collar excluding sales	25.63	3.5	26.03	4.4	24.47	4.7
2	11.47	2.7	11.51	2.9	—	—
3	12.37	2.7	12.34	3.8	12.45	3.0
4	14.25	2.1	14.77	2.8	12.67	2.6
5	16.72	3.5	17.31	3.8	14.87	5.1
6	17.67	3.2	18.72	3.6	14.64	3.1
7	21.36	3.1	22.25	3.1	19.68	4.8
8	24.00	2.6	23.15	2.8	27.25	5.1
9	30.46	2.0	29.89	2.7	31.18	3.5
10	36.97	4.6	37.16	5.1	35.84	9.8
11	49.24	23.6	51.62	28.2	40.34	9.9
12	46.15	4.4	45.77	4.6	—	—
13	61.07	17.0	50.43	8.8	—	—
Not able to be leveled	29.32	11.1	29.32	11.1	—	—
Professional specialty and technical	31.06	6.5	32.52	8.9	27.78	3.4
Professional specialty	31.67	3.7	32.96	5.2	29.33	3.3
6	19.20	8.6	21.85	7.0	—	—
7	22.26	5.1	22.85	8.5	21.67	6.5
8	24.78	4.9	23.28	4.8	29.00	4.7
9	30.80	2.2	29.01	2.8	32.04	3.5
10	37.39	5.8	37.69	6.3	—	—
11	36.98	5.8	37.16	6.8	36.16	9.8
12	46.36	5.2	45.06	3.8	—	—
13	49.94	9.5	49.94	9.5	—	—
Not able to be leveled	45.58	30.2	45.58	30.2	—	—
Engineers, architects, and surveyors	32.48	6.3	32.38	6.5	—	—
Electrical and electronic engineers	32.87	4.4	32.87	4.4	—	—
Engineers, n.e.c.	38.45	3.9	38.45	3.9	—	—
Mathematical and computer scientists	31.12	5.5	31.63	5.5	—	—
8	22.93	9.9	22.93	9.9	—	—
9	30.78	4.0	30.67	4.2	—	—
10	35.35	6.1	35.35	6.1	—	—
11	37.24	3.9	37.24	3.9	—	—
Computer systems analysts and scientists	30.20	4.5	30.76	4.5	—	—
8	22.81	10.3	22.81	10.3	—	—
9	31.06	4.5	30.94	4.7	—	—
10	34.92	6.3	34.92	6.3	—	—
11	34.37	8.2	34.37	8.2	—	—
Operations and systems researchers and analysts	35.22	8.7	35.22	8.7	—	—
Natural scientists	—	—	—	—	—	—
Health related	32.41	13.3	33.56	14.3	25.64	7.8
7	25.40	9.6	—	—	—	—
8	23.43	2.7	22.94	2.5	—	—
9	25.24	1.8	25.27	.9	—	—
11	34.91	6.9	—	—	—	—
Registered nurses	27.43	6.5	27.58	7.6	26.62	6.4

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Health related —Continued						
Registered nurses —Continued						
8	\$24.13	1.4	\$23.66	0.5	—	—
9	25.29	.6	25.29	.6	—	—
Pharmacists	39.74	5.5	39.74	5.5	—	—
Dietitians	22.72	10.8	—	—	—	—
Teachers, college and university	41.74	21.9	—	—	—	—
Teachers, except college and university	30.05	3.9	22.06	7.4	\$31.36	3.2
7	24.35	5.6	—	—	—	—
8	29.04	6.5	—	—	31.00	4.1
9	32.31	3.9	—	—	32.38	3.9
Prekindergarten and kindergarten	30.33	12.2	—	—	—	—
Elementary school teachers	29.96	5.1	—	—	30.70	5.2
8	30.88	7.0	—	—	—	—
9	32.50	8.3	—	—	32.53	8.3
Secondary school teachers	29.77	4.2	—	—	31.38	.9
7	26.87	8.0	—	—	—	—
9	32.85	3.0	—	—	32.85	3.0
Teachers, special education	29.85	1.5	—	—	—	—
Teachers, n.e.c.	28.97	6.7	18.78	8.5	—	—
Vocational and educational counselors	39.93	.8	—	—	39.93	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	25.84	7.3	—	—	—	—
Social, recreation, and religious workers	19.19	9.1	—	—	19.15	9.7
Social workers	19.33	9.1	—	—	19.29	9.7
Lawyers and judges	54.77	3.1	—	—	—	—
Lawyers	54.77	3.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	35.76	7.1	35.76	7.1	—	—
Professional, n.e.c.	40.25	15.2	40.25	15.2	—	—
Technical	29.14	26.4	31.47	29.1	17.36	11.7
5	14.74	10.8	—	—	—	—
6	17.95	10.1	18.93	11.5	—	—
7	21.09	5.3	21.83	4.2	—	—
8	20.65	7.4	20.72	7.6	—	—
9	28.19	7.0	29.27	8.2	—	—
Licensed practical nurses	16.84	1.8	17.42	1.9	—	—
5	16.33	2.9	—	—	—	—
Health technologists and technicians, n.e.c.	16.42	11.5	—	—	—	—
Electrical and electronic technicians	21.21	9.8	22.60	8.0	—	—
7	22.13	7.0	22.13	7.0	—	—
Airplane pilots and navigators	138.45	12.6	138.45	12.6	—	—
Computer programmers	26.54	3.0	27.63	3.2	—	—
9	27.58	5.4	—	—	—	—
Technical and related, n.e.c.	19.22	3.3	19.22	3.3	—	—
Executive, administrative, and managerial	31.48	4.7	31.54	3.6	31.29	16.8
5	17.59	4.5	17.44	5.3	—	—
6	14.93	4.5	16.36	7.1	—	—
7	19.48	3.5	21.02	3.5	17.74	3.5
8	23.66	7.5	23.83	8.8	22.91	11.6
9	30.90	6.1	31.65	6.7	—	—
10	39.12	4.6	40.11	3.1	—	—
11	37.96	9.3	35.20	9.1	44.43	16.3
12	45.92	5.0	46.61	5.9	—	—
Not able to be leveled	37.25	12.9	37.25	12.9	—	—
Executives, administrators, and managers	37.48	6.6	35.31	5.8	46.00	18.7
8	23.39	12.7	22.83	15.5	—	—
9	34.78	7.5	35.78	7.9	—	—
10	37.71	7.5	38.35	7.4	—	—
11	38.21	11.6	35.27	11.4	46.08	20.1

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
12	\$46.02	2.8	\$47.08	3.0	—	—
Not able to be leveled	43.53	17.0	43.53	17.0	—	—
Administrators and officials, public administration	23.34	8.0	—	—	\$23.34	8.0
Financial managers	42.00	16.5	33.79	9.9	—	—
Administrators, education and related fields	49.62	19.8	—	—	54.46	22.3
Managers, medicine and health	33.58	7.0	—	—	—	—
Managers and administrators, n.e.c.	40.29	6.3	40.29	6.3	—	—
9	36.88	11.5	36.88	11.5	—	—
12	47.18	2.9	47.18	2.9	—	—
Not able to be leveled	45.29	20.4	45.29	20.4	—	—
Management related	24.81	4.7	26.96	4.9	19.05	13.0
5	18.10	2.9	—	—	—	—
6	15.02	5.9	17.89	5.4	—	—
7	19.48	3.9	21.27	3.9	17.74	3.5
8	24.00	4.1	25.06	2.1	—	—
9	27.90	6.5	28.15	7.7	—	—
Not able to be leveled	24.81	10.1	24.81	10.1	—	—
Accountants and auditors	24.13	9.7	26.20	5.7	—	—
Other financial officers	22.80	7.2	22.80	7.2	—	—
Management analysts	31.76	11.8	31.76	11.8	—	—
Personnel, training, and labor relations specialists	19.98	15.5	24.94	14.0	—	—
Construction inspectors	17.72	1.6	—	—	17.72	1.6
Management related, n.e.c.	28.75	13.5	31.73	15.6	—	—
Sales	19.56	13.3	19.55	13.3	—	—
2	9.83	3.9	9.83	3.9	—	—
3	10.60	6.4	10.60	6.4	—	—
4	14.70	8.3	14.70	8.3	—	—
5	22.16	8.7	22.16	8.7	—	—
6	23.05	14.3	23.05	14.3	—	—
Supervisors, sales	23.84	7.7	23.84	7.7	—	—
Sales, other business services	24.46	15.2	24.46	15.2	—	—
Sales workers, hardware and building supplies ...	11.67	4.4	11.67	4.4	—	—
4	12.67	2.7	12.67	2.7	—	—
Cashiers	10.04	7.0	10.04	7.0	—	—
2	10.04	4.5	10.04	4.5	—	—
3	11.21	9.1	11.21	9.1	—	—
Administrative support, including clerical	15.53	2.6	16.01	3.1	13.60	1.0
2	11.47	2.9	11.52	3.1	—	—
3	12.40	2.7	12.34	3.8	12.53	2.8
4	14.36	2.2	14.81	2.7	12.92	3.6
5	16.74	4.5	17.33	5.1	14.50	2.9
6	18.42	3.9	18.66	4.0	—	—
7	21.41	7.0	22.58	7.3	17.84	8.5
Not able to be leveled	15.76	5.1	15.76	5.1	—	—
Supervisors, general office	24.28	4.8	—	—	—	—
Secretaries	18.14	7.7	19.26	9.2	14.68	3.2
4	14.57	9.3	14.99	13.8	—	—
5	20.15	14.0	—	—	—	—
7	22.89	11.4	24.39	8.6	—	—
Receptionists	11.96	3.8	12.09	3.8	—	—
Information clerks, n.e.c.	14.22	6.6	14.25	7.2	—	—
4	13.37	6.3	13.32	6.9	—	—
Order clerks	15.42	3.8	15.42	3.8	—	—
3	12.53	9.4	12.53	9.4	—	—
4	15.74	3.0	15.74	3.0	—	—
Records clerks, n.e.c.	13.44	4.7	14.66	2.9	12.07	4.2
4	14.04	9.9	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Bookkeepers, accounting and auditing clerks	\$15.12	7.4	\$15.80	9.3	\$13.51	3.0
4	13.71	3.5	13.76	6.0	—	—
5	15.49	3.4	—	—	—	—
Billing clerks	13.43	8.8	13.43	8.8	—	—
Dispatchers	18.67	7.1	—	—	—	—
Stock and inventory clerks	13.25	8.6	—	—	—	—
Insurance adjusters, examiners, and investigators	17.73	9.9	19.51	7.7	—	—
Investigators and adjusters, except insurance	16.03	10.2	16.03	10.2	—	—
Bill and account collectors	14.95	8.6	15.00	9.2	—	—
General office clerks	14.74	3.1	15.15	3.3	12.15	3.3
3	11.09	2.6	—	—	—	—
4	14.92	7.2	15.48	7.7	—	—
5	16.79	4.7	17.15	4.8	—	—
Data entry keyers	12.07	7.2	—	—	—	—
Teachers' aides	11.99	3.2	—	—	12.09	2.8
Administrative support, n.e.c.	16.05	5.4	16.20	5.4	—	—
Blue collar	15.52	3.3	15.45	3.4	16.63	1.8
1	8.46	3.8	8.46	3.8	—	—
2	10.51	9.3	10.25	9.9	13.13	4.4
3	14.78	4.6	14.79	4.7	—	—
4	14.68	4.3	14.72	4.6	—	—
5	16.19	7.2	16.35	8.1	14.90	5.0
6	20.25	5.2	20.40	5.3	—	—
7	21.60	4.8	21.78	5.3	20.35	7.8
9	34.99	9.6	—	—	—	—
Not able to be leveled	20.67	8.1	20.67	8.1	—	—
Precision production, craft, and repair	20.39	4.6	20.47	5.0	19.38	.5
4	13.51	8.5	13.51	8.5	—	—
5	18.00	6.7	18.33	7.2	—	—
6	20.77	4.3	21.00	4.4	—	—
7	22.06	5.9	22.30	6.6	20.55	8.0
9	34.99	9.6	—	—	—	—
Not able to be leveled	23.26	7.8	23.26	7.8	—	—
Supervisors, mechanics and repairers	34.59	17.6	—	—	—	—
Automobile mechanics	19.90	7.3	19.95	1.6	—	—
7	21.14	7.2	19.95	1.6	—	—
Bus, truck, and stationary engine mechanics	21.26	6.9	20.85	7.3	—	—
Industrial machinery repairers	19.00	5.4	19.22	5.7	—	—
Machinery maintenance	12.33	36.3	—	—	—	—
Electronic repairers, communications and industrial equipment	22.94	4.6	23.50	5.1	—	—
Telephone installers and repairers	20.25	17.5	20.25	17.5	—	—
Mechanics and repairers, n.e.c.	18.53	10.9	19.09	12.1	—	—
Electricians	21.98	6.7	24.06	9.8	—	—
7	21.63	8.2	23.70	12.0	—	—
Supervisors, production	23.45	14.6	23.45	14.6	—	—
Butchers and meat cutters	11.01	21.2	11.01	21.2	—	—
Machine operators, assemblers, and inspectors	13.91	6.2	13.92	6.2	—	—
1	7.64	6.9	7.64	6.9	—	—
2	9.79	13.4	9.79	13.4	—	—
3	17.84	4.4	17.84	4.4	—	—
4	15.49	9.8	15.49	9.8	—	—
5	14.25	10.4	14.25	10.4	—	—
Packaging and filling machine operators	13.83	1.9	13.83	1.9	—	—
Miscellaneous machine operators, n.e.c.	15.21	10.8	15.21	10.8	—	—
Assemblers	17.09	16.4	17.09	16.4	—	—
3	22.40	12.0	22.40	12.0	—	—
Production inspectors, checkers and examiners ..	10.94	9.4	10.94	9.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving	\$14.49	2.4	\$14.41	2.7	\$15.22	4.2
2	12.36	7.6	11.22	8.4	—	—
3	13.43	5.7	13.44	5.8	—	—
4	14.60	8.1	14.69	8.7	—	—
5	14.29	8.3	13.99	10.8	—	—
Truck drivers	14.57	2.9	14.66	3.0	—	—
3	13.62	10.4	13.62	10.4	—	—
4	14.69	9.4	14.72	9.7	—	—
Bus drivers	14.77	9.7	—	—	16.38	5.7
Industrial truck and tractor equipment operators ..	14.24	4.4	14.24	4.4	—	—
4	14.91	9.0	14.91	9.0	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.56	13.0	16.56	13.0	—	—
Handlers, equipment cleaners, helpers, and laborers	11.20	4.4	11.17	4.5	12.13	6.4
1	8.77	4.6	8.77	4.6	—	—
2	10.74	9.2	10.74	10.8	—	—
3	12.99	6.0	12.99	6.0	—	—
4	14.72	5.6	14.78	5.7	—	—
Stock handlers and baggers	11.30	7.1	11.30	7.1	—	—
1	10.20	7.8	10.20	7.8	—	—
3	12.63	10.3	12.63	10.3	—	—
Freight, stock, and material handlers, n.e.c.	14.70	4.2	14.70	4.2	—	—
1	10.01	6.3	10.01	6.3	—	—
Hand packers and packagers	9.22	7.0	9.22	7.0	—	—
1	8.65	9.5	8.65	9.5	—	—
Laborers, except construction, n.e.c.	9.78	8.1	9.69	8.8	—	—
1	7.95	5.8	7.95	5.8	—	—
Service	12.33	2.9	11.13	3.1	15.08	3.6
1	7.66	6.1	7.13	5.0	11.24	10.0
2	9.01	6.8	8.59	9.7	10.07	3.7
3	10.59	5.4	9.92	4.1	13.60	10.7
4	12.29	2.7	11.21	4.3	14.24	5.7
5	13.09	6.0	12.04	9.2	14.54	2.3
6	16.42	7.2	—	—	15.39	1.7
7	25.58	8.4	—	—	17.37	1.7
8	22.96	4.0	—	—	22.96	4.0
Not able to be leveled	18.57	27.6	—	—	—	—
Protective service	14.19	7.5	10.71	9.7	17.15	4.3
4	14.09	4.7	—	—	14.60	6.7
5	13.94	4.6	—	—	14.31	1.3
6	15.39	1.7	—	—	15.39	1.7
7	17.37	1.7	—	—	17.37	1.7
8	22.96	4.0	—	—	22.96	4.0
Supervisors, firefighters and fire prevention	26.74	6.4	—	—	26.74	6.4
Supervisors, police and detectives	25.33	15.7	—	—	25.33	15.7
Firefighting	15.78	1.9	—	—	14.23	2.9
7	14.92	1.5	—	—	14.92	1.5
Police and detectives, public service	17.07	5.3	—	—	17.07	5.3
7	18.25	.3	—	—	18.25	.3
Correctional institution officers	14.13	5.8	—	—	14.13	5.8
Guards and police, except public service	9.86	5.9	9.64	5.0	—	—
Food service	9.18	6.9	8.77	7.4	13.27	13.6
1	6.13	10.1	6.01	10.3	—	—
2	7.07	25.7	6.95	27.9	—	—
3	10.62	10.7	9.19	6.8	14.60	16.1
Waiters, waitresses, and bartenders	5.07	22.1	5.07	22.1	—	—
Other food service	10.77	9.4	10.41	10.2	13.27	13.6
1	7.22	13.1	7.03	12.5	—	—
2	9.91	11.0	—	—	—	—
3	10.91	11.6	9.35	6.9	14.60	16.1
Supervisors, food preparation and service	13.63	9.1	13.61	9.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Kitchen workers, food preparation	\$10.70	5.6	\$10.13	5.3	—	—
Food preparation, n.e.c.	8.96	21.2	7.32	14.8	\$13.92	26.2
1	6.29	3.9	6.29	3.9	—	—
3	13.24	25.4	—	—	—	—
Health service	10.12	3.8	10.07	3.9	—	—
2	9.67	3.7	9.67	3.7	—	—
3	9.91	6.4	9.96	7.2	—	—
4	11.38	2.8	11.27	3.1	—	—
Nursing aides, orderlies and attendants	10.12	4.2	10.13	4.4	—	—
2	9.73	4.9	9.73	4.9	—	—
3	9.91	6.4	9.96	7.2	—	—
4	11.46	3.1	11.44	3.2	—	—
Cleaning and building service	10.48	4.0	10.06	5.2	11.69	11.0
1	9.17	5.2	8.52	2.5	—	—
2	9.48	5.7	—	—	—	—
3	12.34	8.3	11.55	7.0	—	—
Maids and housemen	8.25	2.2	8.25	2.2	—	—
1	8.13	1.5	8.13	1.5	—	—
Janitors and cleaners	10.86	4.3	10.48	5.7	11.69	11.0
1	9.61	6.2	8.76	3.6	—	—
2	9.50	6.5	—	—	—	—
3	12.60	8.7	11.81	6.8	—	—
Personal service	17.51	7.7	20.40	9.6	10.99	6.6
3	10.38	6.7	—	—	—	—

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$9.63	4.7	\$9.31	5.4	\$13.38	4.2
All excluding sales	9.90	6.2	9.51	7.3	13.54	4.2
White collar	10.68	6.9	10.74	7.3	9.59	7.0
1	7.63	3.9	7.58	4.0	—	—
2	8.82	4.3	8.84	4.4	—	—
3	10.14	8.8	10.14	8.8	—	—
4	11.47	3.1	11.77	3.6	—	—
White collar excluding sales	12.95	9.5	13.32	10.0	9.68	7.6
3	12.05	16.6	12.10	16.9	—	—
4	11.36	3.2	11.79	4.2	—	—
Professional specialty and technical	20.87	13.1	22.64	10.0	—	—
Professional specialty	22.42	10.7	24.12	5.5	—	—
Health related	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	8.71	5.0	8.71	5.1	—	—
1	7.51	3.6	7.45	3.3	—	—
2	8.42	1.7	8.42	1.7	—	—
3	9.05	5.7	9.05	5.7	—	—
Cashiers	7.87	3.7	7.85	3.7	—	—
1	7.42	2.8	7.35	2.3	—	—
2	8.39	1.9	8.39	1.9	—	—
Administrative support, including clerical	10.83	6.4	10.98	6.7	9.27	10.9
3	12.05	16.6	12.10	16.9	—	—
4	11.50	3.7	11.79	4.2	—	—
Blue collar	10.24	4.1	8.82	5.9	16.33	1.2
1	7.39	4.7	7.38	4.8	—	—
3	12.27	7.8	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	15.34	3.9	12.53	5.5	—	—
Handlers, equipment cleaners, helpers, and laborers	8.01	3.8	7.98	3.8	—	—
1	7.39	4.7	7.38	4.8	—	—
Stock handlers and baggers	7.24	5.5	7.24	5.5	—	—
1	7.09	8.0	7.09	8.0	—	—
Freight, stock, and material handlers, n.e.c.	11.60	3.3	11.60	3.3	—	—
Service	7.85	16.2	7.80	16.8	—	—
1	5.20	7.7	5.18	7.8	—	—
2	5.73	25.1	5.73	25.1	—	—
3	8.17	12.2	7.78	13.2	—	—
Protective service	8.41	5.8	—	—	—	—
Food service	5.60	6.2	5.48	6.1	—	—
1	4.96	13.8	4.96	13.8	—	—
2	5.26	26.7	5.26	26.7	—	—
Waiters, waitresses, and bartenders	3.78	16.6	3.78	16.6	—	—
1	3.74	13.7	3.74	13.7	—	—
Waiters and waitresses	3.53	19.7	3.53	19.7	—	—
1	3.74	13.7	3.74	13.7	—	—
Other food service	7.47	11.5	7.31	11.3	—	—
1	6.54	5.5	6.54	5.5	—	—
Food preparation, n.e.c.	6.87	6.6	6.87	6.6	—	—
Health service	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Cleaning and building service	—	—	—	—	—	—
Personal service	\$15.57	31.7	\$15.78	32.5	—	—

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

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Atlanta, GA, December 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	\$20.42	\$9.63	\$23.15	\$19.33	\$19.67	\$20.19
All excluding sales	20.49	9.90	23.43	19.52	20.05	16.64
White collar	24.87	10.68	36.74	23.55	24.16	24.01
White-collar excluding sales	25.63	12.95	46.35	24.55	25.40	21.56
Professional specialty and technical	31.06	20.87	99.15	29.17	30.90	–
Professional specialty	31.67	22.42	–	31.54	31.52	–
Technical	29.14	–	116.10	21.13	28.97	–
Executive, administrative, and managerial	31.48	–	–	31.57	31.27	34.86
Sales	19.56	8.71	20.55	17.12	13.63	25.38
Administrative support, including clerical	15.53	10.83	19.25	15.03	15.26	15.28
Blue collar	15.52	10.24	18.59	14.20	15.38	13.57
Precision production, craft, and repair	20.39	–	21.93	19.67	19.91	–
Machine operators, assemblers, and inspectors	13.91	–	19.17	11.41	14.84	7.76
Transportation and material moving	14.49	15.34	17.69	14.03	14.37	15.51
Handlers, equipment cleaners, helpers, and laborers	11.20	8.01	11.29	10.74	11.05	–
Service	12.33	7.85	16.88	11.40	11.70	–
	Relative error ⁶ (percent)					
All occupations	2.7	4.7	15.7	2.5	2.6	14.8
All excluding sales	3.0	6.2	17.0	2.7	2.8	8.0
White collar	3.0	6.9	41.2	2.7	3.3	15.4
White-collar excluding sales	3.5	9.5	47.1	3.1	3.7	14.4
Professional specialty and technical	6.5	13.1	37.8	3.5	6.4	–
Professional specialty	3.7	10.7	–	3.7	3.7	–
Technical	26.4	–	32.7	3.0	26.2	–
Executive, administrative, and managerial	4.7	–	–	4.6	5.0	12.1
Sales	13.3	5.0	12.2	15.1	8.0	21.9
Administrative support, including clerical	2.6	6.4	3.6	2.0	2.5	2.7
Blue collar	3.3	4.1	4.7	3.3	2.5	17.4
Precision production, craft, and repair	4.6	–	2.2	5.9	4.4	–
Machine operators, assemblers, and inspectors	6.2	–	12.2	4.9	6.4	9.7
Transportation and material moving	2.4	3.9	9.0	2.0	2.6	5.8
Handlers, equipment cleaners, helpers, and laborers	4.4	3.8	3.1	4.5	3.6	–
Service	2.9	16.2	3.6	2.9	2.4	–

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

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Atlanta, GA, December 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$19.33	-	-	-	-	-	\$25.31	-	-	-
All excluding sales	19.53	-	-	-	-	-	25.81	-	-	-
White collar	24.11	-	-	-	-	-	31.04	-	-	-
White-collar excluding sales	25.61	-	-	-	-	-	33.54	-	-	-
Professional specialty and technical	32.36	-	-	-	-	-	50.68	-	-	-
Professional specialty	32.80	-	-	-	-	-	34.03	-	-	-
Technical	31.29	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	31.47	-	-	-	-	-	34.77	-	-	-
Sales	17.53	-	-	-	-	-	20.09	-	-	-
Administrative support, including clerical	15.68	-	-	-	-	-	16.68	-	-	-
Blue collar	15.14	-	-	-	-	-	18.99	-	-	-
Precision production, craft, and repair	20.41	-	-	-	-	-	25.50	-	-	-
Machine operators, assemblers, and inspectors	13.86	-	-	-	-	-	-	-	-	-
Transportation and material moving	14.35	-	-	-	-	-	15.23	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.79	-	-	-	-	-	15.16	-	-	-
Service	10.51	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.1	-	-	-	-	-	6.5	-	-	-
All excluding sales	3.4	-	-	-	-	-	7.4	-	-	-
White collar	3.6	-	-	-	-	-	12.9	-	-	-
White-collar excluding sales	4.2	-	-	-	-	-	14.6	-	-	-
Professional specialty and technical	8.8	-	-	-	-	-	44.0	-	-	-
Professional specialty	5.2	-	-	-	-	-	2.1	-	-	-
Technical	28.8	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	3.6	-	-	-	-	-	6.1	-	-	-
Sales	13.3	-	-	-	-	-	4.3	-	-	-
Administrative support, including clerical	2.7	-	-	-	-	-	6.7	-	-	-
Blue collar	3.2	-	-	-	-	-	2.2	-	-	-
Precision production, craft, and repair	4.9	-	-	-	-	-	4.7	-	-	-
Machine operators, assemblers, and inspectors	6.1	-	-	-	-	-	-	-	-	-
Transportation and material moving	2.5	-	-	-	-	-	2.0	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.0	-	-	-	-	-	9.5	-	-	-
Service	1.8	-	-	-	-	-	-	-	-	-

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, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Atlanta, GA, December 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	\$19.33	\$15.09	\$20.77	\$18.65	\$22.80
All excluding sales	19.53	15.30	20.96	18.71	22.90
White collar	24.11	21.53	24.72	22.26	26.97
White-collar excluding sales	25.61	24.29	25.89	23.67	27.51
Professional specialty and technical	32.36	36.42	31.64	29.62	32.70
Professional specialty	32.80	43.38	31.14	33.80	29.79
Technical	31.29	24.21	32.94	19.54	40.55
Executive, administrative, and managerial	31.47	27.92	32.16	33.08	31.64
Sales	17.53	13.26	19.01	18.35	20.96
Administrative support, including clerical	15.68	13.62	16.23	16.28	16.17
Blue collar	15.14	12.13	16.62	14.80	19.18
Precision production, craft, and repair	20.41	16.89	21.18	19.51	23.13
Machine operators, assemblers, and inspectors	13.86	11.53	14.96	11.90	19.71
Transportation and material moving	14.35	13.49	15.09	13.97	18.66
Handlers, equipment cleaners, helpers, and laborers	10.79	9.55	11.71	10.90	12.71
Service	10.51	7.14	12.07	10.33	12.96
	Relative error ⁴ (percent)				
All occupations	3.1	8.8	2.8	5.0	5.1
All excluding sales	3.4	9.6	3.4	5.1	5.8
White collar	3.6	12.1	3.8	6.1	7.2
White-collar excluding sales	4.2	12.6	4.7	6.2	8.0
Professional specialty and technical	8.8	16.3	10.3	12.0	14.3
Professional specialty	5.2	14.7	6.0	12.2	4.5
Technical	28.8	12.7	34.0	8.4	41.1
Executive, administrative, and managerial	3.6	11.1	3.8	6.5	4.8
Sales	13.3	9.9	14.1	18.3	19.7
Administrative support, including clerical	2.7	5.9	2.6	4.2	2.5
Blue collar	3.2	7.4	5.3	4.5	10.1
Precision production, craft, and repair	4.9	6.8	6.4	6.1	11.4
Machine operators, assemblers, and inspectors	6.1	11.6	7.1	4.0	11.0
Transportation and material moving	2.5	8.7	10.4	5.5	8.1
Handlers, equipment cleaners, helpers, and laborers	4.0	5.5	5.4	6.2	11.1
Service	1.8	4.4	3.3	5.0	4.2

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.15	\$11.00	\$15.92	\$24.71	\$35.29
All excluding sales	8.25	11.20	16.12	24.83	35.35
White collar	10.50	13.94	20.11	30.06	40.66
White collar excluding sales	11.60	14.95	21.12	30.94	41.25
Professional specialty and technical	16.14	20.96	27.14	35.93	44.23
Professional specialty	18.23	23.28	29.47	38.00	45.19
Engineers, architects, and surveyors	22.22	27.81	32.85	38.53	39.88
Electrical and electronic engineers	22.04	29.72	34.28	36.39	39.53
Engineers, n.e.c.	32.53	35.87	38.53	39.64	45.13
Mathematical and computer scientists	16.26	23.39	31.31	38.00	42.94
Computer systems analysts and scientists	15.68	22.07	29.86	37.56	42.40
Operations and systems researchers and analysts	26.22	29.60	36.35	39.98	43.31
Natural scientists	—	—	—	—	—
Health related	19.71	22.82	26.92	35.84	46.15
Registered nurses	19.88	22.25	25.94	29.89	35.30
Pharmacists	33.10	38.76	40.00	41.74	44.23
Dietitians	16.50	17.00	24.00	26.86	29.09
Teachers, college and university	20.00	28.53	33.49	46.96	63.14
Teachers, except college and university	19.95	24.70	28.48	36.04	42.10
Prekindergarten and kindergarten	22.53	23.53	29.41	36.53	42.10
Elementary school teachers	21.05	24.73	27.94	35.20	42.70
Secondary school teachers	21.54	23.95	28.22	34.78	39.40
Teachers, special education	23.62	27.45	28.48	31.80	40.41
Teachers, n.e.c.	17.31	23.28	28.27	35.50	40.75
Vocational and educational counselors	33.27	35.56	42.10	43.18	44.82
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	21.05	23.03	24.52	27.69	31.71
Social, recreation, and religious workers	11.55	14.88	17.56	21.91	28.99
Social workers	11.35	14.95	17.79	22.02	28.99
Lawyers and judges	40.86	48.02	54.13	59.77	65.13
Lawyers	40.86	48.02	54.13	59.77	65.13
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.84	21.35	37.05	38.50	48.39
Professional, n.e.c.	28.21	29.86	38.73	48.39	57.78
Technical	14.14	16.75	21.05	25.94	33.17
Licensed practical nurses	14.17	15.50	16.78	18.11	20.00
Health technologists and technicians, n.e.c.	9.11	10.75	15.13	19.00	25.77
Electrical and electronic technicians	13.05	16.14	21.84	25.59	26.87
Airplane pilots and navigators	30.12	39.95	168.77	230.69	235.11
Computer programmers	19.92	21.85	26.40	30.37	33.65
Technical and related, n.e.c.	14.34	16.76	19.61	21.64	23.60
Executive, administrative, and managerial	15.30	19.33	28.57	38.75	51.28
Executives, administrators, and managers	15.91	25.50	33.75	45.92	55.98
Administrators and officials, public administration	19.58	20.67	21.50	25.01	28.25
Financial managers	27.43	27.43	34.85	63.98	63.98
Administrators, education and related fields	28.51	32.95	43.11	55.77	89.14
Managers, medicine and health	28.94	28.94	31.77	34.83	45.92
Managers and administrators, n.e.c.	20.88	31.69	37.36	46.20	55.98
Management related	14.88	17.29	22.13	30.70	38.47
Accountants and auditors	10.49	19.37	24.04	30.77	31.25
Other financial officers	15.87	17.79	23.08	24.76	31.96
Management analysts	23.21	25.21	29.06	34.75	45.60
Personnel, training, and labor relations specialists	11.35	13.19	17.67	24.14	31.67
Construction inspectors	14.87	15.50	17.18	20.34	21.63
Management related, n.e.c.	15.89	17.78	21.98	39.88	47.89
Sales	7.65	9.38	13.38	21.49	34.31
Supervisors, sales	14.00	17.17	20.67	35.48	35.55
Sales, other business services	13.26	20.11	20.53	28.70	35.48
Sales workers, hardware and building supplies	9.00	9.70	11.41	13.00	13.82
Sales workers, other commodities	8.20	9.00	10.00	13.00	17.82
Cashiers	6.50	7.35	8.50	10.00	12.35
Administrative support, including clerical	10.11	11.75	14.15	17.88	21.59
Supervisors, general office	13.85	19.23	27.16	30.56	30.77

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Secretaries	\$11.84	\$13.33	\$15.46	\$23.08	\$27.18
Receptionists	7.75	9.62	11.00	13.00	13.44
Information clerks, n.e.c.	11.00	11.88	13.34	15.94	17.95
Order clerks	11.51	12.69	15.13	17.58	19.60
Records clerks, n.e.c.	10.32	11.00	13.06	15.50	18.73
Bookkeepers, accounting and auditing clerks	10.38	12.19	14.27	17.27	20.63
Billing clerks	10.00	11.00	13.00	15.50	16.25
Dispatchers	11.58	15.14	18.97	21.72	27.07
Traffic, shipping and receiving clerks	10.00	10.91	11.65	19.85	24.08
Insurance adjusters, examiners, and investigators	12.45	14.34	16.96	21.19	23.08
Investigators and adjusters, except insurance	11.00	12.00	13.95	17.68	21.91
Bill and account collectors	10.50	11.73	15.09	17.45	19.23
General office clerks	9.85	11.98	14.47	17.99	19.23
Data entry keyers	8.86	10.60	11.00	13.89	16.40
Teachers' aides	8.21	9.01	10.54	13.95	16.83
Administrative support, n.e.c.	11.90	13.53	16.03	18.50	19.71
Blue collar	7.75	9.75	13.50	18.94	25.62
Precision production, craft, and repair					
Supervisors, mechanics and repairers	24.03	24.03	33.15	51.92	51.92
Automobile mechanics	13.43	16.00	19.01	22.00	29.24
Bus, truck, and stationary engine mechanics	16.00	17.50	20.50	23.39	31.04
Industrial machinery repairers	15.47	16.71	18.21	20.98	24.97
Machinery maintenance	8.30	8.30	8.30	14.14	23.32
Electronic repairers, communications and industrial equipment	10.00	20.24	26.30	26.30	26.83
Telephone installers and repairers	15.91	16.64	18.86	24.00	25.13
Mechanics and repairers, n.e.c.	13.20	13.20	16.20	21.02	26.26
Electricians	15.35	17.39	22.01	24.98	30.00
Supervisors, production	14.50	18.79	19.56	27.85	37.98
Butchers and meat cutters	7.40	7.95	8.20	14.00	19.20
Machine operators, assemblers, and inspectors					
Packaging and filling machine operators	11.08	12.31	13.86	14.22	15.41
Miscellaneous machine operators, n.e.c.	11.30	11.30	13.39	19.34	25.09
Assemblers	7.25	9.60	12.35	26.04	26.31
Production inspectors, checkers and examiners ..	9.00	9.00	9.95	11.00	13.62
Transportation and material moving					
Truck drivers	9.50	11.50	13.62	17.97	20.01
Bus drivers	9.50	11.50	13.60	17.96	20.38
Industrial truck and tractor equipment operators ..	9.75	12.05	16.38	17.97	20.41
Miscellaneous material moving equipment operators, n.e.c.	9.00	12.06	13.62	16.50	18.90
.....	13.53	13.53	15.51	19.33	23.99
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	7.00	8.00	10.00	12.52	16.30
Stock handlers and baggers	7.98	9.04	12.00	13.43	14.61
Freight, stock, and material handlers, n.e.c.	6.65	8.25	10.00	12.00	14.77
Hand packers and packagers	9.00	10.25	12.68	18.12	21.73
Laborers, except construction, n.e.c.	6.70	7.13	8.15	9.85	11.07
.....	6.50	7.50	9.50	11.25	13.50
Service					
Protective service	6.00	8.00	10.00	13.12	18.23
Supervisors, firefighters and fire prevention	8.75	9.82	12.36	16.50	21.98
Supervisors, police and detectives	20.68	22.55	27.36	30.64	33.64
Firefighting	16.30	20.38	21.98	33.21	37.70
Police and detectives, public service	10.90	12.36	15.01	17.92	24.21
Sheriffs, bailiffs, and other law enforcement officers	11.35	14.24	16.55	19.69	23.36
Correctional institution officers	14.24	15.46	17.93	19.39	22.41
Guards and police, except public service	11.35	12.13	14.74	14.74	16.40
Food service	8.50	9.00	9.50	10.50	11.50
Waiters, waitresses, and bartenders	2.13	5.15	7.50	10.84	12.44
.....	2.13	2.13	2.13	7.00	8.50

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Waiters, waitresses, and bartenders—Continued					
Waiters and waitresses	\$2.13	\$2.13	\$2.13	\$6.00	\$8.05
Other food service	5.80	7.00	9.26	11.97	13.77
Supervisors, food preparation and service	9.00	9.75	12.00	13.77	28.85
Cooks	6.75	8.00	11.95	12.44	12.75
Food counter, fountain, and related	5.50	6.00	7.00	7.50	8.50
Kitchen workers, food preparation	7.70	9.00	10.25	11.60	13.92
Food preparation, n.e.c.	5.15	6.00	7.50	9.75	11.61
Health service	8.00	8.50	9.75	11.45	12.63
Nursing aides, orderlies and attendants	8.00	8.50	9.75	11.47	12.78
Cleaning and building service	7.25	8.00	9.70	11.58	14.86
Maid and housemen	7.00	7.49	7.98	8.70	9.90
Janitors and cleaners	7.72	8.00	10.41	11.70	16.02
Personal service	6.69	8.65	11.00	16.50	45.26
Early childhood teachers' assistants	9.94	10.15	11.57	12.55	13.30
Child care workers, n.e.c.	7.72	8.32	9.00	9.99	11.61
Service, n.e.c.	4.83	6.66	9.00	16.00	16.50

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² All workers include full-time and part-time workers.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Atlanta, GA, December 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.50	\$15.50	\$24.04	\$34.62
All excluding sales	8.00	10.77	15.73	24.27	34.62
White collar	10.40	13.83	20.08	29.73	40.66
White collar excluding sales	11.88	15.16	21.12	30.77	41.74
Professional specialty and technical	17.14	21.05	26.97	37.05	46.15
Professional specialty	19.55	23.38	30.05	38.53	46.29
Engineers, architects, and surveyors	22.22	27.57	32.61	38.53	39.88
Electrical and electronic engineers	22.04	29.72	34.28	36.39	39.53
Engineers, n.e.c.	32.53	35.87	38.53	39.64	45.13
Mathematical and computer scientists	18.67	24.28	31.73	38.00	42.94
Computer systems analysts and scientists	17.95	22.67	30.18	37.98	43.00
Operations and systems researchers and analysts	26.22	29.60	36.35	39.98	43.31
Natural scientists	-	-	-	-	-
Health related	20.00	23.21	27.17	40.00	46.15
Registered nurses	20.04	22.43	25.75	29.20	43.75
Pharmacists	33.10	38.76	40.00	41.74	44.23
Teachers, college and university	20.00	20.00	33.41	35.51	52.53
Teachers, except college and university	17.31	19.95	22.27	24.68	27.82
Teachers, n.e.c.	11.06	17.31	19.95	19.95	26.45
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.84	21.35	37.05	38.50	48.39
Professional, n.e.c.	28.21	29.86	38.73	48.39	57.78
Technical	15.37	18.01	21.77	26.63	33.65
Licensed practical nurses	14.90	15.91	17.31	18.93	20.25
Electrical and electronic technicians	16.08	20.02	23.03	25.59	28.06
Airplane pilots and navigators	30.12	39.95	168.77	230.69	235.11
Computer programmers	20.68	22.29	27.47	32.01	35.27
Technical and related, n.e.c.	14.34	16.76	19.61	21.64	23.60
Executive, administrative, and managerial	16.14	20.30	30.25	38.31	49.71
Executives, administrators, and managers	14.59	25.24	33.65	42.84	52.79
Financial managers	18.57	27.43	34.85	40.95	40.95
Managers and administrators, n.e.c.	20.88	31.69	37.36	46.20	55.98
Management related	16.83	19.14	24.20	31.25	41.59
Accountants and auditors	19.18	20.96	24.04	30.77	37.66
Other financial officers	15.87	17.79	23.08	24.76	31.96
Management analysts	23.21	25.21	29.06	34.75	45.60
Personnel, training, and labor relations specialists	13.65	17.67	21.15	31.67	34.33
Management related, n.e.c.	16.84	17.78	26.44	47.50	57.69
Sales	7.61	9.38	13.38	21.40	34.34
Supervisors, sales	14.00	17.17	20.67	35.48	35.55
Sales, other business services	13.26	20.11	20.53	28.70	35.48
Sales workers, hardware and building supplies ..	9.00	9.70	11.41	13.00	13.82
Sales workers, other commodities	8.20	9.00	10.00	13.00	17.82
Cashiers	6.50	7.30	8.50	10.04	12.35
Administrative support, including clerical	10.25	12.00	14.71	18.75	21.76
Secretaries	12.00	13.94	17.75	24.72	27.97
Receptionists	7.72	9.79	11.00	13.00	14.52
Information clerks, n.e.c.	11.00	11.86	13.35	16.06	18.08
Order clerks	11.51	12.69	15.13	17.58	19.60
Records clerks, n.e.c.	10.86	12.27	14.50	16.42	18.75
Bookkeepers, accounting and auditing clerks	10.50	12.39	14.47	18.89	20.63
Billing clerks	10.00	11.00	13.00	15.50	16.25
Insurance adjusters, examiners, and investigators	15.63	16.45	18.65	22.18	23.59
Investigators and adjusters, except insurance	11.00	12.00	13.95	17.68	21.91
Bill and account collectors	10.50	11.73	15.09	17.45	19.23
General office clerks	10.00	12.17	15.35	18.80	19.23

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Atlanta, GA, December 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Administrative support, n.e.c.	\$12.17	\$13.64	\$16.31	\$18.50	\$19.71
Blue collar	7.75	9.50	13.39	18.94	25.64
Precision production, craft, and repair					
Automobile mechanics	8.50	15.00	19.25	24.98	31.07
Bus, truck, and stationary engine mechanics	15.00	18.00	20.00	21.00	24.75
Industrial machinery repairers	16.00	17.00	19.95	23.00	31.07
Electronic repairers, communications and industrial equipment	15.52	16.71	18.38	20.98	24.97
Telephone installers and repairers	10.00	23.58	26.30	26.30	26.83
Mechanics and repairers, n.e.c.	15.91	16.64	18.86	24.00	25.13
Electricians	13.20	13.20	18.89	23.79	32.50
Supervisors, production	17.39	17.39	24.98	27.75	30.00
Butchers and meat cutters	14.50	18.79	19.56	27.85	37.98
	7.40	7.95	8.20	14.00	19.20
Machine operators, assemblers, and inspectors					
Packaging and filling machine operators	7.25	9.35	12.51	16.58	25.75
Miscellaneous machine operators, n.e.c.	11.08	12.31	13.86	14.22	15.41
Assemblers	11.30	11.30	13.39	19.34	25.09
Production inspectors, checkers and examiners ..	7.25	9.60	12.35	26.04	26.31
	9.00	9.00	9.95	11.00	13.62
Transportation and material moving					
Truck drivers	9.43	11.20	13.53	16.81	20.01
Industrial truck and tractor equipment operators ..	9.50	11.82	13.75	18.00	20.38
Miscellaneous material moving equipment operators, n.e.c.	9.00	12.06	13.62	16.50	18.90
	13.53	13.53	15.51	19.33	23.99
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.75	8.00	10.00	12.50	16.30
Freight, stock, and material handlers, n.e.c.	6.65	8.25	10.00	12.00	14.77
Hand packers and packagers	9.00	10.25	12.68	18.12	21.73
Laborers, except construction, n.e.c.	6.70	7.13	8.15	9.85	11.07
	6.50	7.45	9.50	11.25	13.50
Service					
Protective service	5.00	7.50	9.12	11.27	14.04
Guards and police, except public service	8.25	9.00	9.75	10.88	13.78
Food service	8.50	9.00	9.36	10.30	11.00
Waiters, waitresses, and bartenders	2.13	5.15	7.25	10.00	12.30
Waiters and waitresses	2.13	2.13	2.13	7.00	8.50
Other food service	2.13	2.13	2.13	6.00	8.05
Supervisors, food preparation and service	5.50	6.75	9.00	11.60	13.12
Cooks	9.00	9.53	12.00	13.77	28.85
Food counter, fountain, and related	6.75	8.00	11.95	12.44	12.75
Kitchen workers, food preparation	5.50	6.00	7.00	7.50	8.45
Food preparation, n.e.c.	7.25	8.50	9.75	11.50	11.60
Health service	5.15	5.50	6.50	8.80	10.54
Nursing aides, orderlies and attendants	8.00	8.50	9.65	11.36	12.60
Cleaning and building service	8.00	8.50	9.75	11.47	12.80
Maids and housemen	7.25	8.00	9.21	10.92	13.97
Janitors and cleaners	7.00	7.49	7.98	8.70	9.90
Personal service	8.00	8.00	9.86	11.70	13.97
Service, n.e.c.	6.25	8.50	11.09	23.25	51.14
	4.83	6.66	8.77	16.00	16.50

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² All workers include full-time and part-time workers.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Atlanta, GA, December 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.31	\$12.92	\$17.47	\$27.35	\$37.41
All excluding sales	10.31	12.94	17.48	27.38	37.41
White collar	11.03	13.96	21.50	31.17	40.57
White collar excluding sales	11.03	13.96	21.50	31.17	40.66
Professional specialty and technical	14.82	19.71	27.37	34.24	41.13
Professional specialty	15.77	23.28	28.48	35.56	42.10
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Health related	18.02	20.35	25.39	31.17	31.37
Registered nurses	19.09	20.69	26.88	31.17	31.37
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	22.19	25.84	30.34	37.42	42.11
Elementary school teachers	21.81	24.73	28.96	35.57	42.70
Secondary school teachers	22.84	26.03	31.35	36.09	40.67
Vocational and educational counselors	33.27	35.56	42.10	43.18	44.82
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	11.35	14.75	17.30	22.02	29.74
Social workers	11.35	14.88	17.38	22.35	29.74
Lawyers and judges	—	—	—	—	—
Technical	9.63	13.05	16.40	20.45	25.19
Health technologists and technicians, n.e.c.	8.59	10.26	15.13	15.36	17.57
Executive, administrative, and managerial	12.19	16.79	23.01	39.88	56.53
Executives, administrators, and managers	21.50	28.51	38.47	55.77	81.35
Administrators and officials, public administration	19.58	20.67	21.50	25.01	28.25
Administrators, education and related fields	28.51	38.00	47.78	55.77	111.06
Management related	11.35	13.67	17.10	21.23	28.82
Construction inspectors	14.87	15.50	17.18	20.34	21.63
Sales	—	—	—	—	—
Administrative support, including clerical	9.82	11.03	13.07	15.00	17.62
Secretaries	10.50	12.85	13.76	15.24	18.24
Records clerks, n.e.c.	10.11	10.69	11.35	12.99	13.99
Bookkeepers, accounting and auditing clerks	10.38	11.35	12.87	14.52	17.16
General office clerks	8.66	10.62	11.98	13.63	15.07
Teachers' aides	8.37	9.46	11.63	14.15	17.02
Blue collar	9.80	12.90	16.20	19.10	22.96
Precision production, craft, and repair	13.48	15.24	18.30	22.69	28.95
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	11.12	12.55	16.23	17.97	20.13
Bus drivers	11.81	14.26	17.31	18.30	20.67
Handlers, equipment cleaners, helpers, and laborers	9.33	9.33	10.71	13.43	17.96
Service	8.87	11.30	14.18	17.60	22.16
Protective service	11.35	13.64	15.70	19.29	24.40
Supervisors, firefighters and fire prevention	20.68	22.55	27.36	30.64	33.64
Supervisors, police and detectives	16.30	20.38	21.98	33.21	37.70
Firefighting	10.25	12.25	14.22	16.22	18.02
Police and detectives, public service	11.35	14.24	16.55	19.69	23.36
Sheriffs, bailiffs, and other law enforcement officers	14.24	15.46	17.93	19.39	22.41
Correctional institution officers	11.35	12.13	14.74	14.74	16.40
Food service	7.84	8.87	11.13	14.12	24.18
Other food service	7.84	8.87	11.13	14.12	24.18
Food preparation, n.e.c.	7.44	8.07	9.85	23.52	25.56
Health service	—	—	—	—	—
Cleaning and building service	7.72	8.96	11.03	13.21	18.87
Janitors and cleaners	7.72	8.96	11.03	13.21	18.87

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Atlanta, GA, December 2003 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Personal service	\$7.98	\$8.70	\$10.15	\$12.33	\$13.95

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² All workers include full-time and part-time workers.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.75	\$11.55	\$16.71	\$25.28	\$36.02
All excluding sales	8.75	11.60	16.71	25.47	36.03
White collar	11.33	14.50	20.73	30.70	41.00
White collar excluding sales	12.00	15.13	21.50	31.29	41.74
Professional specialty and technical	16.15	21.00	27.41	36.17	44.33
Professional specialty	18.25	23.39	29.70	38.00	45.62
Engineers, architects, and surveyors	22.22	27.81	32.85	38.53	39.88
Electrical and electronic engineers	22.04	29.72	34.28	36.39	39.53
Engineers, n.e.c.	32.53	35.87	38.53	39.64	45.13
Mathematical and computer scientists	16.26	23.39	31.31	38.00	42.94
Computer systems analysts and scientists	15.68	22.07	29.86	37.56	42.40
Operations and systems researchers and analysts	26.22	29.60	36.35	39.98	43.31
Natural scientists	—	—	—	—	—
Health related	19.68	22.64	27.33	38.76	46.15
Registered nurses	19.78	22.12	26.40	30.53	37.51
Pharmacists	33.10	39.00	40.00	41.74	44.23
Dietitians	16.50	17.00	24.00	26.86	29.09
Teachers, college and university	27.62	30.35	34.80	50.40	65.40
Teachers, except college and university	19.95	24.73	28.51	36.09	42.10
Prekindergarten and kindergarten	22.53	23.53	29.41	36.53	42.10
Elementary school teachers	21.05	24.73	27.94	35.20	42.70
Secondary school teachers	21.54	23.95	28.22	34.78	39.40
Teachers, special education	23.62	27.45	28.48	31.80	40.41
Teachers, n.e.c.	17.64	24.70	28.44	35.74	40.75
Vocational and educational counselors	33.27	35.56	42.10	43.18	44.82
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	21.05	23.03	24.52	27.69	31.71
Social, recreation, and religious workers	11.55	14.88	17.56	21.91	28.99
Social workers	11.35	14.95	17.79	22.02	28.99
Lawyers and judges	40.86	48.02	54.13	59.77	65.13
Lawyers	40.86	48.02	54.13	59.77	65.13
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.84	21.35	37.05	38.50	48.39
Professional, n.e.c.	28.21	29.86	38.73	48.39	57.78
Technical	14.20	16.78	21.05	26.08	33.41
Licensed practical nurses	14.25	15.59	16.70	18.00	19.77
Health technologists and technicians, n.e.c.	9.25	11.33	15.13	19.20	25.77
Electrical and electronic technicians	13.05	16.14	21.84	25.59	26.87
Airplane pilots and navigators	30.12	39.95	168.77	230.69	235.11
Computer programmers	19.92	21.85	26.40	30.37	33.65
Technical and related, n.e.c.	14.34	16.76	19.61	21.64	23.60
Executive, administrative, and managerial	15.40	19.38	28.63	38.75	51.28
Executives, administrators, and managers	16.25	26.71	33.82	45.94	55.98
Administrators and officials, public administration	19.58	20.67	21.50	25.01	28.25
Financial managers	27.43	27.43	34.85	63.98	63.98
Administrators, education and related fields	28.51	32.95	43.55	55.77	89.14
Managers, medicine and health	28.94	28.94	31.77	34.83	45.92
Managers and administrators, n.e.c.	20.88	31.69	37.36	46.20	55.98
Management related	14.88	17.29	22.13	30.70	38.47
Accountants and auditors	10.49	19.37	24.04	30.77	31.25
Other financial officers	15.87	17.79	23.08	24.76	31.96
Management analysts	23.21	25.21	29.06	34.75	45.60
Personnel, training, and labor relations specialists	11.35	13.19	17.67	24.14	31.67
Construction inspectors	14.87	15.50	17.18	20.34	21.63
Management related, n.e.c.	15.89	17.78	21.98	39.88	47.89
Sales	8.51	10.79	16.61	23.86	35.59
Supervisors, sales	14.00	17.17	20.67	35.48	35.55
Sales, other business services	13.50	20.11	21.00	28.70	35.48
Sales workers, hardware and building supplies	9.09	9.85	11.75	13.00	13.82
Cashiers	7.36	8.00	10.00	11.95	12.95
Administrative support, including clerical	10.50	12.00	14.39	18.06	21.72
Supervisors, general office	13.85	19.23	27.16	30.56	30.77
Secretaries	12.00	13.39	15.49	23.08	27.26

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Receptionists	\$10.00	\$11.00	\$12.00	\$13.00	\$14.52
Information clerks, n.e.c.	11.00	11.88	13.34	15.94	17.95
Order clerks	11.51	12.69	15.14	17.61	19.60
Records clerks, n.e.c.	10.20	11.00	12.84	15.50	18.73
Bookkeepers, accounting and auditing clerks	11.25	12.38	14.27	17.27	20.63
Billing clerks	10.00	11.00	13.00	15.50	16.25
Dispatchers	11.58	15.14	18.97	21.72	27.07
Stock and inventory clerks	8.35	12.00	13.07	14.84	17.86
Insurance adjusters, examiners, and investigators	12.45	14.34	16.96	21.19	23.08
Investigators and adjusters, except insurance	12.85	13.26	14.88	18.35	21.91
Bill and account collectors	10.50	11.73	15.09	17.45	19.23
General office clerks	10.00	12.07	14.73	18.01	19.23
Data entry keyers	8.86	10.60	11.00	13.89	16.40
Teachers' aides	8.37	9.46	11.63	13.95	17.02
Administrative support, n.e.c.	11.90	13.53	16.03	18.50	19.71
Blue collar	8.00	10.00	13.75	19.20	25.75
Precision production, craft, and repair					
Supervisors, mechanics and repairers	24.03	24.03	33.15	51.92	51.92
Automobile mechanics	13.43	16.00	19.01	22.00	29.24
Bus, truck, and stationary engine mechanics	16.00	17.50	20.50	23.39	31.04
Industrial machinery repairers	15.47	16.71	18.21	20.98	24.97
Machinery maintenance	8.30	8.30	8.30	14.14	23.32
Electronic repairers, communications and industrial equipment	10.00	20.24	26.30	26.30	26.83
Telephone installers and repairers	15.91	16.64	18.86	24.00	25.13
Mechanics and repairers, n.e.c.	13.20	13.20	16.20	21.02	26.26
Electricians	15.35	17.39	22.01	24.98	30.00
Supervisors, production	14.50	18.79	19.56	27.85	37.98
Butchers and meat cutters	7.40	7.95	8.20	14.00	19.20
Machine operators, assemblers, and inspectors					
Packaging and filling machine operators	12.18	12.55	13.97	14.33	15.80
Miscellaneous machine operators, n.e.c.	11.30	11.30	13.39	19.34	25.09
Assemblers	7.25	9.60	12.35	26.04	26.31
Production inspectors, checkers and examiners ..	9.00	9.00	9.95	11.00	13.62
Transportation and material moving					
Truck drivers	9.50	11.20	13.62	17.96	20.01
Truck drivers	9.50	11.37	13.51	18.00	20.38
Bus drivers	9.50	10.15	16.18	17.97	18.81
Industrial truck and tractor equipment operators ..	10.04	12.41	13.62	16.50	18.90
Miscellaneous material moving equipment operators, n.e.c.	13.53	13.53	15.51	19.33	23.99
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	7.13	8.15	10.31	13.00	17.20
Stock handlers and baggers	8.48	9.50	11.50	12.25	14.77
Freight, stock, and material handlers, n.e.c.	8.85	10.25	13.00	20.13	21.76
Hand packers and packagers	7.13	7.15	8.54	9.85	12.12
Laborers, except construction, n.e.c.	6.50	7.50	9.50	11.25	13.72
Service					
Protective service	7.17	8.50	10.63	13.77	18.87
Protective service	9.00	10.00	12.69	16.55	21.98
Supervisors, firefighters and fire prevention	20.68	22.55	27.36	30.64	33.64
Supervisors, police and detectives	16.30	20.38	21.98	33.21	37.70
Firefighting	10.90	12.36	15.01	17.92	24.21
Police and detectives, public service	11.35	14.24	16.55	19.69	23.36
Correctional institution officers	11.35	12.13	14.74	14.74	16.40
Guards and police, except public service	8.50	9.00	9.50	10.50	11.50
Food service	2.13	6.50	8.65	11.60	13.77
Waiters, waitresses, and bartenders	2.13	2.13	5.00	7.46	8.65
Other food service	6.00	7.50	10.40	12.44	13.92
Supervisors, food preparation and service	8.85	9.53	11.50	13.77	28.85
Kitchen workers, food preparation	8.00	9.50	10.79	11.60	13.92

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003** — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service —Continued					
Other food service —Continued					
Food preparation, n.e.c.	\$5.15	\$6.00	\$7.25	\$10.00	\$13.34
Health service	8.00	8.50	9.75	11.47	12.67
Nursing aides, orderlies and attendants	8.00	8.50	9.80	11.47	12.80
Cleaning and building service	7.62	8.00	9.75	11.70	14.86
Maids and housemen	7.00	7.49	7.98	8.70	9.90
Janitors and cleaners	8.00	8.00	10.59	11.70	16.50
Personal service	7.17	9.00	11.09	17.99	47.19

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

² Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Atlanta, GA, December 2003

Occupation ³	10	25	Median 50	75	90
All	\$5.15	\$6.65	\$8.50	\$11.00	\$16.00
All excluding sales	2.13	6.29	8.50	11.60	17.19
White collar	6.53	8.00	9.50	11.14	18.11
White collar excluding sales	7.75	9.50	11.00	15.16	23.75
Professional specialty and technical	11.13	18.11	22.04	24.00	25.30
Professional specialty	12.04	20.00	24.00	24.00	27.00
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.30	7.00	8.48	10.00	11.04
Cashiers	6.00	6.75	8.00	8.75	9.65
Administrative support, including clerical	7.50	8.75	10.35	11.61	15.16
Blue collar	5.92	7.25	9.00	12.00	16.69
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	9.45	12.05	15.52	18.07	20.26
Handlers, equipment cleaners, helpers, and laborers	5.67	6.25	7.87	9.00	10.64
Stock handlers and baggers	5.50	6.01	7.25	8.25	9.00
Freight, stock, and material handlers, n.e.c.	10.00	10.00	11.00	12.00	14.00
Service	2.13	2.13	6.75	8.75	12.11
Protective service	7.00	7.50	8.16	9.00	10.00
Food service	2.13	2.13	6.00	7.50	9.04
Waiters, waitresses, and bartenders	2.13	2.13	2.13	6.00	7.50
Waiters and waitresses	2.13	2.13	2.13	5.15	7.00
Other food service	5.45	6.00	7.00	8.75	11.20
Food preparation, n.e.c.	2.13	5.50	7.62	8.75	9.50
Health service	-	-	-	-	-
Cleaning and building service	-	-	-	-	-
Personal service	6.50	7.50	10.70	16.25	37.60

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

² Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Atlanta, GA, Metropolitan Statistical Area includes Barrow, Bartow, Carroll, Cherokee, Clayton, Cobb, Coweta, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Pickens, Rockdale, Spalding, and Walton Counties, GA.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling,

with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small met-

ropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

Part-time worker. Any employee that the employer considers to be part time.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	6,176
Total in sample	627
Responding	336
Out of business or not in survey scope	88
Unable or refused to provide data	203

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Atlanta, GA, December 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	888,300	716,900	171,400
All excluding sales	812,300	641,300	171,100
White collar	498,800	383,100	115,700
White-collar excluding sales	422,900	307,500	115,400
Professional specialty and technical	197,000	129,400	67,600
Professional specialty	150,700	89,900	60,800
Technical	46,300	39,500	6,800
Executive, administrative, and managerial	70,900	53,800	17,100
Sales	75,900	75,600	–
Administrative support, including clerical	155,000	124,300	30,700
Blue collar	232,900	214,400	18,500
Precision production, craft, and repair	74,200	68,800	5,400
Machine operators, assemblers, and inspectors	44,500	44,400	–
Transportation and material moving	41,900	31,200	10,700
Handlers, equipment cleaners, helpers, and laborers	72,300	70,000	2,300
Service	156,600	119,400	37,200

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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