

Minneapolis–St. Paul, MN–WI National Compensation Survey May 2005



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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 Minneapolis–St. Paul, MN–WI, metropolitan area. Data were collected between December 2004 and January 2006; the average reference month is May 2005. 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 an appendix with detailed information on occupational classifications.

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.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Minneapolis-St. Paul, MN-WI, May 2005

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	\$21.72	2.5	35.5	\$21.03	3.0	35.1	\$24.61	3.5	37.2
Worker characteristics:⁴									
White-collar occupations ⁵	24.97	2.9	37.5	24.51	3.6	37.4	26.55	4.1	37.7
Professional specialty and technical	30.81	2.7	37.2	30.74	3.8	36.9	30.98	1.8	37.9
Executive, administrative, and managerial	33.66	8.2	39.8	33.64	9.7	39.8	33.75	11.7	40.0
Sales	18.03	10.7	32.7	18.04	10.7	32.7	-	-	-
Administrative support	16.32	1.5	38.5	16.31	1.9	39.0	16.33	1.8	36.7
Blue-collar occupations ⁵	18.77	4.2	36.1	18.51	4.6	35.8	21.40	3.2	39.1
Precision production, craft, and repair	23.42	4.9	40.0	23.60	5.5	40.0	22.11	4.6	40.0
Machine operators, assemblers, and inspectors	15.80	9.3	37.7	15.80	9.3	37.7	-	-	-
Transportation and material moving	16.78	3.4	32.4	16.45	4.2	31.9	19.03	4.4	36.2
Handlers, equipment cleaners, helpers, and laborers	14.56	5.9	31.0	13.68	5.7	30.2	22.04	5.2	40.0
Service occupations ⁵	12.82	6.1	28.3	10.86	5.2	26.7	18.90	6.7	34.5
Full time	23.28	2.7	39.9	22.75	3.2	40.0	25.28	4.0	39.6
Part time	12.73	2.9	21.7	12.27	3.2	21.7	16.78	5.1	22.1
Union	22.60	3.6	35.7	21.96	5.8	34.0	23.38	3.8	37.9
Nonunion	21.25	3.2	35.4	20.74	3.5	35.5	30.05	6.4	34.5
Time	21.61	2.3	35.4	20.86	2.7	35.0	24.61	3.5	37.2
Incentive	24.84	11.5	38.8	24.84	11.5	38.8	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	25.13	6.5	39.9	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	20.05	8.2	34.2	20.06	8.2	34.2	-	-	-
100-499 workers	18.68	2.6	35.0	18.50	2.7	35.0	22.32	4.8	34.1
500 workers or more	24.82	3.2	36.5	24.80	4.6	35.9	24.84	3.7	37.6

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, 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$21.72	2.5	\$21.03	3.0	\$24.61	3.5
All excluding sales	21.97	2.6	21.28	3.1	24.62	3.4
White collar	24.97	2.9	24.51	3.6	26.55	4.1
White collar excluding sales	25.77	3.0	25.51	3.8	26.57	4.0
Professional specialty and technical	30.81	2.7	30.74	3.8	30.98	1.8
Professional specialty	31.52	1.4	30.93	1.7	32.60	2.5
Engineers, architects, and surveyors	36.59	7.3	38.53	5.7	—	—
Engineers, n.e.c.	36.44	11.0	—	—	—	—
Mathematical and computer scientists	33.89	2.3	34.86	2.1	25.78	3.9
Computer systems analysts and scientists	33.67	3.1	34.68	3.0	25.78	3.9
Operations and systems researchers and analysts	39.02	22.8	39.02	22.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.21	3.6	30.69	4.6	33.46	5.4
Registered nurses	31.39	3.0	30.67	4.2	34.69	3.9
Teachers, college and university	39.00	9.2	33.35	2.2	—	—
Teachers, except college and university	31.68	3.1	17.52	12.2	34.24	3.3
Prekindergarten and kindergarten	23.93	18.1	—	—	—	—
Elementary school teachers	34.36	3.8	—	—	35.46	3.0
Secondary school teachers	36.92	.4	—	—	36.81	.3
Teachers, n.e.c.	22.47	11.9	—	—	—	—
Librarians, archivists, and curators	33.91	13.3	—	—	34.28	13.1
Librarians	33.91	13.3	—	—	34.28	13.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.78	6.3	17.95	10.4	25.62	1.7
Social workers	23.52	3.9	21.71	5.8	25.81	2.7
Lawyers and judges	37.84	5.0	—	—	—	—
Lawyers	37.84	5.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.25	7.1	22.46	7.3	—	—
Designers	25.22	11.2	25.22	11.2	—	—
Technical	28.54	11.3	30.23	12.9	20.71	3.4
Licensed practical nurses	18.56	2.4	18.41	2.5	—	—
Health technologists and technicians, n.e.c.	17.59	10.9	—	—	—	—
Electrical and electronic technicians	23.63	6.0	—	—	—	—
Engineering technicians, n.e.c.	23.71	6.2	25.50	6.2	—	—
Technical and related, n.e.c.	18.69	2.6	—	—	—	—
Executive, administrative, and managerial	33.66	8.2	33.64	9.7	33.75	11.7
Executives, administrators, and managers	43.60	11.1	43.71	13.1	43.00	9.0
Financial managers	58.13	14.7	58.13	14.7	—	—
Administrators, education and related fields	40.12	17.3	—	—	47.40	7.0
Managers, medicine and health	49.74	12.6	—	—	—	—
Managers and administrators, n.e.c.	48.75	18.5	49.05	18.9	—	—
Management related	23.98	4.8	23.20	5.5	26.89	3.3
Accountants and auditors	26.50	5.2	26.85	5.8	—	—
Personnel, training, and labor relations specialists	21.99	11.7	21.99	12.1	—	—
Management related, n.e.c.	22.26	13.0	21.55	15.5	—	—
Sales	18.03	10.7	18.04	10.7	—	—
Supervisors, sales	26.85	15.8	26.85	15.8	—	—
Sales workers, other commodities	13.18	4.1	13.18	4.1	—	—
Cashiers	9.83	2.4	9.76	2.3	—	—
Administrative support, including clerical	16.32	1.5	16.31	1.9	16.33	1.8
Secretaries	17.49	2.2	17.46	3.7	17.54	1.7
Typists	16.61	9.6	—	—	14.53	3.9
Receptionists	14.63	5.6	14.43	6.5	—	—
Order clerks	17.72	7.4	17.72	7.4	—	—
Library clerks	13.54	7.8	—	—	13.54	7.8
Records clerks, n.e.c.	15.45	9.6	15.45	9.6	—	—
Bookkeepers, accounting and auditing clerks	16.42	8.3	16.23	9.0	—	—
Stock and inventory clerks	16.82	4.5	16.67	4.5	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Investigators and adjusters, except insurance	\$15.03	1.6	\$14.96	1.5	–	–
General office clerks	14.68	6.7	14.20	10.1	\$15.28	7.6
Teachers' aides	14.81	2.9	–	–	14.89	2.9
Administrative support, n.e.c.	16.36	6.0	16.31	6.4	–	–
Blue collar	18.77	4.2	18.51	4.6	21.40	3.2
Precision production, craft, and repair						
Bus, truck, and stationary engine mechanics	23.42	4.9	23.60	5.5	22.11	4.6
Industrial machinery repairers	19.46	5.3	–	–	–	–
Carpenters	22.67	5.7	22.67	5.7	–	–
Supervisors, production	25.12	7.9	–	–	–	–
Tool and die makers	25.18	5.8	25.18	5.8	–	–
.....	26.99	1.2	26.99	1.2	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	15.80	9.3	15.80	9.3	–	–
Assemblers	11.82	10.1	11.82	10.1	–	–
.....	16.44	13.3	16.44	13.3	–	–
Transportation and material moving						
Truck drivers	16.78	3.4	16.45	4.2	19.03	4.4
Bus drivers	19.17	4.4	19.14	4.8	–	–
Industrial truck and tractor equipment operators ..	14.56	3.2	–	–	18.97	4.6
.....	17.13	6.6	17.13	6.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	14.56	5.9	13.68	5.7	22.04	5.2
Laborers, except construction, n.e.c.	12.23	5.8	12.23	5.8	–	–
.....	13.67	6.1	13.35	7.8	–	–
Service						
Protective service	12.82	6.1	10.86	5.2	18.90	6.7
Firefighting	21.67	7.3	–	–	22.26	7.0
Police and detectives, public service	20.84	13.3	–	–	20.84	13.3
Sheriffs, bailiffs, and other law enforcement officers	25.82	1.6	–	–	25.82	1.6
.....	22.03	4.8	–	–	22.03	4.8
Correctional institution officers	18.42	19.3	–	–	18.42	19.3
Food service	9.25	5.1	9.01	5.1	12.30	1.6
Waiters, waitresses, and bartenders	6.00	5.9	6.00	5.9	–	–
Waiters and waitresses	5.49	5.4	5.49	5.4	–	–
Other food service	11.64	3.4	11.54	3.8	12.30	1.6
Cooks	14.66	7.8	14.59	7.9	–	–
Kitchen workers, food preparation	10.42	7.7	10.36	8.1	–	–
Food preparation, n.e.c.	10.58	6.6	10.06	7.3	12.02	1.9
Health service	13.78	4.1	13.79	4.3	13.40	2.1
Health aides, except nursing	15.73	2.9	15.73	2.9	–	–
Nursing aides, orderlies and attendants	12.79	4.0	12.76	4.3	13.40	2.1
Cleaning and building service	11.98	3.6	10.78	3.2	16.20	6.7
Maids and housemen	10.56	4.5	10.56	4.6	–	–
Janitors and cleaners	12.34	4.4	10.81	4.1	16.11	6.8
Personal service	12.78	8.7	12.01	14.8	14.35	2.7
Welfare service aides	12.44	14.9	–	–	–	–
Early childhood teachers' assistants	13.15	5.3	–	–	–	–

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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$23.28	2.7	\$22.75	3.2	\$25.28	4.0
All excluding sales	23.34	2.8	22.79	3.4	25.28	4.0
White collar	25.83	3.1	25.44	3.8	27.12	4.7
White collar excluding sales	26.12	3.2	25.79	3.9	27.12	4.7
Professional specialty and technical	31.69	3.0	31.69	4.3	31.68	1.5
Professional specialty	32.16	1.6	31.67	2.0	33.01	2.6
Engineers, architects, and surveyors	36.59	7.3	38.53	5.7	—	—
Engineers, n.e.c.	36.44	11.0	—	—	—	—
Mathematical and computer scientists	33.89	2.3	34.86	2.1	25.78	3.9
Computer systems analysts and scientists	33.67	3.1	34.68	3.0	25.78	3.9
Operations and systems researchers and analysts	39.02	22.8	39.02	22.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	32.05	6.1	31.77	8.2	32.82	4.0
Registered nurses	32.70	4.8	32.19	6.6	34.06	5.1
Teachers, college and university	39.17	9.4	33.84	1.8	—	—
Teachers, except college and university	32.34	3.4	17.51	12.2	35.19	3.4
Elementary school teachers	34.68	3.6	—	—	35.86	2.2
Secondary school teachers	36.92	.4	—	—	36.81	.3
Librarians, archivists, and curators	34.49	13.0	—	—	34.49	13.0
Librarians	34.49	13.0	—	—	34.49	13.0
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	22.72	5.0	20.57	7.1	25.91	2.8
Social workers	23.72	3.4	21.95	5.2	25.91	2.8
Lawyers and judges	38.82	3.4	—	—	—	—
Lawyers	38.82	3.4	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.88	7.8	23.12	8.1	—	—
Designers	25.22	11.2	25.22	11.2	—	—
Technical	30.07	12.4	31.75	13.9	20.55	4.6
Licensed practical nurses	18.57	3.2	18.57	3.2	—	—
Electrical and electronic technicians	24.32	7.8	—	—	—	—
Engineering technicians, n.e.c.	23.71	6.2	25.50	6.2	—	—
Technical and related, n.e.c.	18.69	2.6	—	—	—	—
Executive, administrative, and managerial	33.67	8.2	33.65	9.8	33.77	11.7
Executives, administrators, and managers	43.62	11.2	43.74	13.2	43.00	9.0
Financial managers	58.13	14.7	58.13	14.7	—	—
Administrators, education and related fields	40.12	17.3	—	—	47.40	7.0
Managers and administrators, n.e.c.	48.75	18.5	49.05	18.9	—	—
Management related	24.00	4.9	23.22	5.5	26.91	3.3
Accountants and auditors	26.50	5.2	26.85	5.8	—	—
Personnel, training, and labor relations specialists	22.02	12.0	22.01	12.4	—	—
Management related, n.e.c.	22.26	13.0	21.55	15.5	—	—
Sales	22.16	10.6	22.17	10.6	—	—
Supervisors, sales	26.85	15.8	26.85	15.8	—	—
Administrative support, including clerical	16.44	1.5	16.40	1.9	16.58	1.1
Secretaries	17.42	2.2	17.34	3.6	17.54	1.7
Typists	16.61	9.6	—	—	14.53	3.9
Receptionists	14.82	5.9	14.63	7.0	—	—
Order clerks	17.72	7.4	17.72	7.4	—	—
Bookkeepers, accounting and auditing clerks	16.51	8.7	16.33	9.5	—	—
Stock and inventory clerks	17.06	5.4	—	—	—	—
Investigators and adjusters, except insurance	15.03	1.6	14.96	1.5	—	—
General office clerks	14.73	6.7	14.20	10.1	15.43	7.1
Administrative support, n.e.c.	16.63	7.3	16.59	7.8	—	—
Blue collar	19.99	5.0	19.81	5.5	21.61	3.2
Precision production, craft, and repair	23.42	4.9	23.60	5.5	22.11	4.6
Bus, truck, and stationary engine mechanics	19.46	5.3	—	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Industrial machinery repairers	\$22.67	5.7	\$22.67	5.7	–	–
Carpenters	25.12	7.9	–	–	–	–
Supervisors, production	25.18	5.8	25.18	5.8	–	–
Tool and die makers	26.99	1.2	26.99	1.2	–	–
Machine operators, assemblers, and inspectors						
Assemblers	17.14	13.2	17.14	13.2	–	–
Transportation and material moving						
Truck drivers	19.17	4.4	19.14	4.8	–	–
Industrial truck and tractor equipment operators ..	17.13	6.6	17.13	6.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Stock handlers and baggers	14.70	10.6	14.70	10.6	–	–
Laborers, except construction, n.e.c.	14.77	4.5	14.48	3.7	–	–
Service						
Protective service	21.91	7.2	–	–	22.42	7.0
Police and detectives, public service	25.79	1.6	–	–	25.79	1.6
Sheriffs, bailiffs, and other law enforcement officers	22.63	1.2	–	–	22.63	1.2
Correctional institution officers	18.42	19.3	–	–	18.42	19.3
Food service						
Waiters, waitresses, and bartenders	6.27	10.7	6.27	10.7	–	–
Other food service	13.18	9.2	13.11	10.1	–	–
Cooks	14.66	7.8	14.59	7.9	–	–
Health service						
Nursing aides, orderlies and attendants	14.73	6.7	14.76	6.8	–	–
Cleaning and building service	13.14	3.3	11.59	3.4	16.66	5.8
Maids and housemen	10.95	3.8	10.96	3.8	–	–
Janitors and cleaners	13.85	3.9	11.89	4.5	16.57	5.9
Personal service	13.31	7.1	–	–	–	–

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

² 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$12.73	2.9	\$12.27	3.2	\$16.78	5.1
All excluding sales	13.18	3.3	12.69	3.7	16.82	5.1
White collar	16.57	4.7	16.06	5.6	19.06	5.2
White collar excluding sales	20.59	4.8	21.13	6.2	19.15	5.4
Professional specialty and technical	23.10	6.0	23.21	7.5	22.76	6.0
Professional specialty	24.91	8.1	25.06	9.8	24.26	8.6
Health related	29.70	4.0	29.16	3.8	—	—
Registered nurses	29.70	4.0	29.16	3.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.02	7.4	—	—	20.00	7.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.55	2.9	18.74	1.0	21.14	2.8
Licensed practical nurses	18.52	3.6	17.90	1.9	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	10.09	4.0	10.07	4.0	—	—
Cashiers	9.47	3.0	9.44	3.0	—	—
Administrative support, including clerical	13.82	3.7	13.96	4.6	13.59	6.3
Blue collar	11.38	5.2	11.28	5.3	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.99	6.6	—	—	—	—
Bus drivers	13.21	6.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.57	3.8	10.57	3.8	—	—
Stock handlers and baggers	10.92	4.8	10.92	4.8	—	—
Service	9.69	4.6	9.46	4.9	12.20	5.8
Protective service	—	—	—	—	—	—
Food service	8.22	5.3	7.92	5.2	11.55	5.7
Waiters, waitresses, and bartenders	5.86	4.5	5.86	4.5	—	—
Waiters and waitresses	5.57	6.1	5.57	6.1	—	—
Other food service	10.31	2.5	10.08	2.5	11.55	5.7
Kitchen workers, food preparation	10.42	7.7	10.36	8.1	—	—
Food preparation, n.e.c.	10.78	5.4	10.51	6.3	11.57	6.8
Health service	12.47	4.6	12.43	4.9	—	—
Nursing aides, orderlies and attendants	12.18	5.1	12.11	5.5	—	—
Cleaning and building service	9.53	2.1	9.53	2.2	—	—
Janitors and cleaners	9.61	1.7	—	—	—	—
Personal service	12.14	12.4	11.68	16.8	—	—

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 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$929	2.8	39.9	\$910	3.4	40.0	\$1,000	3.4	39.6
All excluding sales	931	2.9	39.9	912	3.5	40.0	1,000	3.5	39.6
White collar	1,032	3.2	39.9	1,021	4.0	40.1	1,066	4.0	39.3
White collar excluding sales	1,043	3.3	39.9	1,036	4.2	40.1	1,067	4.1	39.3
Professional specialty and technical	1,266	3.4	39.9	1,275	4.9	40.2	1,246	1.5	39.3
Professional specialty	1,293	1.7	40.2	1,291	2.1	40.8	1,296	2.6	39.3
Engineers, architects, and surveyors	1,473	7.6	40.3	1,554	6.1	40.3	-	-	-
Engineers, n.e.c.	1,457	11.0	40.0	-	-	-	-	-	-
Mathematical and computer scientists	1,405	5.1	41.5	1,451	5.2	41.6	1,031	3.9	40.0
Computer systems analysts and scientists	1,400	5.8	41.6	1,449	5.9	41.8	1,031	3.9	40.0
Operations and systems researchers and analysts	1,549	23.1	39.7	1,549	23.1	39.7	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,277	6.3	39.9	1,265	8.4	39.8	1,312	4.0	40.0
Registered nurses	1,301	5.0	39.8	1,279	6.9	39.7	1,361	5.1	40.0
Teachers, college and university	1,553	9.3	39.6	1,267	2.3	37.4	-	-	-
Teachers, except college and university	1,252	3.2	38.7	701	12.2	40.0	1,354	3.7	38.5
Elementary school teachers ...	1,331	4.2	38.4	-	-	-	1,369	4.0	38.2
Secondary school teachers	1,398	1.2	37.9	-	-	-	1,393	1.2	37.8
Librarians, archivists, and curators	1,372	13.2	39.8	-	-	-	1,372	13.2	39.8
Librarians	1,372	13.2	39.8	-	-	-	1,372	13.2	39.8
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	901	5.2	39.7	811	7.3	39.4	1,038	2.9	40.1
Social workers	940	3.8	39.6	863	5.9	39.3	1,038	2.9	40.1
Lawyers and judges	1,620	3.3	41.7	-	-	-	-	-	-
Lawyers	1,620	3.3	41.7	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	915	7.8	40.0	925	8.1	40.0	-	-	-
Designers	1,009	11.2	40.0	1,009	11.2	40.0	-	-	-
Technical	1,175	14.3	39.1	1,236	16.1	38.9	822	4.6	40.0
Licensed practical nurses	743	3.2	40.0	743	3.2	40.0	-	-	-
Electrical and electronic technicians	973	7.8	40.0	-	-	-	-	-	-
Engineering technicians, n.e.c.	949	6.2	40.0	1,020	6.2	40.0	-	-	-
Technical and related, n.e.c. ...	748	2.6	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,354	8.7	40.2	1,355	10.4	40.3	1,351	11.7	40.0
Executives, administrators, and managers	1,780	12.1	40.8	1,792	14.3	41.0	1,719	9.0	40.0
Financial managers	2,325	14.7	40.0	2,325	14.7	40.0	-	-	-
Administrators, education and related fields	1,601	17.5	39.9	-	-	-	1,895	7.1	40.0
Managers and administrators, n.e.c.	2,064	21.0	42.3	2,080	21.5	42.4	-	-	-
Management related	952	4.8	39.7	919	5.3	39.6	1,076	3.3	40.0
Accountants and auditors	1,055	5.1	39.8	1,068	5.7	39.8	-	-	-
Personnel, training, and labor relations specialists	863	11.7	39.2	862	12.2	39.2	-	-	-
Management related, n.e.c.	887	12.9	39.9	858	15.4	39.8	-	-	-
Sales	885	11.2	39.9	886	11.2	39.9	-	-	-
Supervisors, sales	1,108	17.3	41.3	1,108	17.3	41.3	-	-	-

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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									
Administrative support, including clerical									
Secretaries	\$654	1.5	39.8	\$656	1.8	40.0	\$647	2.5	39.0
Typists	680	3.3	39.0	691	3.6	39.9	664	5.8	37.9
Receptionists	656	9.5	39.5	—	—	—	571	3.4	39.3
Order clerks	593	5.9	40.0	585	7.0	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	709	7.4	40.0	709	7.4	40.0	—	—	—
Stock and inventory clerks	657	8.2	39.8	649	8.9	39.7	—	—	—
Investigators and adjusters, except insurance	682	5.4	40.0	—	—	—	—	—	—
General office clerks	601	1.6	40.0	598	1.5	40.0	—	—	—
Administrative support, n.e.c.	588	6.6	39.9	568	10.1	40.0	614	6.7	39.8
	663	7.3	39.9	662	7.8	39.9	—	—	—
Blue collar	798	5.0	39.9	791	5.5	39.9	864	3.2	40.0
Precision production, craft, and repair									
Bus, truck, and stationary engine mechanics	937	4.9	40.0	944	5.5	40.0	885	4.6	40.0
Industrial machinery repairers	778	5.3	40.0	—	—	—	—	—	—
Carpenters	907	5.7	40.0	907	5.7	40.0	—	—	—
Supervisors, production	1,005	7.9	40.0	—	—	—	—	—	—
Tool and die makers	1,007	5.8	40.0	1,007	5.8	40.0	—	—	—
	1,080	1.2	40.0	1,080	1.2	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Assemblers	649	9.1	39.7	649	9.1	39.7	—	—	—
	686	13.2	40.0	686	13.2	40.0	—	—	—
Transportation and material moving									
Truck drivers	747	4.3	40.0	740	5.0	40.0	—	—	—
Industrial truck and tractor equipment operators	767	4.4	40.0	766	4.8	40.0	—	—	—
	685	6.6	40.0	685	6.6	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers	667	7.3	40.0	626	7.3	40.0	881	5.2	40.0
Laborers, except construction, n.e.c.	588	10.6	40.0	588	10.6	40.0	—	—	—
	591	4.5	40.0	579	3.7	40.0	—	—	—
Service									
Protective service	590	7.8	39.6	478	6.6	39.3	803	6.6	40.2
Police and detectives, public service	898	7.4	41.0	—	—	—	923	6.9	41.2
Sheriffs, bailiffs, and other law enforcement officers	1,048	2.1	40.7	—	—	—	1,048	2.1	40.7
Correctional institution officers	905	1.2	40.0	—	—	—	905	1.2	40.0
Food service	737	19.3	40.0	—	—	—	737	19.3	40.0
Waiters, waitresses, and bartenders	416	10.2	38.8	408	10.2	38.8	—	—	—
Other food service	250	10.5	39.8	250	10.5	39.8	—	—	—
Cooks	504	10.6	38.3	500	11.6	38.1	—	—	—
Health service	584	7.8	39.9	581	7.9	39.9	—	—	—
Nursing aides, orderlies and attendants	584	7.2	39.7	585	7.3	39.7	—	—	—
	538	7.2	39.7	537	7.5	39.7	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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									
Cleaning and building service	\$523	3.5	39.8	\$461	3.7	39.8	\$666	5.8	40.0
Maids and housemen	433	4.1	39.6	433	4.1	39.6	—	—	—
Janitors and cleaners	553	4.0	39.9	474	4.7	39.9	663	5.9	40.0
Personal service	494	8.4	37.1	—	—	—	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$47,206	2.8	2,028	\$47,163	3.4	2,073	\$47,355	3.4	1,873
All excluding sales	47,265	2.9	2,025	47,235	3.5	2,073	47,360	3.5	1,873
White collar	51,929	3.2	2,011	52,849	4.0	2,077	49,245	4.0	1,816
White collar excluding sales	52,390	3.3	2,005	53,580	4.2	2,077	49,253	4.1	1,816
Professional specialty and technical	61,358	3.4	1,936	65,655	4.9	2,072	53,787	1.5	1,698
Professional specialty	61,429	1.7	1,910	66,215	2.1	2,091	54,845	2.6	1,661
Engineers, architects, and surveyors	76,618	7.6	2,094	80,809	6.1	2,098	-	-	-
Engineers, n.e.c.	75,789	11.0	2,080	-	-	-	-	-	-
Mathematical and computer scientists	73,064	5.1	2,156	75,463	5.2	2,165	53,612	3.9	2,080
Computer systems analysts and scientists	72,793	5.8	2,162	75,346	5.9	2,173	53,612	3.9	2,080
Operations and systems researchers and analysts	80,551	23.1	2,064	80,551	23.1	2,064	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	65,693	6.3	2,050	65,776	8.4	2,070	65,466	4.0	1,994
Registered nurses	66,654	5.0	2,038	66,512	6.9	2,066	67,017	5.1	1,968
Teachers, college and university	64,768	9.3	1,653	63,303	2.3	1,870	-	-	-
Teachers, except college and university	48,173	3.2	1,490	31,420	12.2	1,794	50,765	3.7	1,443
Elementary school teachers ...	49,264	4.2	1,421	-	-	-	50,589	4.0	1,411
Secondary school teachers	51,888	1.2	1,406	-	-	-	51,711	1.2	1,405
Librarians, archivists, and curators	61,128	13.2	1,772	-	-	-	61,128	13.2	1,772
Librarians	61,128	13.2	1,772	-	-	-	61,128	13.2	1,772
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	45,348	5.2	1,996	39,945	7.3	1,942	53,963	2.9	2,083
Social workers	47,139	3.8	1,987	42,061	5.9	1,916	53,963	2.9	2,083
Lawyers and judges	84,263	3.3	2,171	-	-	-	-	-	-
Lawyers	84,263	3.3	2,171	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	46,965	7.8	2,053	47,794	8.1	2,067	-	-	-
Designers	52,465	11.2	2,080	52,465	11.2	2,080	-	-	-
Technical	61,100	14.3	2,032	64,268	16.1	2,024	42,739	4.6	2,080
Licensed practical nurses	38,611	3.2	2,079	38,611	3.2	2,079	-	-	-
Electrical and electronic technicians	50,577	7.8	2,080	-	-	-	-	-	-
Engineering technicians, n.e.c.	49,326	6.2	2,080	53,047	6.2	2,080	-	-	-
Technical and related, n.e.c. ...	38,881	2.6	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	69,807	8.7	2,073	70,154	10.4	2,085	68,342	11.7	2,024
Executives, administrators, and managers	90,914	12.1	2,084	92,364	14.3	2,112	83,969	9.0	1,953
Financial managers	120,900	14.7	2,080	120,900	14.7	2,080	-	-	-
Administrators, education and related fields	73,820	17.5	1,840	-	-	-	89,117	7.1	1,880
Managers and administrators, n.e.c.	107,319	21.0	2,201	108,154	21.5	2,205	-	-	-
Management related	49,504	4.8	2,063	47,785	5.3	2,058	55,978	3.3	2,080
Accountants and auditors	54,856	5.1	2,070	55,556	5.7	2,069	-	-	-
Personnel, training, and labor relations specialists	44,886	11.7	2,038	44,849	12.2	2,037	-	-	-
Management related, n.e.c.	46,137	12.9	2,073	44,632	15.4	2,071	-	-	-
Sales	46,032	11.2	2,077	46,052	11.2	2,077	-	-	-
Supervisors, sales	57,597	17.3	2,145	57,597	17.3	2,145	-	-	-

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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									
Administrative support, including clerical									
Secretaries	\$33,719	1.5	2,051	\$34,090	1.8	2,078	\$32,369	2.5	1,952
Typists	35,265	3.3	2,025	35,956	3.6	2,073	34,282	5.8	1,955
Receptionists	34,108	9.5	2,053	—	—	—	29,693	3.4	2,043
Order clerks	30,834	5.9	2,080	30,440	7.0	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	36,860	7.4	2,080	36,860	7.4	2,080	—	—	—
Stock and inventory clerks	34,107	8.2	2,065	33,702	8.9	2,064	—	—	—
Investigators and adjusters, except insurance	35,479	5.4	2,080	—	—	—	—	—	—
General office clerks	31,266	1.6	2,080	31,115	1.5	2,080	—	—	—
Administrative support, n.e.c.	30,568	6.6	2,075	29,535	10.1	2,080	31,933	6.7	2,069
	34,475	7.3	2,073	34,443	7.8	2,076	—	—	—
Blue collar	41,357	5.0	2,068	41,051	5.5	2,072	44,070	3.2	2,039
Precision production, craft, and repair									
Bus, truck, and stationary engine mechanics	48,721	4.9	2,080	49,092	5.5	2,080	45,998	4.6	2,080
Industrial machinery repairers	40,468	5.3	2,080	—	—	—	—	—	—
Carpenters	47,154	5.7	2,080	47,154	5.7	2,080	—	—	—
Supervisors, production	52,252	7.9	2,080	—	—	—	—	—	—
Tool and die makers	52,375	5.8	2,080	52,375	5.8	2,080	—	—	—
	56,141	1.2	2,080	56,141	1.2	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Assemblers	33,757	9.1	2,065	33,757	9.1	2,065	—	—	—
	35,647	13.2	2,080	35,647	13.2	2,080	—	—	—
Transportation and material moving									
Truck drivers	37,683	4.3	2,019	37,806	5.0	2,046	—	—	—
Industrial truck and tractor equipment operators	39,872	4.4	2,080	39,819	4.8	2,080	—	—	—
	35,624	6.6	2,080	35,624	6.6	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Stock handlers and baggers	34,687	7.3	2,080	32,537	7.3	2,080	45,835	5.2	2,080
Laborers, except construction, n.e.c.	30,571	10.6	2,080	30,571	10.6	2,080	—	—	—
	30,730	4.5	2,080	30,121	3.7	2,080	—	—	—
Service									
Protective service	30,378	7.8	2,041	24,874	6.6	2,046	40,565	6.6	2,031
Police and detectives, public service	46,691	7.4	2,131	—	—	—	47,990	6.9	2,140
Sheriffs, bailiffs, and other law enforcement officers	54,521	2.1	2,114	—	—	—	54,521	2.1	2,114
Correctional institution officers	47,076	1.2	2,080	—	—	—	47,076	1.2	2,080
Food service	38,321	19.3	2,080	—	—	—	38,321	19.3	2,080
Waiters, waitresses, and bartenders	21,434	10.2	2,000	21,205	10.2	2,015	—	—	—
Other food service	12,984	10.5	2,072	12,984	10.5	2,072	—	—	—
Cooks	25,860	10.6	1,962	25,995	11.6	1,982	—	—	—
Health service	30,389	7.8	2,072	30,232	7.9	2,072	—	—	—
Nursing aides, orderlies and attendants	30,383	7.2	2,063	30,431	7.3	2,062	—	—	—
	27,952	7.2	2,066	27,949	7.5	2,066	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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									
Cleaning and building service	\$27,203	3.5	2,071	\$23,950	3.7	2,067	\$34,640	5.8	2,080
Maids and housemen	22,531	4.1	2,057	22,541	4.1	2,057	—	—	—
Janitors and cleaners	28,746	4.0	2,076	24,651	4.7	2,074	34,471	5.9	2,080
Personal service	22,722	8.4	1,707	—	—	—	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005**

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	\$21.72	2.5	\$21.03	3.0	\$24.61	3.5
All excluding sales	21.97	2.6	21.28	3.1	24.62	3.4
White collar	24.97	2.9	24.51	3.6	26.55	4.1
1	9.60	4.1	9.56	4.2	—	—
2	11.77	5.9	10.27	2.5	13.88	5.0
3	13.29	4.1	12.17	4.5	15.91	4.4
4	15.48	5.0	15.14	6.0	17.14	5.8
5	17.22	2.4	17.04	2.9	18.04	3.2
6	19.05	3.3	18.99	3.9	19.35	2.1
7	23.26	3.7	22.24	3.4	26.57	7.6
8	26.99	2.5	25.47	1.8	28.76	4.1
9	32.08	1.4	30.32	2.1	34.45	3.0
10	37.03	8.0	37.59	8.6	—	—
11	38.47	4.5	38.38	4.3	38.81	13.8
12	56.90	12.2	59.25	13.9	—	—
13	53.71	3.5	—	—	52.48	5.2
Not able to be leveled	29.05	5.5	28.80	5.7	32.40	20.3
White collar excluding sales	25.77	3.0	25.51	3.8	26.57	4.0
2	12.32	6.6	10.40	1.6	13.90	5.1
3	13.87	4.0	12.74	5.2	15.91	4.4
4	15.63	3.6	15.19	4.1	17.13	5.9
5	17.12	2.5	16.89	3.1	18.04	3.2
6	18.89	3.3	18.79	4.0	19.35	2.1
7	23.17	3.7	22.10	3.5	26.57	7.6
8	26.99	2.6	25.21	1.5	28.76	4.1
9	32.02	1.4	30.15	2.2	34.45	3.0
10	34.43	6.2	34.81	6.9	—	—
11	37.70	4.4	37.37	3.7	38.81	13.8
12	56.90	12.2	59.25	13.9	—	—
13	53.71	3.5	—	—	52.48	5.2
Not able to be leveled	29.17	5.4	28.93	5.5	32.40	20.3
Professional specialty and technical	30.81	2.7	30.74	3.8	30.98	1.8
Professional specialty	31.52	1.4	30.93	1.7	32.60	2.5
5	15.18	8.6	14.28	10.7	—	—
6	18.25	2.9	18.02	4.2	—	—
7	24.85	5.8	22.93	4.1	27.21	8.5
8	29.82	3.8	26.11	2.7	31.03	4.0
9	33.07	1.4	30.52	2.0	35.94	2.9
10	36.14	5.3	—	—	—	—
11	35.41	3.9	35.96	2.7	32.78	18.3
12	41.90	2.6	41.55	3.1	—	—
Not able to be leveled	32.00	8.5	32.72	8.7	—	—
Engineers, architects, and surveyors	36.59	7.3	38.53	5.7	—	—
11	40.25	3.2	—	—	—	—
Engineers, n.e.c.	36.44	11.0	—	—	—	—
Mathematical and computer scientists	33.89	2.3	34.86	2.1	25.78	3.9
7	24.32	4.7	23.52	12.0	—	—
9	32.88	4.6	32.75	4.9	—	—
11	34.90	1.2	34.90	1.2	—	—
12	43.21	3.6	43.21	3.6	—	—
Not able to be leveled	39.22	9.2	39.22	9.2	—	—
Computer systems analysts and scientists	33.67	3.1	34.68	3.0	25.78	3.9
7	24.32	4.7	23.52	12.0	—	—
9	33.34	4.2	33.21	4.4	—	—
11	35.03	1.2	35.03	1.2	—	—
12	43.23	3.7	43.23	3.7	—	—
Not able to be leveled	36.92	9.9	36.92	9.9	—	—
Operations and systems researchers and analysts	39.02	22.8	39.02	22.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.21	3.6	30.69	4.6	33.46	5.4
7	24.82	6.2	24.98	7.9	—	—
8	31.54	2.4	—	—	—	—
9	30.90	1.8	30.25	1.9	36.08	4.8

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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	\$31.39	3.0	\$30.67	4.2	\$34.69	3.9
7	22.92	6.0	—	—	—	—
9	30.84	1.2	30.44	1.3	34.34	3.5
Teachers, college and university	39.00	9.2	33.35	2.2	—	—
Teachers, except college and university	31.68	3.1	17.52	12.2	34.24	3.3
7	31.99	9.1	—	—	—	—
8	31.27	5.1	—	—	31.27	5.1
9	37.14	3.8	—	—	38.07	3.3
Prekindergarten and kindergarten	23.93	18.1	—	—	—	—
Elementary school teachers	34.36	3.8	—	—	35.46	3.0
9	35.28	8.0	—	—	38.70	1.3
Secondary school teachers	36.92	.4	—	—	36.81	.3
9	39.31	.9	—	—	39.21	.9
Teachers, n.e.c.	22.47	11.9	—	—	—	—
Librarians, archivists, and curators	33.91	13.3	—	—	34.28	13.1
Librarians	33.91	13.3	—	—	34.28	13.1
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.78	6.3	17.95	10.4	25.62	1.7
7	22.74	2.1	—	—	—	—
9	26.40	3.8	—	—	26.41	4.4
Social workers	23.52	3.9	21.71	5.8	25.81	2.7
7	22.80	2.2	—	—	—	—
9	26.40	3.8	—	—	26.41	4.4
Lawyers and judges	37.84	5.0	—	—	—	—
Lawyers	37.84	5.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.25	7.1	22.46	7.3	—	—
Not able to be leveled	23.08	18.0	23.08	18.0	—	—
Designers	25.22	11.2	25.22	11.2	—	—
Technical	28.54	11.3	30.23	12.9	20.71	3.4
5	17.85	4.4	16.85	2.7	19.46	3.0
6	19.51	2.8	18.96	2.7	—	—
7	24.89	4.7	24.80	5.2	—	—
8	26.03	8.3	—	—	—	—
Not able to be leveled	21.22	1.6	21.13	1.9	—	—
Licensed practical nurses	18.56	2.4	18.41	2.5	—	—
6	19.25	2.7	18.98	2.8	—	—
Health technologists and technicians, n.e.c.	17.59	10.9	—	—	—	—
Electrical and electronic technicians	23.63	6.0	—	—	—	—
Engineering technicians, n.e.c.	23.71	6.2	25.50	6.2	—	—
Technical and related, n.e.c.	18.69	2.6	—	—	—	—
Executive, administrative, and managerial	33.66	8.2	33.64	9.7	33.75	11.7
6	18.05	5.4	—	—	—	—
7	20.63	7.4	19.85	8.7	23.66	3.2
8	23.79	4.2	22.82	4.2	—	—
9	29.09	4.4	29.15	6.8	28.99	1.6
11	45.04	5.5	43.57	5.9	47.30	8.9
Not able to be leveled	40.47	5.9	40.16	6.4	43.45	10.4
Executives, administrators, and managers	43.60	11.1	43.71	13.1	43.00	9.0
9	31.95	8.4	—	—	—	—
11	45.47	5.9	44.20	7.1	47.30	8.9
Not able to be leveled	44.72	8.2	44.90	9.1	43.45	10.4
Financial managers	58.13	14.7	58.13	14.7	—	—
Administrators, education and related fields	40.12	17.3	—	—	47.40	7.0
Managers, medicine and health	49.74	12.6	—	—	—	—
Managers and administrators, n.e.c.	48.75	18.5	49.05	18.9	—	—
Not able to be leveled	36.62	8.9	36.23	9.4	—	—
Management related	23.98	4.8	23.20	5.5	26.89	3.3
7	20.57	7.5	19.85	8.7	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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						
Management related –Continued						
8	\$24.66	3.1	–	–	–	–
9	28.32	4.4	\$28.11	7.3	\$28.60	0.9
Not able to be leveled	25.91	8.3	25.91	8.3	–	–
Accountants and auditors	26.50	5.2	26.85	5.8	–	–
Personnel, training, and labor relations specialists	21.99	11.7	21.99	12.1	–	–
Management related, n.e.c.	22.26	13.0	21.55	15.5	–	–
Sales	18.03	10.7	18.04	10.7	–	–
1	9.42	4.4	9.42	4.4	–	–
2	10.12	5.2	10.08	5.3	–	–
4	15.03	18.6	15.00	18.7	–	–
5	18.04	4.9	18.04	4.9	–	–
6	20.72	7.8	20.72	7.8	–	–
Supervisors, sales	26.85	15.8	26.85	15.8	–	–
Sales workers, other commodities	13.18	4.1	13.18	4.1	–	–
Cashiers	9.83	2.4	9.76	2.3	–	–
2	10.01	4.5	–	–	–	–
Administrative support, including clerical	16.32	1.5	16.31	1.9	16.33	1.8
2	12.32	6.6	10.40	1.6	13.91	5.1
3	14.26	3.5	13.29	3.4	15.91	4.4
4	15.54	3.7	15.06	4.2	17.20	6.1
5	17.15	1.9	17.07	2.1	17.58	3.4
6	19.02	5.8	19.13	7.3	18.62	.4
7	20.35	10.7	20.35	10.9	–	–
Not able to be leveled	16.59	4.4	16.59	4.4	–	–
Secretaries	17.49	2.2	17.46	3.7	17.54	1.7
4	16.50	3.8	16.15	2.2	17.12	8.4
5	17.27	3.6	–	–	–	–
Typists	16.61	9.6	–	–	14.53	3.9
Receptionists	14.63	5.6	14.43	6.5	–	–
Order clerks	17.72	7.4	17.72	7.4	–	–
Library clerks	13.54	7.8	–	–	13.54	7.8
Records clerks, n.e.c.	15.45	9.6	15.45	9.6	–	–
Bookkeepers, accounting and auditing clerks	16.42	8.3	16.23	9.0	–	–
Stock and inventory clerks	16.82	4.5	16.67	4.5	–	–
Investigators and adjusters, except insurance	15.03	1.6	14.96	1.5	–	–
General office clerks	14.68	6.7	14.20	10.1	15.28	7.6
2	11.83	4.8	–	–	–	–
3	13.76	2.8	–	–	14.47	2.6
4	17.17	9.1	–	–	–	–
Teachers' aides	14.81	2.9	–	–	14.89	2.9
Administrative support, n.e.c.	16.36	6.0	16.31	6.4	–	–
4	15.48	8.6	15.46	9.8	–	–
6	16.75	14.7	–	–	–	–
Blue collar	18.77	4.2	18.51	4.6	21.40	3.2
1	10.27	3.9	10.27	3.9	–	–
2	13.33	6.7	13.18	7.1	–	–
3	16.11	5.9	15.70	6.4	19.33	3.5
4	17.76	6.3	17.78	6.4	–	–
5	20.78	9.4	20.82	10.5	20.43	2.7
6	23.67	7.6	23.83	9.3	23.00	4.4
7	24.33	3.7	24.75	4.5	22.50	3.2
8	27.64	4.2	27.75	4.7	–	–
Not able to be leveled	20.14	19.5	20.14	19.5	–	–
Precision production, craft, and repair	23.42	4.9	23.60	5.5	22.11	4.6
4	15.62	6.3	15.62	6.3	–	–
5	23.34	7.0	–	–	20.71	5.0

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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						
Precision production, craft, and repair —Continued						
6	\$24.69	12.0	\$25.17	13.2	\$21.58	6.6
7	24.45	3.7	24.92	4.4	22.51	3.3
8	28.17	4.8	28.34	5.5	—	—
Not able to be leveled	28.01	11.4	28.01	11.4	—	—
Bus, truck, and stationary engine mechanics	19.46	5.3	—	—	—	—
Industrial machinery repairers	22.67	5.7	22.67	5.7	—	—
Carpenters	25.12	7.9	—	—	—	—
7	25.00	8.0	—	—	—	—
Supervisors, production	25.18	5.8	25.18	5.8	—	—
Tool and die makers	26.99	1.2	26.99	1.2	—	—
Machine operators, assemblers, and inspectors	15.80	9.3	15.80	9.3	—	—
1	9.58	3.5	9.58	3.5	—	—
2	12.46	9.6	12.46	9.6	—	—
3	17.56	11.2	17.56	11.2	—	—
4	19.03	7.1	19.03	7.1	—	—
5	16.69	4.1	16.69	4.1	—	—
Miscellaneous machine operators, n.e.c.	11.82	10.1	11.82	10.1	—	—
Assemblers	16.44	13.3	16.44	13.3	—	—
3	21.14	14.8	21.14	14.8	—	—
4	19.12	9.3	19.12	9.3	—	—
Transportation and material moving	16.78	3.4	16.45	4.2	19.03	4.4
3	15.85	5.8	14.86	5.7	19.35	3.8
4	19.75	7.2	19.99	7.6	—	—
Truck drivers	19.17	4.4	19.14	4.8	—	—
Bus drivers	14.56	3.2	—	—	18.97	4.6
3	—	—	—	—	19.35	3.8
Industrial truck and tractor equipment operators ..	17.13	6.6	17.13	6.6	—	—
3	15.80	5.9	15.80	5.9	—	—
Handlers, equipment cleaners, helpers, and laborers	14.56	5.9	13.68	5.7	22.04	5.2
1	10.74	4.6	10.74	4.6	—	—
2	14.83	9.8	14.85	9.9	—	—
3	13.90	4.1	13.29	4.3	—	—
4	16.55	5.2	16.43	5.2	—	—
Stock handlers and baggers	12.23	5.8	12.23	5.8	—	—
1	11.44	10.9	11.44	10.9	—	—
Laborers, except construction, n.e.c.	13.67	6.1	13.35	7.8	—	—
Service	12.82	6.1	10.86	5.2	18.90	6.7
1	8.55	6.0	8.40	6.1	12.10	7.6
2	10.55	5.2	9.80	5.3	13.77	1.4
3	12.28	6.2	11.70	7.5	14.51	3.8
4	15.21	4.0	14.91	4.9	15.99	8.8
5	18.87	13.7	—	—	—	—
6	18.39	11.9	—	—	—	—
7	23.36	1.7	—	—	23.64	1.8
8	23.08	9.4	—	—	—	—
Not able to be leveled	13.58	16.4	—	—	—	—
Protective service	21.67	7.3	—	—	22.26	7.0
3	12.37	6.9	—	—	—	—
7	23.61	1.8	—	—	23.61	1.8
Firefighting	20.84	13.3	—	—	20.84	13.3
Police and detectives, public service	25.82	1.6	—	—	25.82	1.6
Sheriffs, bailiffs, and other law enforcement officers	22.03	4.8	—	—	22.03	4.8
Correctional institution officers	18.42	19.3	—	—	18.42	19.3
Food service	9.25	5.1	9.01	5.1	12.30	1.6
1	7.12	7.8	6.71	7.1	—	—
2	8.82	5.6	8.28	8.0	—	—
3	9.38	16.8	9.26	16.8	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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						
4	\$13.75	4.3	\$13.75	4.3	—	—
Waiters, waitresses, and bartenders	6.00	5.9	6.00	5.9	—	—
1	5.79	6.6	5.79	6.6	—	—
2	7.13	5.8	7.13	5.8	—	—
Waiters and waitresses	5.49	5.4	5.49	5.4	—	—
1	5.54	5.9	5.54	5.9	—	—
Other food service	11.64	3.4	11.54	3.8	\$12.30	1.6
1	9.36	4.6	8.64	5.0	—	—
2	9.97	5.3	9.33	8.9	—	—
3	11.57	6.2	—	—	—	—
4	13.75	4.3	13.75	4.3	—	—
Cooks	14.66	7.8	14.59	7.9	—	—
Kitchen workers, food preparation	10.42	7.7	10.36	8.1	—	—
Food preparation, n.e.c.	10.58	6.6	10.06	7.3	12.02	1.9
1	9.93	8.2	—	—	—	—
2	10.81	9.4	—	—	—	—
Health service	13.78	4.1	13.79	4.3	13.40	2.1
2	12.31	6.4	12.22	7.2	—	—
3	12.56	3.9	12.51	4.2	—	—
4	15.96	1.4	15.96	1.4	—	—
Health aides, except nursing	15.73	2.9	15.73	2.9	—	—
Nursing aides, orderlies and attendants	12.79	4.0	12.76	4.3	13.40	2.1
2	12.31	6.4	12.22	7.2	—	—
3	12.56	3.9	12.51	4.2	—	—
Cleaning and building service	11.98	3.6	10.78	3.2	16.20	6.7
1	10.17	2.2	10.17	2.2	—	—
2	12.44	8.2	11.13	8.3	—	—
3	14.53	4.6	13.83	6.3	15.10	7.4
Maids and housemen	10.56	4.5	10.56	4.6	—	—
1	9.88	1.0	9.88	1.0	—	—
Janitors and cleaners	12.34	4.4	10.81	4.1	16.11	6.8
2	13.87	8.7	—	—	—	—
3	15.07	4.9	—	—	15.10	7.4
Personal service	12.78	8.7	12.01	14.8	14.35	2.7
2	10.43	10.4	—	—	—	—
Welfare service aides	12.44	14.9	—	—	—	—
Early childhood teachers' assistants	13.15	5.3	—	—	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$23.28	2.7	\$22.75	3.2	\$25.28	4.0
All excluding sales	23.34	2.8	22.79	3.4	25.28	4.0
White collar	25.83	3.1	25.44	3.8	27.12	4.7
2	12.14	8.4	10.02	1.4	14.09	5.9
3	14.01	3.6	12.95	2.9	16.16	4.1
4	15.72	5.1	15.38	6.2	17.31	5.4
5	17.21	2.3	17.03	2.8	18.05	3.2
6	19.12	3.6	19.11	4.2	19.18	2.4
7	23.30	3.7	22.21	3.5	26.87	7.2
8	26.96	2.6	25.41	1.8	28.80	4.5
9	32.35	1.7	30.36	2.7	34.46	3.0
10	37.03	8.0	37.59	8.6	—	—
11	38.40	4.5	38.41	4.3	38.37	14.2
12	56.90	12.2	59.25	13.9	—	—
13	53.71	3.5	—	—	52.48	5.2
Not able to be leveled	29.67	5.5	29.29	5.6	36.74	18.9
White collar excluding sales	26.12	3.2	25.79	3.9	27.12	4.7
2	12.36	8.3	10.14	.4	14.09	5.9
3	14.34	3.8	13.27	3.5	16.16	4.1
4	15.63	3.6	15.18	4.2	17.30	5.4
5	17.10	2.4	16.87	3.0	18.05	3.2
6	18.95	3.6	18.90	4.3	19.18	2.4
7	23.21	3.7	22.07	3.6	26.87	7.2
8	26.95	2.7	25.14	1.5	28.80	4.5
9	32.29	1.7	30.14	2.9	34.46	3.0
10	34.43	6.2	34.81	6.9	—	—
11	37.61	4.4	37.40	3.7	38.37	14.2
12	56.90	12.2	59.25	13.9	—	—
13	53.71	3.5	—	—	52.48	5.2
Not able to be leveled	29.67	5.3	29.28	5.4	36.74	18.9
Professional specialty and technical	31.69	3.0	31.69	4.3	31.68	1.5
Professional specialty	32.16	1.6	31.67	2.0	33.01	2.6
5	14.87	7.3	13.73	6.4	—	—
6	18.09	4.2	—	—	—	—
7	25.08	5.8	22.99	4.2	27.64	7.9
8	29.98	4.3	—	—	31.28	4.6
9	33.68	1.9	30.69	2.9	35.96	2.9
10	36.14	5.3	—	—	—	—
11	35.28	3.9	35.98	2.7	31.81	18.8
12	41.90	2.6	41.55	3.1	—	—
Not able to be leveled	32.76	9.7	33.57	10.0	—	—
Engineers, architects, and surveyors	36.59	7.3	38.53	5.7	—	—
11	40.25	3.2	—	—	—	—
Engineers, n.e.c.	36.44	11.0	—	—	—	—
Mathematical and computer scientists	33.89	2.3	34.86	2.1	25.78	3.9
7	24.32	4.7	23.52	12.0	—	—
9	32.88	4.6	32.75	4.9	—	—
11	34.90	1.2	34.90	1.2	—	—
12	43.21	3.6	43.21	3.6	—	—
Not able to be leveled	39.22	9.2	39.22	9.2	—	—
Computer systems analysts and scientists	33.67	3.1	34.68	3.0	25.78	3.9
7	24.32	4.7	23.52	12.0	—	—
9	33.34	4.2	33.21	4.4	—	—
11	35.03	1.2	35.03	1.2	—	—
12	43.23	3.7	43.23	3.7	—	—
Not able to be leveled	36.92	9.9	36.92	9.9	—	—
Operations and systems researchers and analysts	39.02	22.8	39.02	22.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	32.05	6.1	31.77	8.2	32.82	4.0
7	25.79	4.0	—	—	—	—
9	31.56	4.2	30.32	4.4	36.36	4.6
Registered nurses	32.70	4.8	32.19	6.6	34.06	5.1

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, Minneapolis-St. Paul, MN-WI, May 2005 —**
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						
9	\$31.50	3.9	\$30.75	4.3	–	–
Teachers, college and university	39.17	9.4	33.84	1.8	–	–
Teachers, except college and university	32.34	3.4	17.51	12.2	\$35.19	3.4
8	31.44	5.5	–	–	31.44	5.5
9	37.14	3.8	–	–	38.07	3.3
Elementary school teachers	34.68	3.6	–	–	35.86	2.2
9	35.28	8.0	–	–	38.70	1.3
Secondary school teachers	36.92	.4	–	–	36.81	.3
9	39.31	.9	–	–	39.21	.9
Librarians, archivists, and curators	34.49	13.0	–	–	34.49	13.0
Librarians	34.49	13.0	–	–	34.49	13.0
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	22.72	5.0	20.57	7.1	25.91	2.8
7	22.80	2.2	–	–	–	–
9	26.40	3.8	–	–	26.41	4.4
Social workers	23.72	3.4	21.95	5.2	25.91	2.8
7	22.80	2.2	–	–	–	–
9	26.40	3.8	–	–	26.41	4.4
Lawyers and judges	38.82	3.4	–	–	–	–
Lawyers	38.82	3.4	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.88	7.8	23.12	8.1	–	–
Not able to be leveled	24.74	21.3	24.74	21.3	–	–
Designers	25.22	11.2	25.22	11.2	–	–
Technical	30.07	12.4	31.75	13.9	20.55	4.6
5	17.72	5.0	–	–	19.47	3.4
6	20.03	2.9	19.62	2.1	–	–
7	24.82	4.9	24.73	5.4	–	–
8	26.03	8.3	–	–	–	–
Not able to be leveled	21.59	3.9	21.59	3.9	–	–
Licensed practical nurses	18.57	3.2	18.57	3.2	–	–
Electrical and electronic technicians	24.32	7.8	–	–	–	–
Engineering technicians, n.e.c.	23.71	6.2	25.50	6.2	–	–
Technical and related, n.e.c.	18.69	2.6	–	–	–	–
Executive, administrative, and managerial						
7	33.67	8.2	33.65	9.8	33.77	11.7
8	20.63	7.6	19.83	9.0	23.66	3.2
9	23.79	4.2	22.82	4.2	–	–
11	29.09	4.4	29.15	6.8	28.99	1.6
11	45.04	5.5	43.57	5.9	47.30	8.9
Not able to be leveled	40.48	6.0	40.17	6.4	43.45	10.4
Executives, administrators, and managers	43.62	11.2	43.74	13.2	43.00	9.0
9	31.95	8.4	–	–	–	–
11	45.47	5.9	44.20	7.1	47.30	8.9
Not able to be leveled	44.78	8.2	44.96	9.1	43.45	10.4
Financial managers	58.13	14.7	58.13	14.7	–	–
Administrators, education and related fields	40.12	17.3	–	–	47.40	7.0
Managers and administrators, n.e.c.	48.75	18.5	49.05	18.9	–	–
Not able to be leveled	36.62	8.9	36.23	9.4	–	–
Management related	24.00	4.9	23.22	5.5	26.91	3.3
7	20.57	7.7	19.83	9.0	–	–
8	24.66	3.1	–	–	–	–
9	28.32	4.4	28.11	7.3	28.60	.9
Not able to be leveled	25.91	8.3	25.91	8.3	–	–
Accountants and auditors	26.50	5.2	26.85	5.8	–	–
Personnel, training, and labor relations specialists	22.02	12.0	22.01	12.4	–	–
Management related, n.e.c.	22.26	13.0	21.55	15.5	–	–

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, Minneapolis-St. Paul, MN-WI, May 2005 —**
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						
Sales	\$22.16	10.6	\$22.17	10.6	—	—
4	16.11	21.6	16.08	21.8	—	—
5	18.04	4.9	18.04	4.9	—	—
6	20.72	7.8	20.72	7.8	—	—
Supervisors, sales	26.85	15.8	26.85	15.8	—	—
Administrative support, including clerical	16.44	1.5	16.40	1.9	\$16.58	1.1
2	12.36	8.3	10.14	.4	14.09	5.9
3	14.34	3.8	13.27	3.5	16.16	4.1
4	15.55	3.7	15.06	4.3	17.35	5.5
5	17.23	1.8	17.16	2.0	17.58	3.4
6	19.07	5.9	19.18	7.5	18.62	.4
7	20.29	11.1	20.29	11.3	—	—
Not able to be leveled	16.63	4.5	16.63	4.5	—	—
Secretaries	17.42	2.2	17.34	3.6	17.54	1.7
4	16.52	3.8	16.17	2.2	17.12	8.4
5	17.27	3.6	—	—	—	—
Typists	16.61	9.6	—	—	14.53	3.9
Receptionists	14.82	5.9	14.63	7.0	—	—
Order clerks	17.72	7.4	17.72	7.4	—	—
Bookkeepers, accounting and auditing clerks	16.51	8.7	16.33	9.5	—	—
Stock and inventory clerks	17.06	5.4	—	—	—	—
Investigators and adjusters, except insurance	15.03	1.6	14.96	1.5	—	—
General office clerks	14.73	6.7	14.20	10.1	15.43	7.1
2	11.83	4.8	—	—	—	—
4	17.17	9.1	—	—	—	—
Administrative support, n.e.c.	16.63	7.3	16.59	7.8	—	—
4	15.48	8.6	15.46	9.8	—	—
Blue collar	19.99	5.0	19.81	5.5	21.61	3.2
1	10.80	6.1	10.80	6.1	—	—
2	14.18	4.8	14.01	5.2	—	—
3	16.84	7.5	16.42	8.4	—	—
4	17.80	6.3	17.78	6.4	—	—
5	20.78	9.4	20.82	10.5	20.43	2.7
6	23.67	7.6	23.83	9.3	23.00	4.4
7	24.33	3.7	24.75	4.5	22.50	3.2
8	27.64	4.2	27.75	4.7	—	—
Not able to be leveled	24.11	11.6	24.11	11.6	—	—
Precision production, craft, and repair	23.42	4.9	23.60	5.5	22.11	4.6
4	15.62	6.3	15.62	6.3	—	—
5	23.34	7.0	—	—	20.71	5.0
6	24.69	12.0	25.17	13.2	21.58	6.6
7	24.45	3.7	24.92	4.4	22.51	3.3
8	28.17	4.8	28.34	5.5	—	—
Not able to be leveled	28.01	11.4	28.01	11.4	—	—
Bus, truck, and stationary engine mechanics	19.46	5.3	—	—	—	—
Industrial machinery repairers	22.67	5.7	22.67	5.7	—	—
Carpenters	25.12	7.9	—	—	—	—
7	25.00	8.0	—	—	—	—
Supervisors, production	25.18	5.8	25.18	5.8	—	—
Tool and die makers	26.99	1.2	26.99	1.2	—	—
Machine operators, assemblers, and inspectors	16.34	9.0	16.34	9.0	—	—
1	9.81	3.2	9.81	3.2	—	—
2	13.63	3.1	13.63	3.1	—	—
3	17.68	11.8	17.68	11.8	—	—
4	19.03	7.1	19.03	7.1	—	—
5	16.69	4.1	16.69	4.1	—	—
Assemblers	17.14	13.2	17.14	13.2	—	—
3	21.14	14.8	21.14	14.8	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 —**
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						
Assemblers—Continued						
4	\$19.12	9.3	\$19.12	9.3	—	—
Transportation and material moving	18.66	4.3	18.48	5.0	—	—
3	17.11	4.5	15.87	5.7	—	—
4	19.99	7.6	19.99	7.6	—	—
Truck drivers	19.17	4.4	19.14	4.8	—	—
Industrial truck and tractor equipment operators ..	17.13	6.6	17.13	6.6	—	—
3	15.80	5.9	15.80	5.9	—	—
Handlers, equipment cleaners, helpers, and laborers	16.68	7.3	15.64	7.3	\$22.04	5.2
2	15.31	11.5	15.33	11.6	—	—
4	16.55	5.2	16.43	5.2	—	—
Stock handlers and baggers	14.70	10.6	14.70	10.6	—	—
Laborers, except construction, n.e.c.	14.77	4.5	14.48	3.7	—	—
Service	14.89	7.1	12.16	5.9	19.97	5.7
1	9.30	10.6	9.10	10.5	—	—
2	11.57	8.8	10.45	6.5	—	—
3	13.65	4.0	13.05	5.1	14.69	5.0
4	15.42	4.9	15.04	6.2	16.36	10.1
5	16.61	2.0	—	—	—	—
6	18.82	10.0	—	—	—	—
7	23.32	1.6	—	—	23.59	1.8
8	23.08	9.4	—	—	—	—
Not able to be leveled	14.08	16.4	—	—	—	—
Protective service	21.91	7.2	—	—	22.42	7.0
7	23.57	1.7	—	—	23.57	1.7
Police and detectives, public service	25.79	1.6	—	—	25.79	1.6
Sheriffs, bailiffs, and other law enforcement officers	22.63	1.2	—	—	22.63	1.2
Correctional institution officers	18.42	19.3	—	—	18.42	19.3
Food service	10.72	8.9	10.52	8.9	—	—
1	7.22	15.5	—	—	—	—
2	8.24	13.1	8.24	13.1	—	—
Waiters, waitresses, and bartenders	6.27	10.7	6.27	10.7	—	—
Other food service	13.18	9.2	13.11	10.1	—	—
Cooks	14.66	7.8	14.59	7.9	—	—
Health service	14.73	6.7	14.76	6.8	—	—
3	13.08	7.1	13.05	7.5	—	—
Nursing aides, orderlies and attendants	13.53	6.9	13.53	7.2	—	—
3	13.08	7.1	13.05	7.5	—	—
Cleaning and building service	13.14	3.3	11.59	3.4	16.66	5.8
1	10.97	.9	10.97	.9	—	—
2	13.33	10.0	11.49	8.4	—	—
3	14.48	4.7	—	—	15.10	7.4
Maids and housemen	10.95	3.8	10.96	3.8	—	—
Janitors and cleaners	13.85	3.9	11.89	4.5	16.57	5.9
2	15.63	10.8	—	—	—	—
3	15.02	4.9	—	—	15.10	7.4

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, Minneapolis-St. Paul, MN-WI, May 2005 —**
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	\$13.31	7.1	—	—	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$12.73	2.9	\$12.27	3.2	\$16.78	5.1
All excluding sales	13.18	3.3	12.69	3.7	16.82	5.1
White collar	16.57	4.7	16.06	5.6	19.06	5.2
1	9.48	4.5	9.48	4.5	—	—
2	11.15	2.4	10.54	4.3	—	—
3	9.20	14.5	—	—	—	—
4	13.28	3.6	12.80	3.1	—	—
5	17.37	7.4	17.30	8.7	—	—
6	18.31	3.7	17.48	2.6	—	—
7	22.40	5.4	22.72	5.3	—	—
8	28.05	3.2	—	—	—	—
9	30.15	2.3	30.18	2.3	—	—
Not able to be leveled	18.42	14.4	16.64	21.0	—	—
White collar excluding sales	20.59	4.8	21.13	6.2	19.15	5.4
2	12.17	3.3	—	—	—	—
3	9.36	26.0	—	—	—	—
4	15.61	7.3	—	—	—	—
5	17.37	7.4	17.30	8.7	—	—
6	18.31	3.7	17.48	2.6	—	—
7	22.40	5.4	22.72	5.3	—	—
8	28.05	3.2	—	—	—	—
9	30.15	2.3	30.18	2.3	—	—
Not able to be leveled	19.81	12.5	18.55	20.2	—	—
Professional specialty and technical	23.10	6.0	23.21	7.5	22.76	6.0
Professional specialty	24.91	8.1	25.06	9.8	24.26	8.6
7	21.91	8.2	—	—	—	—
8	28.05	3.2	—	—	—	—
9	30.15	2.3	30.18	2.3	—	—
Health related	29.70	4.0	29.16	3.8	—	—
9	30.15	2.3	30.18	2.3	—	—
Registered nurses	29.70	4.0	29.16	3.8	—	—
9	30.15	2.3	30.18	2.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.02	7.4	—	—	20.00	7.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.55	2.9	18.74	1.0	21.14	2.8
6	18.45	4.1	17.70	1.8	—	—
Licensed practical nurses	18.52	3.6	17.90	1.9	—	—
6	18.81	4.4	18.00	1.7	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	10.09	4.0	10.07	4.0	—	—
1	9.48	4.5	9.48	4.5	—	—
2	10.31	5.2	—	—	—	—
Cashiers	9.47	3.0	9.44	3.0	—	—
Administrative support, including clerical	13.82	3.7	13.96	4.6	13.59	6.3
3	13.02	3.7	—	—	—	—
Blue collar	11.38	5.2	11.28	5.3	—	—
1	9.76	3.0	9.76	3.0	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.99	6.6	—	—	—	—
Bus drivers	13.21	6.5	—	—	—	—

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, Minneapolis-St. Paul, MN-WI, May 2005 — 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						
Handlers, equipment cleaners, helpers, and laborers	\$10.57	3.8	\$10.57	3.8	—	—
1	9.97	2.7	9.97	2.7	—	—
Stock handlers and baggers	10.92	4.8	10.92	4.8	—	—
1	9.95	1.6	9.95	1.6	—	—
Service	9.69	4.6	9.46	4.9	\$12.20	5.8
1	8.00	5.0	7.91	5.0	—	—
2	9.65	4.3	9.21	6.0	11.51	10.9
3	10.79	10.6	10.74	10.9	—	—
4	14.23	1.3	14.35	.7	—	—
Protective service	—	—	—	—	—	—
Food service	8.22	5.3	7.92	5.2	11.55	5.7
1	7.07	8.1	6.85	8.1	—	—
2	9.06	5.4	8.30	9.4	—	—
Waiters, waitresses, and bartenders	5.86	4.5	5.86	4.5	—	—
1	5.75	3.9	5.75	3.9	—	—
2	6.70	7.2	6.70	7.2	—	—
Waiters and waitresses	5.57	6.1	5.57	6.1	—	—
1	5.67	6.3	5.67	6.3	—	—
Other food service	10.31	2.5	10.08	2.5	11.55	5.7
1	8.86	6.4	8.55	7.2	—	—
2	10.62	6.0	—	—	—	—
Kitchen workers, food preparation	10.42	7.7	10.36	8.1	—	—
Food preparation, n.e.c.	10.78	5.4	10.51	6.3	11.57	6.8
1	9.41	8.4	—	—	—	—
Health service	12.47	4.6	12.43	4.9	—	—
2	11.82	8.7	—	—	—	—
3	12.17	8.0	12.12	8.4	—	—
4	14.32	.8	14.32	.8	—	—
Nursing aides, orderlies and attendants	12.18	5.1	12.11	5.5	—	—
2	11.82	8.7	—	—	—	—
3	12.17	8.0	12.12	8.4	—	—
Cleaning and building service	9.53	2.1	9.53	2.2	—	—
1	9.33	1.2	9.33	1.2	—	—
Janitors and cleaners	9.61	1.7	—	—	—	—
Personal service	12.14	12.4	11.68	16.8	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A 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, Minneapolis-St. Paul, MN-WI, May 2005**

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	\$23.28	\$12.73	\$22.60	\$21.25	\$21.61	\$24.84
All excluding sales	23.34	13.18	23.02	21.38	21.95	—
White collar	25.83	16.57	25.61	24.72	24.95	25.69
White-collar excluding sales	26.12	20.59	26.72	25.38	25.80	—
Professional specialty and technical	31.69	23.10	32.37	29.87	30.81	—
Professional specialty	32.16	24.91	31.08	31.75	31.52	—
Technical	30.07	19.55	35.44	22.47	28.54	—
Executive, administrative, and managerial	33.67	—	31.18	33.97	33.66	—
Sales	22.16	10.09	10.50	19.75	15.13	26.52
Administrative support, including clerical	16.44	13.82	17.32	15.92	16.29	—
Blue collar	19.99	11.38	22.41	15.88	18.44	—
Precision production, craft, and repair	23.42	—	24.94	20.96	23.13	—
Machine operators, assemblers, and inspectors	16.34	—	23.35	13.77	15.80	—
Transportation and material moving	18.66	12.99	20.51	14.78	16.74	—
Handlers, equipment cleaners, helpers, and laborers	16.68	10.57	15.86	13.54	14.56	—
Service	14.89	9.69	15.23	10.58	12.77	—
	Relative error ⁶ (percent)					
All occupations	2.7	2.9	3.6	3.2	2.3	11.5
All excluding sales	2.8	3.3	3.5	3.4	2.5	—
White collar	3.1	4.7	5.4	3.4	2.9	17.0
White-collar excluding sales	3.2	4.8	5.3	3.5	3.0	—
Professional specialty and technical	3.0	6.0	6.2	2.0	2.7	—
Professional specialty	1.6	8.1	1.9	1.8	1.4	—
Technical	12.4	2.9	21.1	3.3	11.3	—
Executive, administrative, and managerial	8.2	—	13.9	8.8	8.2	—
Sales	10.6	4.0	5.0	11.0	10.8	17.8
Administrative support, including clerical	1.5	3.7	1.8	1.9	1.5	—
Blue collar	5.0	5.2	3.9	3.6	4.1	—
Precision production, craft, and repair	4.9	—	3.9	5.1	5.2	—
Machine operators, assemblers, and inspectors	9.0	—	11.1	6.6	9.3	—
Transportation and material moving	4.3	6.6	4.0	2.9	4.0	—
Handlers, equipment cleaners, helpers, and laborers	7.3	3.8	6.8	8.2	5.9	—
Service	7.1	4.6	6.5	7.5	6.1	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$21.03	\$25.13	-	\$28.90	-	-	-	-	-	-
All excluding sales	21.28	25.05	-	28.90	-	-	-	-	-	-
White collar	24.51	30.82	-	26.16	-	-	-	-	-	-
White-collar excluding sales	25.51	30.82	-	26.16	-	-	-	-	-	-
Professional specialty and technical	30.74	33.80	-	-	-	-	-	-	-	-
Professional specialty	30.93	35.56	-	-	-	-	-	-	-	-
Technical	30.23	26.59	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	33.64	45.28	-	33.32	-	-	-	-	-	-
Sales	18.04	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	16.31	18.49	-	-	-	-	-	-	-	-
Blue collar	18.51	20.53	-	30.61	-	-	-	-	-	-
Precision production, craft, and repair	23.60	25.19	-	30.70	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	15.80	16.90	-	-	-	-	-	-	-	-
Transportation and material moving	16.45	19.65	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.68	15.51	-	-	-	-	-	-	-	-
Service	10.86	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.0	6.5	-	1.1	-	-	-	-	-	-
All excluding sales	3.1	6.7	-	1.1	-	-	-	-	-	-
White collar	3.6	8.2	-	13.3	-	-	-	-	-	-
White-collar excluding sales	3.8	8.5	-	13.3	-	-	-	-	-	-
Professional specialty and technical	3.8	.2	-	-	-	-	-	-	-	-
Professional specialty	1.7	.6	-	-	-	-	-	-	-	-
Technical	12.9	3.7	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	9.7	17.6	-	12.8	-	-	-	-	-	-
Sales	10.7	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	1.9	1.6	-	-	-	-	-	-	-	-
Blue collar	4.6	7.8	-	6.9	-	-	-	-	-	-
Precision production, craft, and repair	5.5	8.1	-	6.8	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	9.3	9.5	-	-	-	-	-	-	-	-
Transportation and material moving	4.2	9.5	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.7	7.4	-	-	-	-	-	-	-	-
Service	5.2	-	-	-	-	-	-	-	-	-

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 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, Minneapolis-St. Paul, MN-WI, May 2005

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	\$21.03	\$20.06	\$21.32	\$18.50	\$24.80
All excluding sales	21.28	20.31	21.57	18.89	24.56
White collar	24.51	24.29	24.57	20.91	28.29
White-collar excluding sales	25.51	25.74	25.45	22.33	28.06
Professional specialty and technical	30.74	27.98	31.16	25.00	35.13
Professional specialty	30.93	30.72	30.95	26.74	33.48
Technical	30.23	—	31.81	20.44	40.84
Executive, administrative, and managerial	33.64	36.03	32.89	30.84	35.27
Sales	18.04	17.30	18.28	15.58	—
Administrative support, including clerical	16.31	18.45	15.76	15.62	15.90
Blue collar	18.51	19.78	18.00	16.75	20.50
Precision production, craft, and repair	23.60	24.52	22.98	21.99	24.95
Machine operators, assemblers, and inspectors	15.80	14.16	16.11	14.60	17.94
Transportation and material moving	16.45	—	16.26	14.50	22.69
Handlers, equipment cleaners, helpers, and laborers	13.68	13.05	14.02	13.46	15.72
Service	10.86	8.04	12.00	11.82	12.21
Relative error ⁴ (percent)					
All occupations	3.0	8.2	2.7	2.7	4.6
All excluding sales	3.1	8.7	2.7	3.6	4.4
White collar	3.6	14.0	3.4	3.1	4.8
White-collar excluding sales	3.8	15.2	3.4	4.1	4.7
Professional specialty and technical	3.8	7.1	4.4	5.2	5.7
Professional specialty	1.7	7.0	2.2	5.2	2.4
Technical	12.9	—	15.9	2.2	19.6
Executive, administrative, and managerial	9.7	32.2	5.8	7.9	10.0
Sales	10.7	12.7	13.5	11.6	—
Administrative support, including clerical	1.9	5.4	1.9	2.3	2.6
Blue collar	4.6	9.2	3.3	3.1	8.8
Precision production, craft, and repair	5.5	6.6	4.5	6.3	2.3
Machine operators, assemblers, and inspectors	9.3	28.1	6.9	2.6	17.2
Transportation and material moving	4.2	—	6.0	6.9	2.2
Handlers, equipment cleaners, helpers, and laborers	5.7	8.2	7.5	8.5	16.4
Service	5.2	1.5	3.2	6.8	2.6

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 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, Minneapolis-St. Paul, MN-WI, May 2005

Occupation ³	10	25	Median 50	75	90
All	\$10.05	\$13.46	\$18.49	\$26.22	\$36.05
All excluding sales	10.50	13.86	18.65	26.47	36.39
White collar	12.42	15.39	20.78	30.25	41.44
White collar excluding sales	13.00	16.14	21.66	31.10	41.80
Professional specialty and technical	17.50	21.45	28.08	36.28	45.07
Professional specialty	18.27	24.25	31.10	38.61	45.81
Engineers, architects, and surveyors	25.57	30.43	35.61	40.37	48.66
Engineers, n.e.c.	25.57	26.14	34.00	41.56	53.38
Mathematical and computer scientists	22.86	28.26	32.93	39.33	47.36
Computer systems analysts and scientists	22.86	28.26	32.93	38.62	46.07
Operations and systems researchers and analysts	17.77	21.25	45.86	52.91	53.49
Natural scientists	—	—	—	—	—
Health related	22.99	25.92	30.55	36.36	39.03
Registered nurses	23.00	26.83	31.94	36.20	39.03
Teachers, college and university	23.98	25.33	39.49	46.71	54.20
Teachers, except college and university	16.38	22.66	32.20	40.53	45.73
Prekindergarten and kindergarten	10.48	13.14	16.88	37.09	45.43
Elementary school teachers	22.57	26.05	34.98	41.21	45.63
Secondary school teachers	25.33	28.41	37.69	43.10	49.38
Teachers, n.e.c.	12.62	19.09	19.23	24.07	35.63
Librarians, archivists, and curators	21.57	25.28	32.30	41.74	48.52
Librarians	21.57	25.28	32.30	41.74	48.52
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.00	16.10	22.00	25.91	28.08
Social workers	16.74	21.00	23.50	27.00	28.41
Lawyers and judges	28.64	31.10	34.62	46.41	51.00
Lawyers	28.64	31.10	34.62	46.41	51.00
Writers, authors, entertainers, athletes, and professionals, n.e.c.	12.26	16.38	18.27	25.53	34.65
Designers	16.35	18.70	25.53	30.54	32.70
Technical	16.69	18.39	21.70	26.11	32.04
Licensed practical nurses	16.10	17.32	18.68	19.62	20.54
Health technologists and technicians, n.e.c.	12.82	14.09	16.14	19.90	24.72
Electrical and electronic technicians	17.95	20.88	25.30	26.11	26.11
Engineering technicians, n.e.c.	18.45	20.69	23.00	26.89	30.26
Technical and related, n.e.c.	16.52	17.50	18.28	20.40	20.40
Executive, administrative, and managerial	18.23	21.10	27.62	41.19	54.62
Executives, administrators, and managers	19.42	27.62	41.19	50.48	64.99
Financial managers	23.57	44.74	60.11	76.31	84.13
Administrators, education and related fields	19.42	24.14	36.19	54.62	61.63
Managers, medicine and health	31.25	41.76	58.97	58.97	58.97
Managers and administrators, n.e.c.	21.92	36.78	41.31	49.52	123.80
Management related	16.63	19.22	23.91	28.33	31.14
Accountants and auditors	20.41	22.46	25.96	29.28	34.14
Personnel, training, and labor relations specialists	16.23	17.75	20.90	25.05	34.10
Management related, n.e.c.	13.58	16.63	21.10	28.93	31.25
Sales	7.90	9.95	12.82	20.41	34.50
Supervisors, sales	15.60	17.50	21.82	35.22	50.50
Sales workers, other commodities	7.34	9.94	12.70	16.21	20.29
Cashiers	7.45	7.85	9.25	12.05	12.70
Administrative support, including clerical	12.00	13.11	15.68	18.56	21.91
Secretaries	13.98	15.39	17.53	19.03	21.45
Typists	13.11	13.91	15.60	18.17	24.75
Receptionists	11.00	12.50	16.04	16.75	16.82
Order clerks	12.00	13.00	16.50	21.91	26.11
Library clerks	10.88	11.79	13.31	13.85	19.42
Records clerks, n.e.c.	12.19	12.94	14.18	17.02	20.17
Bookkeepers, accounting and auditing clerks	12.76	13.05	15.00	17.99	24.07
Stock and inventory clerks	13.47	15.12	16.03	18.27	18.44
Investigators and adjusters, except insurance	11.86	12.90	15.41	16.77	17.13
General office clerks	10.12	12.00	13.58	16.75	20.06
Teachers' aides	11.88	13.37	13.41	16.47	19.44
Administrative support, n.e.c.	12.00	13.52	15.68	17.33	22.46

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, Minneapolis-St. Paul, MN-WI, May 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$10.22	\$13.15	\$17.75	\$23.73	\$27.35
Precision production, craft, and repair	15.50	19.08	23.39	27.25	31.17
Bus, truck, and stationary engine mechanics	17.23	17.32	18.05	20.74	22.90
Industrial machinery repairers	19.08	21.25	22.10	24.40	25.72
Carpenters	20.74	20.74	25.97	26.22	30.73
Supervisors, production	18.25	22.98	25.80	27.24	31.24
Tool and die makers	24.83	25.96	26.47	27.81	28.87
Machine operators, assemblers, and inspectors	9.16	10.70	14.72	18.24	26.75
Miscellaneous machine operators, n.e.c.	10.00	10.00	10.60	11.50	15.00
Assemblers	9.00	10.70	14.68	18.89	27.09
Transportation and material moving	11.30	13.80	16.23	19.75	22.13
Truck drivers	16.21	17.00	18.00	19.75	26.15
Bus drivers	11.26	12.20	13.80	15.30	20.32
Industrial truck and tractor equipment operators ..	12.75	15.50	16.94	18.49	20.51
Handlers, equipment cleaners, helpers, and laborers	8.68	10.50	13.25	18.25	21.88
Stock handlers and baggers	7.25	9.64	12.60	14.05	20.43
Laborers, except construction, n.e.c.	8.00	12.00	14.00	15.84	18.00
Service	6.15	9.35	11.75	15.64	20.03
Protective service	13.61	17.68	22.81	26.80	28.13
Firefighting	15.46	17.40	19.33	26.24	29.22
Police and detectives, public service	20.02	24.38	26.82	27.54	29.27
Sheriffs, bailiffs, and other law enforcement officers	13.73	18.65	24.55	25.66	25.89
Correctional institution officers	13.61	13.61	19.59	22.79	23.32
Food service	5.15	6.00	8.45	11.99	15.28
Waiters, waitresses, and bartenders	5.15	5.15	5.15	6.15	7.50
Waiters and waitresses	5.15	5.15	5.15	6.15	6.15
Other food service	7.50	9.00	11.00	14.25	15.99
Cooks	11.00	13.00	14.94	15.56	16.99
Kitchen workers, food preparation	7.00	7.75	10.10	12.60	14.42
Food preparation, n.e.c.	8.00	9.00	10.10	11.80	13.83
Health service	10.45	11.90	13.99	16.37	16.75
Health aides, except nursing	13.02	15.81	16.47	16.75	16.75
Nursing aides, orderlies and attendants	10.25	11.14	12.90	14.56	15.53
Cleaning and building service	9.00	9.40	10.99	13.40	17.86
Maids and housemen	8.75	9.35	10.27	11.68	13.20
Janitors and cleaners	9.15	9.40	11.27	14.74	17.86
Personal service	8.00	9.45	11.00	15.79	16.34
Welfare service aides	9.00	9.50	10.00	15.79	15.79
Early childhood teachers' assistants	9.00	11.28	12.67	15.39	17.24

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, Minneapolis-St. Paul, MN-WI, May 2005

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.75	\$12.80	\$17.50	\$25.95	\$35.10
All excluding sales	10.00	13.00	17.75	26.09	35.19
White collar	12.00	14.80	20.16	29.55	40.30
White collar excluding sales	12.88	15.72	20.91	30.60	41.31
Professional specialty and technical	16.76	20.54	27.94	35.34	44.95
Professional specialty	16.88	23.86	31.13	37.06	44.96
Engineers, architects, and surveyors	29.96	32.92	38.61	42.47	50.98
Mathematical and computer scientists	23.08	29.50	33.56	40.35	47.69
Computer systems analysts and scientists	23.60	29.80	33.56	39.66	47.36
Operations and systems researchers and analysts	17.77	21.25	45.86	52.91	53.49
Health related	22.73	25.92	29.53	35.48	39.03
Registered nurses	22.73	26.25	30.85	35.48	38.27
Teachers, college and university	25.00	29.68	34.50	36.49	39.49
Teachers, except college and university	10.48	12.56	15.92	20.85	24.83
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	4.63	14.44	20.48	23.50	25.75
Social workers	16.10	18.28	21.90	24.16	27.00
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	10.48	16.38	18.27	27.83	35.22
Designers	16.35	18.70	25.53	30.54	32.70
Technical	16.70	18.27	22.31	26.11	33.03
Licensed practical nurses	16.00	17.26	18.50	19.59	20.54
Engineering technicians, n.e.c.	19.70	22.96	25.26	28.91	31.53
Executive, administrative, and managerial	17.80	20.05	27.15	41.31	57.87
Executives, administrators, and managers	18.51	27.15	39.87	49.72	72.11
Financial managers	23.57	44.74	60.11	76.31	84.13
Managers and administrators, n.e.c.	21.92	36.78	41.31	49.52	123.80
Management related	16.04	18.36	22.09	26.74	32.84
Accountants and auditors	20.41	22.46	25.96	29.28	34.14
Personnel, training, and labor relations specialists	16.23	17.75	20.90	25.05	34.10
Management related, n.e.c.	13.51	15.47	20.45	30.90	31.25
Sales	7.90	9.95	12.82	20.47	34.50
Supervisors, sales	15.60	17.50	21.82	35.22	50.50
Sales workers, other commodities	7.34	9.94	12.70	16.21	20.29
Cashiers	7.45	7.80	9.10	11.65	12.70
Administrative support, including clerical	11.91	13.00	15.50	18.51	22.46
Secretaries	13.98	14.87	17.24	19.23	22.05
Receptionists	11.00	12.50	16.04	16.75	16.82
Order clerks	12.00	13.00	16.50	21.91	26.11
Records clerks, n.e.c.	12.19	12.94	14.18	17.02	20.17
Bookkeepers, accounting and auditing clerks	12.76	13.05	14.51	17.50	24.07
Stock and inventory clerks	13.47	14.80	16.03	18.27	18.27
Investigators and adjusters, except insurance	11.86	12.90	15.34	16.59	17.06
General office clerks	9.79	10.61	13.00	15.57	20.19
Administrative support, n.e.c.	12.00	13.46	15.66	17.25	24.00
Blue collar	10.00	12.75	17.16	23.73	27.70
Precision production, craft, and repair	15.00	18.53	23.40	27.70	31.68
Industrial machinery repairers	19.08	21.25	22.10	24.40	25.72
Supervisors, production	18.25	22.98	25.80	27.24	31.24
Tool and die makers	24.83	25.96	26.47	27.81	28.87
Machine operators, assemblers, and inspectors	9.16	10.70	14.72	18.24	26.75
Miscellaneous machine operators, n.e.c.	10.00	10.00	10.60	11.50	15.00
Assemblers	9.00	10.70	14.68	18.89	27.09
Transportation and material moving	11.26	13.32	15.92	18.49	21.70
Truck drivers	16.00	17.00	17.85	19.75	26.15

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, Minneapolis-St. Paul, MN-WI, May 2005** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Industrial truck and tractor equipment operators ..	\$12.75	\$15.50	\$16.94	\$18.49	\$20.51
Handlers, equipment cleaners, helpers, and laborers	8.50	10.00	12.70	15.84	19.87
Stock handlers and baggers	7.25	9.64	12.60	14.05	20.43
Laborers, except construction, n.e.c.	8.00	11.50	14.00	15.80	16.00
Service	5.15	8.40	10.50	13.46	16.35
Protective service	–	–	–	–	–
Food service	5.15	5.15	7.75	11.65	15.28
Waiters, waitresses, and bartenders	5.15	5.15	5.15	6.15	7.50
Waiters and waitresses	5.15	5.15	5.15	6.15	6.15
Other food service	7.25	9.00	10.92	14.50	16.35
Cooks	11.00	13.00	14.94	15.28	16.81
Kitchen workers, food preparation	7.00	7.75	10.05	12.60	14.42
Food preparation, n.e.c.	8.00	9.00	9.97	10.78	12.20
Health service	10.45	11.81	14.03	16.37	16.75
Health aides, except nursing	13.02	15.81	16.47	16.75	16.75
Nursing aides, orderlies and attendants	10.07	11.00	12.87	14.57	15.53
Cleaning and building service	9.00	9.40	10.11	11.52	13.40
Maids and housemen	8.75	9.35	10.27	11.68	13.20
Janitors and cleaners	9.00	9.40	10.00	11.47	13.40
Personal service	7.50	9.00	9.75	14.84	15.79

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, Minneapolis-St. Paul, MN-WI, May 2005

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$13.61	\$17.32	\$21.70	\$28.48	\$40.89
All excluding sales	13.61	17.32	21.70	28.48	40.89
White collar	14.48	17.92	23.34	33.18	43.49
White collar excluding sales	14.56	17.96	23.34	33.18	43.49
Professional specialty and technical	19.09	22.21	28.20	39.13	46.13
Professional specialty	20.16	24.54	30.47	40.39	47.08
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	19.88	22.86	26.36	28.26	28.26
Computer systems analysts and scientists	19.88	22.86	26.36	28.26	28.26
Natural scientists	—	—	—	—	—
Health related	23.34	26.23	34.62	38.04	44.08
Registered nurses	25.45	29.13	35.77	38.04	40.53
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.64	26.29	34.90	41.96	46.86
Elementary school teachers	23.49	28.43	36.03	41.97	45.80
Secondary school teachers	25.23	28.41	37.47	43.10	48.05
Librarians, archivists, and curators	23.30	25.28	32.30	41.74	48.52
Librarians	23.30	25.28	32.30	41.74	48.52
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	20.63	22.00	26.11	28.08	30.47
Social workers	20.36	22.81	26.48	28.08	30.47
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	16.56	18.86	21.13	21.70	25.04
Executive, administrative, and managerial	23.09	26.49	29.47	41.19	54.62
Executives, administrators, and managers	26.38	33.76	41.19	53.03	61.01
Administrators, education and related fields	33.56	35.34	50.02	54.62	62.89
Management related	23.00	25.57	27.45	29.47	29.47
Sales	—	—	—	—	—
Administrative support, including clerical	12.61	13.91	16.32	18.61	20.06
Secretaries	14.92	16.62	17.85	18.95	20.08
Typists	12.61	13.11	14.88	15.66	15.68
Library clerks	10.88	11.79	13.31	13.85	19.42
General office clerks	12.61	12.61	14.90	16.75	19.46
Teachers' aides	11.96	13.37	13.41	16.73	19.44
Blue collar	18.44	19.92	21.15	23.18	26.22
Precision production, craft, and repair	18.76	20.74	21.31	23.46	26.22
Transportation and material moving	14.13	17.70	20.11	22.13	22.13
Bus drivers	13.02	15.49	20.11	22.13	22.13
Handlers, equipment cleaners, helpers, and laborers	18.68	20.44	21.88	24.40	24.40
Service	11.72	13.61	17.97	23.32	27.05
Protective service	13.61	18.65	23.32	26.82	28.33
Firefighting	15.46	17.40	19.33	26.24	29.22
Police and detectives, public service	20.02	24.38	26.82	27.54	29.27
Sheriffs, bailiffs, and other law enforcement officers	13.73	18.65	24.55	25.66	25.89
Correctional institution officers	13.61	13.61	19.59	22.79	23.32
Food service	9.81	10.96	11.97	13.72	14.11
Other food service	9.81	10.96	11.97	13.72	14.11
Food preparation, n.e.c.	9.81	10.96	11.96	13.30	14.11
Health service	12.29	12.81	13.26	14.02	14.49
Nursing aides, orderlies and attendants	12.29	12.81	13.26	14.02	14.49

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, Minneapolis-St. Paul, MN-WI, May 2005 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$11.24	\$13.82	\$15.64	\$18.61	\$20.03
Janitors and cleaners	11.24	13.82	15.64	18.61	19.74
Personal service	11.72	12.67	14.85	16.24	17.24

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, Minneapolis-St. Paul, MN-WI, May 2005

Occupation ³	10	25	Median 50	75	90
All	\$12.00	\$15.09	\$19.94	\$27.28	\$38.08
All excluding sales	12.10	15.28	20.05	27.28	38.10
White collar	12.97	16.00	21.37	31.15	42.07
White collar excluding sales	13.05	16.37	21.91	31.36	42.28
Professional specialty and technical	17.75	22.31	28.83	37.66	45.86
Professional specialty	18.27	25.00	31.92	39.12	46.34
Engineers, architects, and surveyors	25.57	30.43	35.61	40.37	48.66
Engineers, n.e.c.	25.57	26.14	34.00	41.56	53.38
Mathematical and computer scientists	22.86	28.26	32.93	39.33	47.36
Computer systems analysts and scientists	22.86	28.26	32.93	38.62	46.07
Operations and systems researchers and analysts	17.77	21.25	45.86	52.91	53.49
Natural scientists	—	—	—	—	—
Health related	23.00	26.23	33.21	38.04	40.53
Registered nurses	23.25	27.05	35.10	37.96	39.03
Teachers, college and university	24.27	25.96	39.49	46.71	54.20
Teachers, except college and university	16.38	23.91	33.14	41.11	46.13
Elementary school teachers	22.66	26.59	35.15	41.30	45.63
Secondary school teachers	25.33	28.41	37.69	43.10	49.38
Librarians, archivists, and curators	24.19	25.28	33.37	41.74	48.52
Librarians	24.19	25.28	33.37	41.74	48.52
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	15.50	19.87	23.47	27.00	28.25
Social workers	16.71	21.10	23.65	27.00	28.55
Lawyers and judges	29.90	31.10	35.60	46.41	51.00
Lawyers	29.90	31.10	35.60	46.41	51.00
Writers, authors, entertainers, athletes, and professionals, n.e.c.	13.16	16.88	18.27	27.83	35.22
Designers	16.35	18.70	25.53	30.54	32.70
Technical	17.16	18.86	22.23	26.11	33.03
Licensed practical nurses	16.48	17.32	18.76	19.92	20.54
Electrical and electronic technicians	19.94	21.31	25.30	26.11	26.11
Engineering technicians, n.e.c.	18.45	20.69	23.00	26.89	30.26
Technical and related, n.e.c.	16.52	17.50	18.28	20.40	20.40
Executive, administrative, and managerial	18.15	21.10	27.62	41.19	54.79
Executives, administrators, and managers	19.42	27.62	41.19	50.48	64.99
Financial managers	23.57	44.74	60.11	76.31	84.13
Administrators, education and related fields	19.42	24.14	36.19	54.62	61.63
Managers and administrators, n.e.c.	21.92	36.78	41.31	49.52	123.80
Management related	16.63	19.22	23.91	28.39	31.14
Accountants and auditors	20.41	22.46	25.96	29.28	34.14
Personnel, training, and labor relations specialists	16.23	17.75	20.90	25.05	34.10
Management related, n.e.c.	13.58	16.63	21.10	28.93	31.25
Sales	9.70	12.32	17.31	27.87	36.66
Supervisors, sales	15.60	17.50	21.82	35.22	50.50
Administrative support, including clerical	12.00	13.20	15.72	18.68	21.91
Secretaries	13.98	15.39	17.50	19.03	20.65
Typists	13.11	13.91	15.60	18.17	24.75
Receptionists	11.00	12.52	16.04	16.75	16.82
Order clerks	12.00	13.00	16.50	21.91	26.11
Bookkeepers, accounting and auditing clerks	12.76	13.05	15.00	18.33	24.07
Stock and inventory clerks	14.80	14.80	17.23	18.27	21.32
Investigators and adjusters, except insurance	11.86	12.90	15.41	16.77	17.13
General office clerks	10.12	12.00	13.59	16.75	20.19
Administrative support, n.e.c.	12.65	13.83	15.72	18.77	24.00
Blue collar	11.52	15.00	19.22	25.05	27.83
Precision production, craft, and repair	15.50	19.08	23.39	27.25	31.17
Bus, truck, and stationary engine mechanics	17.23	17.32	18.05	20.74	22.90
Industrial machinery repairers	19.08	21.25	22.10	24.40	25.72
Carpenters	20.74	20.74	25.97	26.22	30.73
Supervisors, production	18.25	22.98	25.80	27.24	31.24
Tool and die makers	24.83	25.96	26.47	27.81	28.87

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, Minneapolis-St. Paul, MN-WI, May 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$9.95	\$11.25	\$15.84	\$18.89	\$26.75
Assemblers	9.90	11.70	16.06	24.38	27.09
Transportation and material moving	14.59	16.16	18.00	21.66	22.87
Truck drivers	16.21	17.00	18.00	19.75	26.15
Industrial truck and tractor equipment operators ..	12.75	15.50	16.94	18.49	20.51
Handlers, equipment cleaners, helpers, and laborers	10.98	12.80	15.43	19.87	24.40
Stock handlers and baggers	9.64	11.26	12.87	20.43	20.73
Laborers, except construction, n.e.c.	12.00	13.00	15.10	15.84	18.25
Service	8.86	11.16	14.05	16.99	23.42
Protective service	13.61	17.86	23.10	26.80	28.19
Police and detectives, public service	20.02	24.38	26.82	27.54	29.27
Sheriffs, bailiffs, and other law enforcement officers	16.07	18.83	24.91	25.66	26.80
Correctional institution officers	13.61	13.61	19.59	22.79	23.32
Food service	5.15	5.15	11.24	14.94	16.35
Waiters, waitresses, and bartenders	5.15	5.15	5.15	6.15	11.24
Other food service	9.00	10.52	13.83	15.28	16.41
Cooks	11.00	13.00	14.94	15.56	16.99
Health service	11.33	13.13	15.53	16.47	16.75
Nursing aides, orderlies and attendants	11.01	12.20	13.46	14.76	15.82
Cleaning and building service	9.50	10.75	11.83	15.64	18.44
Maids and housemen	9.06	9.65	10.61	11.81	13.20
Janitors and cleaners	10.00	11.27	13.39	15.81	19.74
Personal service	9.00	10.00	14.32	15.79	16.73

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, Minneapolis-St. Paul, MN-WI, May 2005

Occupation ³	10	25	Median 50	75	90
All	\$6.50	\$8.80	\$10.97	\$14.30	\$21.70
All excluding sales	6.15	9.00	11.25	14.80	22.09
White collar	7.85	10.00	13.37	21.70	28.81
White collar excluding sales	11.08	13.75	19.09	25.92	33.87
Professional specialty and technical	14.55	18.40	21.70	28.16	34.80
Professional specialty	10.00	19.09	25.92	32.23	35.48
Health related	21.84	25.86	28.20	34.80	36.20
Registered nurses	21.84	25.86	28.20	34.80	36.20
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	15.67	19.09	19.09	22.09	28.27
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	15.26	16.98	19.04	21.70	24.72
Licensed practical nurses	15.49	16.69	18.50	19.25	21.63
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	7.45	8.00	9.80	12.30	12.70
Cashiers	7.45	7.65	8.69	11.49	12.70
Administrative support, including clerical	10.40	12.00	13.37	14.53	17.80
Blue collar	8.00	9.00	11.10	13.32	14.80
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	10.97	11.30	12.95	14.30	15.30
Bus drivers	10.97	11.30	12.95	14.80	15.30
Handlers, equipment cleaners, helpers, and laborers	7.70	8.50	10.00	12.60	14.42
Stock handlers and baggers	6.75	8.40	11.62	12.70	14.42
Service	5.15	7.00	9.40	11.30	14.02
Protective service	—	—	—	—	—
Food service	5.15	6.15	7.45	10.23	12.20
Waiters, waitresses, and bartenders	5.15	5.15	6.15	6.15	6.15
Waiters and waitresses	5.15	5.15	5.15	6.15	6.15
Other food service	7.00	8.40	10.00	11.65	13.64
Kitchen workers, food preparation	7.00	7.75	10.10	12.60	14.42
Food preparation, n.e.c.	9.19	9.97	10.67	11.66	13.64
Health service	9.99	10.75	12.55	14.56	15.05
Nursing aides, orderlies and attendants	9.75	10.50	12.40	14.03	14.72
Cleaning and building service	9.00	9.01	9.40	9.40	10.40
Janitors and cleaners	9.00	9.40	9.40	9.40	10.10
Personal service	7.50	8.00	9.75	12.67	15.58

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.

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) 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 Minneapolis–St. Paul, MN–WI, Metropolitan Statistical Area includes Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright Counties, MN; and Pierce and St. Croix Counties, WI.

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 ad-

resses, 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 Bureau of Labor Statistics' (BLS) Regional Offices 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 versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were developed for jobs for which a 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 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The NCS 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 a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. The knowledge factor is tailored to 24 families of closely related occupations. A knowledge guide for each of the 24 families contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Collection period

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

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

Survey response

	<i>Establishments</i>
Total in sampling frame	5,475
Total in sample	432
Responding	250
Out of business or not in survey scope	39
Unable or refused to provide data	143

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, Minneapolis-St. Paul, MN-WI, May 2005**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	766,300	612,300	154,000
All excluding sales	715,400	561,700	153,700
White collar	447,800	337,600	110,200
White-collar excluding sales	396,800	286,900	109,900
Professional specialty and technical	184,100	121,900	62,200
Professional specialty	142,700	87,900	54,800
Technical	41,400	34,000	7,400
Executive, administrative, and managerial	65,600	53,200	12,400
Sales	50,900	50,600	–
Administrative support, including clerical	147,200	111,900	35,300
Blue collar	184,600	169,200	15,400
Precision production, craft, and repair	66,100	58,200	7,900
Machine operators, assemblers, and inspectors	42,100	42,100	–
Transportation and material moving	34,200	30,100	4,000
Handlers, equipment cleaners, helpers, and laborers	42,300	38,800	3,400
Service	134,000	105,600	28,400

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.