

News

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HIGHLIGHTS OF SPRINGFIELD, MA NATIONAL COMPENSATION SURVEY SEPTEMBER 2003

Workers in the Springfield metropolitan area averaged \$19.31 per hour during September 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Denis M. McSweeney reported that white-collar workers averaged \$25.85 per hour and accounted for 49 percent of the workers in the area. Blue-collar employees averaged \$15.51 per hour and represented 18 percent of the workforce, while the remaining 32 percent worked in service occupations and earned \$11.04 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 89 firms representing 127,900 workers in the Springfield metropolitan area, which is comprised of 29 cities and towns in Massachusetts. Seventy-three percent of those represented worked in private industry.

In the Springfield metropolitan area, average hourly wages were published for 23 detailed occupations. (See table 1.) Among white-collar workers, accountants and auditors averaged \$32.16 per hour; registered nurses, \$25.61; and secretaries, \$15.03. Blue-collar occupations included electricians earning \$20.70 per hour. In the service occupations, cooks averaged \$13.05 per hour; nursing aides, orderlies and attendants, \$11.67; and janitors and cleaners, \$10.29.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Springfield area averaged \$21.26 per hour, while part-timers earned \$11.19. Unionized workers in blue-collar (\$17.92) and service jobs (\$16.06) averaged more per hour than their nonunion counterparts who averaged \$14.12 and \$8.75, respectively. There was no significant difference in average hourly earnings for white collar workers by union status.

In addition, establishment size may impact occupational earnings. (See table 3.) Private industry workers at establishments employing 100-499 workers averaged \$15.01 per hour and those in establishments with 500 or more employees earned \$22.44. Among occupational groups in the 100-499

worker establishment size, average hourly wages for white collar (\$19.11) and service workers (\$8.69) were lower than their counterparts in the 500 or more workers establishment size, at \$27.77 and \$12.30, respectively. There was no significant difference in average hourly earnings for blue collar workers by establishment employment size.

In addition, geographic location may impact occupational earnings. The Boston-Worcester-Lawrence, MA-NH-ME-CT wage survey was also released in September 2003. Workers in Springfield (\$19.31) averaged a lower level of wages than workers in Boston-Worcester-Lawrence (\$23.46). Comparing wages among occupations in the two metropolitan areas, engineers, architects, and surveyors in Boston-Worcester-Lawrence (\$36.11) earned higher average hourly wages than their counterparts in Springfield (\$32.07). The same was true for secretaries (\$18.18, \$15.03), as well as janitors and cleaners (\$13.09, \$10.29). In the Springfield metropolitan area, union members (\$22.16) earned higher average hourly wages than their non-union counterparts (\$17.95). There was no significant difference in average hourly earnings among union and non-union workers in the Boston-Worcester-Lawrence metropolitan region.

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

Survey Availability

Complete survey results are contained in the Springfield, MA National Compensation Survey September 2003 (Bulletin 3120-72). While supplies last, single copies of the bulletin are available from the Boston Information Office by calling 617-565-2327. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Boston by dialing 617-565-9167 and requesting document 9850.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Boston Information Office at 617-565-2327 from 8:30 a.m. to 12:00 p.m. and 1:30 p.m. to 4:00 p.m. e.t.

Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.31	6.8	\$17.73	10.2	\$23.80	1.8
All excluding sales	19.60	7.0	18.04	10.5	23.80	1.8
White collar	25.85	6.9	24.30	10.8	29.60	1.8
White collar excluding sales	27.03	6.7	25.84	10.6	29.60	1.8
Professional specialty and technical	34.07	10.8	32.18	18.5	37.35	2.8
Professional specialty	35.95	11.4	33.98	20.7	38.89	1.6
Engineers, architects, and surveyors	32.07	2.8	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	39.65	23.6	40.69	24.6	29.41	1.8
Registered nurses	25.61	5.4	24.94	5.9	29.41	1.8
Teachers, college and university	51.40	8.1	55.45	22.3	—	—
Other post-secondary teachers	45.65	5.7	—	—	—	—
Teachers, except college and university	36.56	.2	—	—	37.74	.5
Elementary school teachers	38.40	.2	—	—	38.40	.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	23.52	13.2	24.79	14.2	—	—
Licensed practical nurses	17.48	2.9	17.21	2.7	—	—
Executive, administrative, and managerial	31.48	6.2	32.63	5.9	25.70	14.0
Executives, administrators, and managers	31.77	6.6	31.72	7.4	32.20	8.8
Administrators, education and related fields	30.77	11.1	—	—	—	—
Management related	31.01	16.3	34.34	14.6	—	—
Accountants and auditors	32.16	25.6	—	—	—	—
Management related, n.e.c.	34.55	7.1	34.55	7.1	—	—
Sales	12.35	9.8	12.35	9.8	—	—
Cashiers	8.76	1.1	8.76	1.1	—	—
Administrative support, including clerical	14.03	4.2	13.78	5.9	14.64	3.3
Secretaries	15.03	5.6	14.66	5.0	—	—
Stock and inventory clerks	15.31	4.1	—	—	—	—
General office clerks	13.93	3.1	12.38	6.4	14.97	1.3
Teachers' aides	11.74	3.7	—	—	11.74	3.7
Blue collar	15.51	4.4	15.09	4.2	18.31	11.6
Precision production, craft, and repair	20.62	3.6	21.28	3.1	19.19	11.3
Electricians	20.70	7.4	—	—	—	—
Machine operators, assemblers, and inspectors	13.14	2.9	13.14	2.9	—	—
Extruding and forming machine operators	16.11	.0	16.11	.0	—	—
Miscellaneous machine operators, n.e.c.	13.06	7.9	13.06	7.9	—	—
Transportation and material moving	14.02	9.2	13.13	3.7	—	—
Handlers, equipment cleaners, helpers, and laborers	13.31	5.1	13.17	5.8	—	—
Stock handlers and baggers	8.08	.8	8.08	.8	—	—
Service	11.04	9.3	8.76	4.7	16.15	10.5
Protective service	16.46	17.4	9.53	12.5	20.57	7.5
Police and detectives, public service	19.62	1.9	—	—	19.62	1.9
Guards and police, except public service	9.70	12.1	9.53	12.5	—	—
Food service	8.56	7.3	7.95	5.7	12.61	12.7
Waiters, waitresses, and bartenders	5.02	3.8	5.02	3.8	—	—
Waiters and waitresses	4.83	3.6	4.83	3.6	—	—
Other food service	9.71	3.2	9.09	2.8	12.61	12.7
Cooks	13.05	7.7	12.01	4.7	—	—
Food preparation, n.e.c.	9.08	5.6	—	—	10.38	5.4
Health service	11.76	3.9	10.98	4.9	12.93	1.1

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Springfield, MA, September 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants	\$11.67	3.9	\$10.74	4.2	\$12.95	1.2
Cleaning and building service	10.12	4.6	8.79	4.2	13.47	2.1
Janitors and cleaners	10.29	4.9	8.90	4.3	13.60	1.7
Personal service	8.38	5.9	8.41	6.3	—	—

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

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$21.26	\$11.19	\$22.16	\$17.95	\$19.33	—
All excluding sales	21.41	11.46	22.58	18.15	19.60	—
White collar	27.76	15.76	28.01	24.87	25.93	—
White-collar excluding sales	28.41	17.99	29.34	25.97	27.03	—
Professional specialty and technical	35.59	22.79	36.59	32.52	34.07	—
Professional specialty	37.35	24.29	37.89	34.54	35.95	—
Technical	24.79	17.72	18.15	24.60	23.52	—
Executive, administrative, and managerial	31.52	—	—	32.78	31.48	—
Sales	15.63	8.71	—	13.54	12.39	—
Administrative support, including clerical	14.26	13.08	14.56	13.83	14.03	—
Blue collar	15.83	9.43	17.92	14.12	15.51	—
Precision production, craft, and repair	20.62	—	21.38	18.58	20.62	—
Machine operators, assemblers, and inspectors	13.15	—	12.11	13.33	13.14	—
Transportation and material moving	14.89	—	—	12.93	14.02	—
Handlers, equipment cleaners, helpers, and laborers	15.61	9.09	11.00	14.86	13.31	—
Service	12.83	7.95	16.06	8.75	11.04	—
	Relative error ⁶ (percent)					
All occupations	7.2	9.4	3.1	10.9	6.8	—
All excluding sales	7.3	10.2	2.9	11.2	7.0	—
White collar	8.6	5.6	2.8	10.7	6.9	—
White-collar excluding sales	8.7	3.2	2.5	10.6	6.7	—
Professional specialty and technical	12.0	4.5	3.3	18.8	10.8	—
Professional specialty	12.6	4.0	2.2	21.1	11.4	—
Technical	14.2	13.0	4.9	14.2	13.2	—
Executive, administrative, and managerial	6.3	—	—	5.6	6.2	—
Sales	14.0	.1	—	12.5	10.8	—
Administrative support, including clerical	4.9	4.7	2.7	5.8	4.2	—
Blue collar	4.6	10.5	7.3	3.1	4.4	—
Precision production, craft, and repair	3.6	—	3.9	3.2	3.6	—
Machine operators, assemblers, and inspectors	2.9	—	6.3	4.6	2.9	—
Transportation and material moving	10.3	—	—	3.9	9.2	—
Handlers, equipment cleaners, helpers, and laborers	12.2	15.3	16.6	11.5	5.1	—
Service	9.4	6.0	11.5	4.6	9.3	—

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 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.

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

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$17.73	\$18.41	\$17.53	\$15.01	\$22.44
All excluding sales	18.04	18.60	17.87	15.40	22.35
White collar	24.30	–	22.83	19.11	27.77
White-collar excluding sales	25.84	–	24.35	21.23	27.73
Professional specialty and technical	32.18	41.58	28.40	24.02	31.92
Professional specialty	33.98	42.10	29.61	24.42	33.44
Technical	24.79	–	25.05	23.10	27.06
Executive, administrative, and managerial	32.63	–	32.63	33.10	32.18
Sales	12.35	–	12.06	10.69	–
Administrative support, including clerical	13.78	–	13.93	13.39	14.89
Blue collar	15.09	–	15.71	15.82	15.50
Precision production, craft, and repair	21.28	–	21.70	22.80	17.63
Machine operators, assemblers, and inspectors	13.14	–	13.67	12.61	15.38
Transportation and material moving	13.13	–	12.94	–	–
Handlers, equipment cleaners, helpers, and laborers	13.17	–	13.74	13.03	–
Service	8.76	7.82	9.22	8.69	12.30
Relative error ⁴ (percent)					
All occupations	10.2	34.6	6.2	8.8	4.7
All excluding sales	10.5	35.7	6.3	9.3	4.8
White collar	10.8	–	7.3	11.7	4.3
White-collar excluding sales	10.6	–	7.4	13.2	4.5
Professional specialty and technical	18.5	40.0	6.4	11.9	5.6
Professional specialty	20.7	39.8	5.9	11.0	7.8
Technical	14.2	–	14.4	19.7	10.7
Executive, administrative, and managerial	5.9	–	5.9	13.5	6.4
Sales	9.8	–	11.3	7.4	–
Administrative support, including clerical	5.9	–	8.4	10.1	7.2
Blue collar	4.2	–	6.4	11.5	3.8
Precision production, craft, and repair	3.1	–	2.8	.9	5.3
Machine operators, assemblers, and inspectors	2.9	–	6.8	9.2	4.3
Transportation and material moving	3.7	–	4.0	–	–
Handlers, equipment cleaners, helpers, and laborers	5.8	–	4.1	3.8	–
Service	4.7	7.4	4.6	4.0	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 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.

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