

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

Ready Facts Catalog for the York, PA National Compensation Survey:

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Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, York, PA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.00	\$10.50	\$14.47	\$20.16	\$29.49
All excluding sales	8.23	10.75	14.66	20.00	29.80
White collar	8.32	11.68	19.15	28.08	38.13
White collar excluding sales	10.00	13.14	20.16	29.21	40.87
Professional specialty and technical	14.00	17.36	23.90	31.25	38.59
Professional specialty	14.00	19.31	26.43	32.68	40.79
Engineers, architects, and surveyors	18.78	27.40	29.98	34.91	38.46
Industrial engineers	18.78	18.78	31.25	36.06	40.87
Mathematical and computer scientists	14.00	14.00	14.00	28.69	32.68
Computer systems analysts and scientists	14.00	14.00	14.00	28.69	32.68
Natural scientists	-	-	-	-	-
Health related	20.00	22.52	26.00	30.30	37.12
Teachers, college and university	16.96	19.96	32.52	44.66	48.55
Teachers, except college and university	17.39	24.46	30.75	41.36	44.37
Elementary school teachers	23.33	26.35	34.18	42.13	45.75
Secondary school teachers	19.59	24.04	30.45	40.35	43.74
Teachers, special education	18.58	25.07	26.82	33.91	41.36
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	7.00	11.67	14.12	17.59	20.43
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.19	15.46	17.73	21.00	26.44
Licensed practical nurses	13.84	15.46	16.72	17.96	18.56
Executive, administrative, and managerial	16.10	21.24	26.92	47.18	73.37
Executives, administrators, and managers	16.11	25.00	31.30	50.77	73.37
Managers and administrators, n.e.c.	12.79	25.79	41.38	50.77	73.37
Management related	16.10	20.00	23.08	27.00	35.00
Sales	6.76	7.64	11.10	28.08	28.08
Sales workers, other commodities	6.55	7.02	7.79	8.85	10.15
Cashiers	6.50	6.76	7.24	8.40	8.77
Administrative support, including clerical	8.04	9.77	11.25	13.67	16.73
Secretaries	11.80	12.33	15.22	17.40	19.15
Bookkeepers, accounting and auditing clerks	8.78	9.77	10.60	12.99	13.00
General office clerks	9.92	10.66	12.09	13.14	15.57
Blue collar	8.35	11.15	14.59	18.45	20.33
Precision production, craft, and repair	12.94	17.06	18.16	20.19	25.60
Industrial machinery repairers	14.46	17.06	17.68	19.06	19.21
Supervisors, production	13.00	19.16	22.39	25.89	28.23
Machine operators, assemblers, and inspectors	8.00	10.35	14.30	18.40	19.58
Grinding, abrading, buffing, and polishing machine operators	8.75	12.36	14.35	15.25	18.46
Fabricating machine operators, n.e.c.	10.86	11.81	13.07	17.45	19.58
Printing press operators	17.88	18.95	19.31	21.55	21.55
Mixing and blending machine operators	12.80	13.65	15.91	17.96	17.96
Miscellaneous machine operators, n.e.c.	7.89	10.84	14.06	17.59	18.58
Assemblers	8.28	10.13	16.67	18.70	18.87
Production inspectors, checkers and examiners ..	10.00	10.76	12.38	17.40	19.58
Transportation and material moving	6.50	10.00	13.75	16.56	17.86
Truck drivers	6.50	6.50	7.25	13.75	15.14
Industrial truck and tractor equipment operators ..	11.29	12.88	13.85	16.15	16.90
Miscellaneous material moving equipment operators, n.e.c.	12.12	14.90	17.86	17.86	18.72
Handlers, equipment cleaners, helpers, and laborers	8.46	10.50	11.40	12.50	17.62
Stock handlers and baggers	7.78	8.35	11.33	17.77	18.70
Machine feeders and offbearers	8.35	8.35	8.73	10.52	11.05
Freight, stock, and material handlers, n.e.c.	10.50	10.91	11.50	12.41	17.62
Hand packers and packagers	9.05	10.15	11.42	12.30	17.40
Service	6.50	7.75	9.50	11.25	13.92

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, York, PA, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service	\$7.30	\$8.00	\$10.00	\$16.16	\$21.89
Food service	2.83	3.50	8.40	10.75	11.20
Waiters, waitresses, and bartenders	2.83	2.83	2.83	3.25	3.50
Other food service	7.25	8.33	8.93	10.75	11.25
Health service	9.02	9.76	10.35	12.35	13.66
Nursing aides, orderlies and attendants	9.02	9.76	10.35	12.35	13.35
Cleaning and building service	7.50	7.75	8.70	11.00	13.81
Janitors and cleaners	7.50	7.75	8.35	11.00	13.89
Personal service	—	—	—	—	—

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, York, PA, September 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.80	\$10.26	\$14.00	\$19.58	\$28.08
All excluding sales	8.00	10.52	14.35	19.50	27.40
White collar	8.04	11.03	18.78	28.00	35.07
White collar excluding sales	9.91	13.00	19.50	27.89	38.13
Professional specialty and technical	12.82	16.23	22.52	28.69	34.14
Professional specialty	14.00	18.78	25.95	30.91	35.75
Engineers, architects, and surveyors	18.78	27.40	29.98	34.91	38.46
Industrial engineers	18.78	18.78	31.25	36.06	40.87
Mathematical and computer scientists	14.00	14.00	14.00	28.69	32.68
Computer systems analysts and scientists	14.00	14.00	14.00	28.69	32.68
Natural scientists	—	—	—	—	—
Health related	19.99	22.50	25.95	30.00	37.09
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.25	15.46	17.75	21.30	26.44
Licensed practical nurses	13.41	15.46	16.40	17.96	18.50
Executive, administrative, and managerial	15.39	20.82	26.71	50.77	73.37
Executives, administrators, and managers	15.39	25.00	33.38	50.77	73.37
Managers and administrators, n.e.c.	12.79	25.79	41.38	50.77	73.37
Management related	16.10	20.16	23.08	27.00	35.00
Sales	6.76	7.57	11.10	28.08	28.08
Sales workers, other commodities	6.55	7.02	7.79	8.85	10.15
Administrative support, including clerical	8.04	9.77	11.06	14.28	16.90
Secretaries	11.80	15.07	15.56	19.15	19.15
General office clerks	10.62	10.99	13.14	14.54	15.95
Blue collar	8.35	11.12	14.60	18.45	20.33
Precision production, craft, and repair	12.91	17.06	18.16	20.33	25.88
Industrial machinery repairers	14.46	17.06	17.68	19.06	19.75
Supervisors, production	13.00	19.16	22.39	25.89	28.23
Machine operators, assemblers, and inspectors	8.00	10.35	14.30	18.40	19.58
Grinding, abrading, buffing, and polishing machine operators	8.75	12.36	14.35	15.25	18.46
Fabricating machine operators, n.e.c.	10.86	11.81	13.07	17.45	19.58
Printing press operators	17.88	18.95	19.31	21.55	21.55
Mixing and blending machine operators	12.80	13.65	15.91	17.96	17.96
Miscellaneous machine operators, n.e.c.	7.89	10.84	14.06	17.59	18.58
Assemblers	8.28	10.13	16.67	18.70	18.87
Production inspectors, checkers and examiners ..	10.00	10.76	12.38	17.40	19.58
Transportation and material moving	6.50	7.25	13.75	16.56	17.86
Truck drivers	6.50	6.50	7.25	13.75	15.14
Industrial truck and tractor equipment operators ..	11.29	12.88	13.85	16.15	16.90
Handlers, equipment cleaners, helpers, and laborers	8.46	10.50	11.40	12.47	17.40
Stock handlers and baggers	7.78	8.35	11.33	17.77	18.70
Machine feeders and offbearers	8.35	8.35	8.73	10.52	11.05
Freight, stock, and material handlers, n.e.c.	10.50	10.91	11.50	12.41	17.62
Hand packers and packagers	9.05	10.15	11.42	12.30	17.40
Service	6.25	7.60	9.00	10.75	12.35
Protective service	—	—	—	—	—
Food service	2.83	3.50	8.40	10.75	11.20
Waiters, waitresses, and bartenders	2.83	2.83	2.83	3.25	3.50
Other food service	7.25	8.40	8.93	10.75	11.20
Health service	9.02	9.56	10.34	12.35	13.35
Nursing aides, orderlies and attendants	9.02	9.56	10.34	12.35	13.35

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, York, PA, September 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.24	\$7.75	\$7.85	\$10.50	\$11.23
Janitors and cleaners	7.50	7.75	7.85	9.50	13.00
Personal service	—	—	—	—	—

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, York, PA, September 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.00	\$12.48	\$18.09	\$29.68	\$41.03
All excluding sales	10.00	12.56	18.16	29.80	41.05
White collar	10.96	14.11	24.77	34.89	42.46
White collar excluding sales	11.34	14.47	24.87	35.16	42.52
Professional specialty and technical	16.75	20.29	27.73	39.09	43.74
Professional specialty	16.78	21.38	28.55	39.94	43.74
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	20.42	24.91	31.44	41.42	44.65
Elementary school teachers	23.33	26.35	34.18	42.13	45.75
Secondary school teachers	19.59	24.04	30.45	40.35	43.74
Teachers, special education	18.58	25.07	26.82	33.91	41.36
Librarians, archivists, and curators	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	25.16	25.24	29.21	37.93	40.83
Executives, administrators, and managers	25.24	25.24	29.89	37.93	40.83
Management related	-	-	-	-	-
Sales	-	-	-	-	-
Administrative support, including clerical	8.78	9.84	11.91	12.81	14.47
Blue collar	11.30	12.59	14.50	18.16	19.59
Precision production, craft, and repair	-	-	-	-	-
Transportation and material moving	9.60	11.87	13.39	17.14	21.41
Handlers, equipment cleaners, helpers, and laborers	-	-	-	-	-
Service	8.55	10.45	12.98	16.46	23.42
Protective service	14.72	15.66	18.42	23.42	32.26
Food service	6.99	8.01	10.20	12.20	12.56
Other food service	6.99	8.01	10.20	12.20	12.56
Health service	-	-	-	-	-
Cleaning and building service	8.54	9.73	12.06	13.45	14.78
Janitors and cleaners	8.42	9.47	11.53	12.62	14.18
Personal service	-	-	-	-	-

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, York, PA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$11.00	\$15.56	\$21.19	\$30.34
All excluding sales	8.53	11.00	15.35	20.19	30.34
White collar	9.77	13.00	21.10	28.69	38.95
White collar excluding sales	10.44	14.00	21.10	29.92	41.36
Professional specialty and technical	14.00	18.06	25.30	31.45	39.61
Professional specialty	14.00	20.19	27.04	32.68	40.87
Engineers, architects, and surveyors	18.78	27.40	29.98	34.91	38.46
Industrial engineers	18.78	18.78	31.25	36.06	40.87
Mathematical and computer scientists	14.00	14.00	14.00	28.69	32.68
Computer systems analysts and scientists	14.00	14.00	14.00	28.69	32.68
Natural scientists	—	—	—	—	—
Health related	20.00	22.52	26.00	30.30	37.12
Teachers, college and university	16.96	19.96	32.52	44.66	48.55
Teachers, except college and university	22.58	25.53	32.18	41.71	44.91
Elementary school teachers	23.33	26.35	34.18	42.13	45.75
Secondary school teachers	20.00	24.46	30.75	41.01	43.74
Teachers, special education	18.58	25.07	26.82	33.91	41.36
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	6.75	12.15	14.44	17.50	19.16
Social workers	12.05	12.82	15.15	17.59	19.59
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.05	16.15	17.97	21.65	28.37
Licensed practical nurses	14.00	15.48	16.72	17.96	18.26
Executive, administrative, and managerial	16.10	22.60	26.92	47.18	73.37
Executives, administrators, and managers	16.11	25.00	31.30	50.77	73.37
Managers and administrators, n.e.c.	12.79	25.79	41.38	50.77	73.37
Management related	16.10	19.00	23.08	27.00	35.00
Sales	8.04	9.88	21.25	28.08	30.88
Administrative support, including clerical	8.25	9.91	11.59	14.15	16.90
Secretaries	11.91	13.00	15.56	17.88	19.15
Bookkeepers, accounting and auditing clerks	8.78	9.77	10.60	12.99	13.00
General office clerks	9.79	10.66	12.09	13.14	15.57
Blue collar	8.64	11.23	14.66	18.50	20.33
Precision production, craft, and repair	12.94	17.06	18.16	20.19	25.60
Industrial machinery repairers	14.46	17.06	17.68	19.06	19.21
Supervisors, production	13.00	19.16	22.39	25.89	28.23
Machine operators, assemblers, and inspectors	8.10	10.40	14.35	18.40	19.58
Grinding, abrading, buffing, and polishing machine operators	8.75	12.36	14.35	15.25	18.46
Fabricating machine operators, n.e.c.	10.86	11.81	13.07	17.45	19.58
Printing press operators	17.88	18.95	19.31	21.55	21.55
Mixing and blending machine operators	12.80	13.65	15.91	17.96	17.96
Miscellaneous machine operators, n.e.c.	7.89	10.84	14.06	17.59	18.58
Assemblers	8.28	10.13	16.67	18.70	18.87
Production inspectors, checkers and examiners ..	10.00	10.76	12.38	17.40	19.58
Transportation and material moving	6.50	10.25	13.75	16.56	17.86
Truck drivers	6.50	6.50	7.25	13.75	15.14
Industrial truck and tractor equipment operators ..	11.29	12.88	13.85	16.15	16.90
Miscellaneous material moving equipment operators, n.e.c.	12.12	14.90	17.86	17.86	18.72
Handlers, equipment cleaners, helpers, and laborers	9.05	10.52	11.41	12.50	17.77
Stock handlers and baggers	10.12	10.87	17.77	18.70	18.70
Machine feeders and offbearers	8.35	8.35	8.73	10.52	11.05
Freight, stock, and material handlers, n.e.c.	10.50	10.91	11.50	12.41	17.62
Hand packers and packagers	9.05	10.15	11.42	12.30	17.40
Service	7.50	8.40	10.00	11.86	14.72
Protective service	7.50	8.00	10.58	16.18	23.42

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, York, PA, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service	\$2.83	\$8.25	\$8.93	\$10.75	\$11.20
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	8.00	8.50	9.50	10.75	11.25
Health service	9.02	9.66	10.34	12.15	13.00
Nursing aides, orderlies and attendants	9.02	9.60	10.34	11.98	12.43
Cleaning and building service	7.50	7.75	9.24	11.88	13.89
Janitors and cleaners	7.52	7.84	8.77	12.01	14.04
Personal service	—	—	—	—	—

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

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

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

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

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

Table 6-5. **Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, York, PA, September 2003**

Occupation ³	10	25	Median 50	75	90
All	\$6.24	\$6.76	\$7.60	\$9.69	\$13.97
All excluding sales	3.50	7.00	8.04	11.07	15.71
White collar	6.55	6.94	7.90	11.00	16.87
White collar excluding sales	7.80	9.24	11.65	16.39	20.00
Professional specialty and technical	9.24	10.52	12.79	18.27	20.00
Professional specialty	8.00	9.78	11.49	20.00	21.38
Engineers, architects, and surveyors	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.34	6.64	7.02	7.75	8.45
Administrative support, including clerical	7.50	7.52	9.14	11.39	11.80
Blue collar	7.00	7.24	7.78	8.16	9.60
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	—	—	—	—	—
Service	2.83	6.25	7.21	8.55	10.98
Protective service	—	—	—	—	—
Food service	2.83	2.83	5.50	7.38	10.09
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.00	6.30	7.50	9.04	12.20
Health service	—	—	—	—	—
Cleaning and building service	7.24	7.73	7.75	9.22	10.48
Janitors and cleaners	7.24	7.73	7.75	9.22	10.48
Personal service	—	—	—	—	—

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.