

# News

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**Bureau of Labor Statistics**

**Philadelphia, Pa. 19106**

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## **HIGHLIGHTS OF YORK-HANOVER, PA NATIONAL COMPENSATION SURVEY OCTOBER 2008**

Workers in the York-Hanover, Pa. metropolitan area earned an average of \$17.61 per hour in October 2008, according to new survey results from the National Compensation Survey (NCS) released by the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor. Sheila Watkins, the Bureau's regional commissioner, noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$30.16 for healthcare practitioner and technical occupations and \$13.97 for office and administrative support occupations. Another occupational group, transportation and material moving, had a mean hourly wage rate of \$13.56. The NCS data available for the York-Hanover area include earnings for 17 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupational group, earned \$29.21 per hour. Within the office and administrative support occupational group, bookkeeping, accounting, and auditing clerks averaged \$13.67 per hour, while tellers earned \$12.72. Truck drivers, heavy and tractor trailer, an occupation within the transportation and material moving group, registered an hourly rate of \$16.82, and laborers and freight, stock, and material movers, hand, earned \$13.69 per hour.

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$19.12 per hour while their part-time counterparts earned \$9.34. Union workers earned \$22.32 and non-union workers, \$16.84. Workers in establishments with 1-99 workers averaged \$14.49 per hour, those in establishments with 100-499 workers earned \$18.36, and those in establishments with 500 or more employees earned \$21.43.

The occupational wage data available from 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. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at [www.bls.gov/ncs/](http://www.bls.gov/ncs/)

The NCS data provided here covered 180 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 167,200 workers in the York-Hanover, Pa., Metropolitan Statistical Area (MSA) which consists of York County in Pennsylvania.

### **Survey Availability**

Complete survey results are contained in the York-Hanover, PA National Compensation Survey October 2008 which is available in both text and PDF formats at [www.bls.gov/ncs/ocs/compub.htm](http://www.bls.gov/ncs/ocs/compub.htm).

For personal assistance or further information on the National Compensation Survey, as well as other Bureau data, contact the Mid-Atlantic Information Office by calling (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 p.m. to 3:30 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, York-Hanover, PA, October 2008**

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All workers</b> .....	\$17.61	4.3	\$19.12	4.4	\$9.34	6.1
<b>Management occupations</b> .....	38.44	5.1	38.44	5.1	–	–
<b>Business and financial operations occupations</b> .....	27.26	10.0	27.26	10.0	–	–
<b>Computer and mathematical science occupations</b> .....	23.69	8.7	23.69	8.7	–	–
<b>Architecture and engineering occupations</b> .....	33.92	6.3	34.32	6.3	–	–
Engineers .....	36.48	4.4	37.21	3.4	–	–
<b>Community and social services occupations</b> .....	–	–	22.70	20.1	–	–
<b>Education, training, and library occupations</b> .....	33.98	6.2	34.69	3.9	–	–
Primary, secondary, and special education school teachers .....	41.09	3.2	41.09	3.2	–	–
Elementary and middle school teachers .....	40.63	2.5	40.63	2.5	–	–
<b>Healthcare practitioner and technical occupations</b> .....	30.16	4.5	30.91	4.0	24.98	12.9
Registered nurses .....	29.21	4.0	29.78	3.5	–	–
Therapists .....	28.56	2.9	–	–	–	–
Licensed practical and licensed vocational nurses .....	18.40	1.3	18.40	1.3	–	–
<b>Healthcare support occupations</b> .....	11.64	10.6	11.57	10.7	–	–
Nursing, psychiatric, and home health aides .....	10.77	4.2	10.65	3.6	–	–
Nursing aides, orderlies, and attendants .....	12.21	1.9	–	–	–	–
<b>Protective service occupations</b> .....	13.68	27.5	14.48	29.8	–	–
<b>Food preparation and serving related occupations</b> .....	6.41	1.5	7.91	9.9	5.68	2.3
Cooks .....	9.60	6.7	–	–	–	–
Food service, tipped .....	3.14	.1	–	–	3.17	.4
Waiters and waitresses .....	2.95	.1	–	–	2.94	.2
Fast food and counter workers .....	8.23	2.1	–	–	8.08	2.8
Combined food preparation and serving workers, including fast food .....	8.10	2.1	–	–	–	–
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.43	6.3	–	–	–	–
Building cleaning workers .....	9.87	5.4	9.92	4.6	–	–
Janitors and cleaners, except maids and housekeeping cleaners .....	10.24	6.8	–	–	–	–
<b>Sales and related occupations</b> .....	14.32	9.7	19.04	7.9	8.13	1.1
Retail sales workers .....	9.27	1.8	11.87	3.9	8.11	1.0
Retail salespersons .....	10.57	3.0	12.33	4.0	8.72	4.6
<b>Office and administrative support occupations</b> .....	13.97	3.2	14.53	3.7	9.56	6.2
Financial clerks .....	13.16	3.5	13.22	3.9	–	–
Bookkeeping, accounting, and auditing clerks .....	13.67	6.9	13.67	6.9	–	–
Tellers .....	12.72	2.2	–	–	–	–
Shipping, receiving, and traffic clerks .....	13.28	34.6	13.28	34.6	–	–
Secretaries and administrative assistants .....	16.56	8.0	16.74	8.7	–	–
Office clerks, general .....	14.50	5.1	14.57	5.2	–	–
<b>Construction and extraction occupations</b> .....	18.53	9.7	18.52	9.7	–	–
<b>Installation, maintenance, and repair occupations</b> .....	19.30	6.0	19.36	6.0	–	–
Industrial machinery installation, repair, and maintenance workers .....	18.15	4.4	18.15	4.4	–	–
<b>Production occupations</b> .....	15.90	5.5	15.93	5.6	–	–
First-line supervisors/managers of production and operating workers .....	23.56	11.1	23.56	11.1	–	–
Miscellaneous assemblers and fabricators .....	15.92	12.4	15.92	12.4	–	–
Miscellaneous food processing workers .....	15.07	3.2	15.07	3.2	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup>, York-Hanover, PA, October 2008**  
 — Continued

Occupation <sup>3</sup>	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Production occupations –Continued</b>						
Machine tool cutting setters, operators, and tenders, metal and plastic .....	\$15.10	5.9	\$15.10	5.9	–	–
Welding, soldering, and brazing workers .....	19.49	16.5	19.49	16.5	–	–
Welders, cutters, solderers, and brazers .....	19.93	15.6	19.93	15.6	–	–
Inspectors, testers, sorters, samplers, and weighers .....	19.42	12.0	–	–	–	–
Miscellaneous production workers .....	11.16	20.4	11.18	20.4	–	–
<b>Transportation and material moving occupations .....</b>	13.56	5.8	14.30	4.9	\$9.63	12.1
Driver/sales workers and truck drivers .....	15.63	3.6	15.63	3.6	–	–
Truck drivers, heavy and tractor-trailer .....	16.82	6.4	16.82	6.4	–	–
Industrial truck and tractor operators .....	15.02	2.8	14.78	2.3	–	–
Laborers and material movers, hand .....	12.81	7.7	13.72	5.4	–	–
Laborers and freight, stock, and material movers, hand .....	13.69	8.1	15.07	6.6	–	–
Packers and packagers, hand .....	11.47	10.3	12.07	11.2	–	–

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

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

<sup>3</sup> Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.