

Hartford–West Hartford–Willimantic, CT National Compensation Survey June 2007



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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 establishments and government agencies 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 NCSinfo@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.

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 Hartford–West Hartford–Willimantic, CT, Combined Statistical Area (CSA). Data were collected between December 2006 and January 2008; the average reference month is June 2007. 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 fire fighters, 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. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 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 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$23.24	3.7	34.3	\$21.91	4.2	34.5	\$31.52	5.2	33.1
Worker characteristics^{4,5}									
Management, professional, and related	34.60	2.5	36.2	33.89	2.6	36.8	36.96	6.6	34.4
Management, business, and financial	38.50	4.9	39.0	38.30	5.2	39.2	39.52	15.5	37.9
Professional and related	32.16	4.5	34.7	30.69	5.0	35.3	36.01	7.3	33.3
Service	12.81	6.2	27.2	11.06	6.4	26.5	21.68	5.4	30.8
Sales and office	17.80	3.4	35.1	17.49	3.7	35.6	21.62	6.9	30.0
Sales and related	18.08	9.3	32.7	18.13	9.6	32.6	—	—	—
Office and administrative support	17.67	2.5	36.3	17.16	2.6	37.3	22.46	6.8	29.2
Natural resources, construction, and maintenance	21.46	4.7	39.7	21.17	4.8	39.8	—	—	—
Construction and extraction	20.59	2.4	39.2	20.25	2.6	39.3	—	—	—
Installation, maintenance, and repair	22.65	10.4	40.5	22.45	10.7	40.5	—	—	—
Production, transportation, and material moving	16.27	4.1	36.5	16.05	3.9	36.5	—	—	—
Production	17.40	3.3	39.6	17.24	3.1	39.6	—	—	—
Transportation and material moving	14.74	7.7	33.0	14.41	7.9	32.9	—	—	—
Full time	25.14	3.4	39.2	23.81	3.9	39.5	32.68	5.9	37.5
Part time	12.96	7.8	20.4	12.41	7.7	21.0	19.41	14.0	15.0
Union	27.27	6.6	35.3	18.14	9.1	33.6	31.59	5.5	36.1
Nonunion	22.43	4.2	34.1	22.16	4.3	34.5	31.17	12.7	23.9
Time	23.14	3.9	34.1	21.74	4.5	34.3	31.52	5.2	33.1
Incentive	25.86	13.2	39.8	25.86	13.2	39.8	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	21.46	5.1	33.2	(⁶)	(⁶)	(⁶)
1-99 workers	20.89	6.0	32.5	20.67	6.2	32.8	25.49	11.8	27.3
100-499 workers	20.81	5.3	35.3	19.74	5.0	35.6	33.33	12.1	31.5
500 workers or more	30.81	2.7	36.3	29.89	1.6	37.1	32.27	6.7	35.2

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. See appendix A for more information.

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$23.24	3.7	\$25.14	3.4	\$12.96	7.8
Management occupations	46.23	7.0	47.18	6.9	—	—
Level 9	32.58	14.8	—	—	—	—
Level 11	51.31	8.9	51.31	8.9	—	—
Level 12	56.06	8.9	56.06	8.9	—	—
Not able to be leveled	55.91	12.5	56.01	12.5	—	—
Marketing and sales managers	41.36	11.0	41.36	11.0	—	—
Computer and information systems managers	50.37	12.2	50.37	12.2	—	—
Not able to be leveled	43.31	11.2	43.31	11.2	—	—
Financial managers	35.45	17.1	35.45	17.1	—	—
Education administrators	40.71	14.1	40.71	14.1	—	—
Education administrators, elementary and secondary school	53.44	10.0	53.44	10.0	—	—
Business and financial operations occupations	30.98	3.3	31.00	3.3	—	—
Level 7	23.84	4.3	23.80	4.5	—	—
Level 9	31.41	1.9	31.41	1.9	—	—
Not able to be leveled	34.79	4.8	34.79	4.8	—	—
Buyers and purchasing agents	30.31	7.5	30.31	7.5	—	—
Claims adjusters, appraisers, examiners, and investigators	31.65	4.7	31.65	4.7	—	—
Claims adjusters, examiners, and investigators	31.65	4.7	31.65	4.7	—	—
Human resources, training, and labor relations specialists	35.87	11.2	35.87	11.2	—	—
Accountants and auditors	27.80	5.4	27.83	5.5	—	—
Financial analysts and advisors	24.33	2.3	24.33	2.3	—	—
Computer and mathematical science occupations	33.23	7.1	33.38	7.8	—	—
Level 7	26.53	9.5	26.53	9.5	—	—
Level 9	32.67	4.9	32.08	3.8	—	—
Level 11	44.76	5.0	44.76	5.0	—	—
Not able to be leveled	38.32	14.6	38.38	14.7	—	—
Computer software engineers	40.99	6.6	40.99	6.6	—	—
Computer software engineers, applications	37.47	8.4	37.47	8.4	—	—
Computer systems analysts	33.46	8.3	34.12	9.0	—	—
Architecture and engineering occupations	33.88	9.0	33.88	9.0	—	—
Level 7	28.59	4.1	28.59	4.1	—	—
Level 10	31.83	.8	31.83	.8	—	—
Engineers	37.63	5.2	37.63	5.2	—	—
Level 9	34.16	5.4	34.16	5.4	—	—
Level 10	31.83	.8	31.83	.8	—	—
Industrial engineers, including health and safety	35.46	6.6	35.46	6.6	—	—
Industrial engineers	37.53	2.8	37.53	2.8	—	—
Life, physical, and social science occupations	31.66	19.4	33.44	20.1	—	—
Not able to be leveled	35.49	8.6	—	—	—	—
Community and social services occupations	27.16	16.6	27.15	17.3	—	—
Social workers	24.44	20.5	—	—	—	—
Education, training, and library occupations	34.12	11.7	35.96	11.1	17.91	15.3
Level 4	13.05	8.0	13.13	7.1	—	—
Level 6	17.04	13.6	—	—	—	—
Level 7	20.31	11.6	20.30	12.2	—	—
Level 9	44.48	2.4	44.61	2.3	—	—
Not able to be leveled	42.34	24.8	42.94	24.7	—	—
Postsecondary teachers	54.34	27.0	54.92	26.9	—	—
Miscellaneous postsecondary teachers	50.34	17.8	—	—	—	—
Primary, secondary, and special education school teachers	39.59	9.5	40.56	8.6	18.03	46.8
Level 7	19.51	14.6	—	—	—	—
Level 9	46.36	1.8	46.46	1.2	—	—
Preschool and kindergarten teachers	23.78	34.0	25.30	32.4	—	—
Elementary and middle school teachers	43.62	.3	44.94	.3	—	—
Level 9	45.41	2.9	45.76	2.2	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Elementary school teachers, except special education	\$43.25	1.1	\$44.92	1.5	—	—
Level 9	45.62	2.2	46.09	1.2	—	—
Middle school teachers, except special and vocational education	45.02	4.1	45.02	4.1	—	—
Secondary school teachers	45.47	3.1	45.47	3.1	—	—
Level 9	47.20	1.2	47.20	1.2	—	—
Secondary school teachers, except special and vocational education	45.47	3.1	45.47	3.1	—	—
Level 9	47.20	1.2	47.20	1.2	—	—
Librarians	27.89	6.8	—	—	—	—
Teacher assistants	13.10	6.9	13.39	6.6	\$12.06	13.1
Level 4	13.04	8.2	13.13	7.1	—	—
Arts, design, entertainment, sports, and media occupations	23.67	15.4	24.74	13.9	—	—
Healthcare practitioner and technical occupations	29.81	4.2	29.29	4.5	31.72	6.7
Level 5	20.69	11.1	20.23	14.3	—	—
Level 6	30.54	2.3	—	—	24.77	4.8
Level 7	28.05	6.3	27.54	2.9	29.06	16.6
Level 8	31.01	4.7	31.38	6.4	30.26	10.8
Level 9	32.59	4.1	—	—	36.91	10.1
Registered nurses	31.33	2.5	31.33	1.5	31.33	9.4
Level 7	29.47	10.5	—	—	28.91	18.3
Level 8	31.27	5.3	—	—	29.86	11.8
Level 9	31.54	1.6	—	—	33.19	4.1
Therapists	35.89	16.4	—	—	—	—
Licensed practical and licensed vocational nurses	23.31	4.0	—	—	25.09	3.5
Level 6	25.01	4.0	—	—	25.65	3.9
Healthcare support occupations	14.62	3.2	15.11	4.2	13.62	5.1
Level 3	13.49	5.3	13.57	4.4	—	—
Level 4	15.39	6.7	16.31	10.5	13.46	4.7
Nursing, psychiatric, and home health aides	14.08	3.6	14.58	4.5	13.35	6.2
Level 3	13.81	6.6	14.07	5.9	—	—
Level 4	14.25	2.4	—	—	13.46	4.7
Nursing aides, orderlies, and attendants	14.45	2.9	14.55	4.7	14.15	7.1
Level 3	14.57	6.7	14.07	5.9	—	—
Level 4	14.31	1.2	—	—	—	—
Miscellaneous healthcare support occupations	15.96	8.7	15.99	9.4	—	—
Level 4	17.59	14.1	17.59	14.1	—	—
Protective service occupations	22.77	6.2	23.92	5.7	10.88	6.9
Level 3	11.81	5.1	—	—	—	—
Security guards and gaming surveillance officers	12.05	6.9	—	—	—	—
Security guards	12.05	6.9	—	—	—	—
Food preparation and serving related occupations	8.99	6.6	12.00	6.9	7.93	3.8
Level 1	8.07	4.1	9.26	4.3	—	—
Level 2	7.63	5.8	—	—	7.60	6.4
Level 3	10.74	8.7	10.29	7.9	—	—
First-line supervisors/managers, food preparation and serving workers	14.78	14.7	15.05	16.0	—	—
First-line supervisors/managers of food preparation and serving workers	14.64	15.2	—	—	—	—
Cooks	13.79	6.5	14.11	5.7	—	—
Food preparation workers	10.44	3.2	—	—	—	—
Food service, tipped	5.77	4.5	—	—	5.66	5.2
Waiters and waitresses	5.61	4.0	—	—	5.59	4.2
Fast food and counter workers	8.80	3.2	—	—	8.62	4.9
Level 1	8.77	3.8	—	—	8.75	5.3
Combined food preparation and serving workers, including fast food	8.48	.7	—	—	8.21	2.6
Level 1	8.39	1.4	—	—	8.08	2.2

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations	\$12.81	6.7	\$13.74	11.7	\$10.44	4.8
Level 1	11.50	6.6	12.45	9.8	10.61	8.9
Building cleaning workers	12.18	4.5	12.93	9.4	10.45	5.2
Level 1	11.69	9.5	13.00	12.1	10.65	9.9
Janitors and cleaners, except maids and housekeeping cleaners	12.19	4.9	13.16	11.0	9.97	2.8
Level 1	11.58	10.9	13.91	14.4	—	—
Personal care and service occupations	12.29	5.6	12.80	9.3	11.60	4.8
Level 1	8.17	2.1	—	—	—	—
Level 4	12.28	7.9	—	—	—	—
Sales and related occupations	18.08	9.3	20.82	9.2	9.36	1.8
Level 1	8.18	2.2	—	—	8.08	1.2
Level 2	11.85	11.0	—	—	—	—
Level 4	15.04	7.3	16.22	10.4	—	—
Level 7	29.64	10.8	29.64	10.8	—	—
Not able to be leveled	15.32	18.8	15.83	17.8	—	—
First-line supervisors/managers, sales workers	17.74	12.2	19.66	16.6	—	—
Retail sales workers	14.17	5.2	16.89	4.9	9.18	1.1
Level 1	8.18	2.2	—	—	8.08	1.2
Level 2	11.85	11.0	—	—	—	—
Not able to be leveled	14.86	27.3	15.75	25.8	—	—
Cashiers, all workers	9.93	3.9	12.02	4.6	8.35	2.0
Level 1	8.13	1.3	—	—	8.02	.5
Cashiers	9.93	3.9	12.02	4.6	8.35	2.0
Level 1	8.13	1.3	—	—	8.02	.5
Retail salespersons	17.35	9.7	18.82	6.2	11.19	12.5
Miscellaneous sales and related workers	18.61	21.8	19.45	20.5	—	—
Office and administrative support occupations	17.67	2.5	18.29	3.1	11.21	6.3
Level 2	12.12	5.0	13.31	3.7	10.00	8.7
Level 3	13.62	2.8	14.11	2.3	11.11	5.7
Level 4	16.02	2.8	16.16	2.9	13.78	4.6
Level 5	17.61	3.8	17.66	3.9	—	—
Level 6	23.13	7.0	23.13	7.0	—	—
Level 7	24.26	8.5	24.26	8.5	—	—
Not able to be leveled	20.66	9.6	20.66	9.6	—	—
First-line supervisors/managers of office and administrative support workers	24.74	7.7	24.74	7.7	—	—
Financial clerks	15.77	5.3	16.42	4.5	12.24	6.9
Level 3	—	—	14.14	2.1	—	—
Level 4	16.13	2.9	16.38	3.7	—	—
Level 5	16.92	7.1	—	—	—	—
Billing and posting clerks and machine operators	16.63	9.5	17.57	9.2	—	—
Level 4	15.72	5.0	—	—	—	—
Bookkeeping, accounting, and auditing clerks	16.80	3.7	16.83	3.7	—	—
Customer service representatives	16.86	4.0	16.86	4.0	—	—
Level 4	14.24	4.5	14.24	4.5	—	—
Level 5	15.68	6.8	15.68	6.8	—	—
Shipping, receiving, and traffic clerks	15.45	9.4	15.45	9.4	—	—
Stock clerks and order fillers	10.69	13.6	13.33	3.9	—	—
Secretaries and administrative assistants	21.49	6.3	21.49	6.3	—	—
Level 4	16.69	7.3	16.69	7.3	—	—
Level 5	17.60	4.5	17.60	4.5	—	—
Executive secretaries and administrative assistants	28.99	9.6	28.99	9.6	—	—
Medical secretaries	15.03	3.3	15.03	3.3	—	—
Secretaries, except legal, medical, and executive	18.30	5.9	18.30	5.9	—	—
Insurance claims and policy processing clerks	17.77	4.1	17.77	4.1	—	—
Office clerks, general	19.51	11.0	19.90	10.8	—	—
Level 4	18.23	8.2	18.23	8.2	—	—
Construction and extraction occupations	20.59	2.4	20.61	2.4	—	—
Level 7	27.54	4.5	27.54	4.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$22.65	10.4	\$22.65	10.4	—	—
Level 5	20.96	13.5	20.96	13.5	—	—
Level 7	26.27	8.2	26.27	8.2	—	—
Industrial machinery installation, repair, and maintenance workers	21.35	16.2	21.35	16.2	—	—
Production occupations	17.40	3.3	17.35	3.8	—	—
Level 1	10.86	9.3	10.86	9.3	—	—
Level 3	15.04	3.9	15.21	2.6	—	—
Level 4	15.37	7.5	15.37	7.5	—	—
Level 5	18.56	12.2	18.56	12.2	—	—
Level 7	24.30	7.8	24.40	9.1	—	—
Level 8	31.46	5.8	31.46	5.8	—	—
Not able to be leveled	22.30	18.6	22.30	18.6	—	—
First-line supervisors/managers of production and operating workers	27.58	8.2	27.58	8.2	—	—
Miscellaneous assemblers and fabricators	14.61	7.7	14.61	7.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	18.50	3.3	18.50	3.3	—	—
Inspectors, testers, sorters, samplers, and weighers	19.68	10.5	19.68	10.5	—	—
Transportation and material moving occupations	14.74	7.7	16.25	7.2	\$10.48	9.3
Level 1	10.14	6.1	10.54	8.2	8.54	7.4
Level 2	—	—	14.50	9.2	—	—
Level 3	14.30	4.9	16.00	7.2	—	—
Level 4	17.15	5.4	17.15	5.4	—	—
Level 5	27.10	5.8	—	—	—	—
Not able to be leveled	13.40	20.4	13.30	20.6	—	—
Driver/sales workers and truck drivers	14.57	20.5	20.14	7.5	—	—
Level 4	18.98	7.6	18.98	7.6	—	—
Truck drivers, heavy and tractor-trailer	20.64	11.8	20.64	11.8	—	—
Industrial truck and tractor operators	15.33	8.7	15.33	8.7	—	—
Laborers and material movers, hand	12.74	9.8	13.07	11.0	10.18	7.5
Level 1	10.36	6.3	10.54	8.2	9.25	4.3
Level 2	13.95	9.6	—	—	11.78	12.3
Laborers and freight, stock, and material movers, hand	13.18	10.4	13.61	12.8	10.87	10.8
Level 2	14.53	13.4	—	—	11.78	12.3
Packers and packagers, hand	10.96	2.5	11.18	3.3	—	—
Level 1	10.13	5.5	—	—	—	—

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

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 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.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

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.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.91	4.2	\$23.81	3.9	\$12.41	7.7
Management occupations	45.31	7.6	46.29	7.5	—	—
Level 9	32.58	14.8	—	—	—	—
Level 12	56.06	8.9	56.06	8.9	—	—
Not able to be leveled	55.65	14.8	55.65	14.8	—	—
Marketing and sales managers	41.36	11.0	41.36	11.0	—	—
Computer and information systems managers	51.28	12.1	51.28	12.1	—	—
Financial managers	35.45	17.1	35.45	17.1	—	—
Education administrators	33.04	16.9	33.04	16.9	—	—
Education administrators, elementary and secondary school	46.06	5.5	46.06	5.5	—	—
Business and financial operations occupations	30.03	4.7	30.05	4.7	—	—
Level 7	22.91	3.5	22.82	3.7	—	—
Level 9	30.45	2.6	30.45	2.6	—	—
Not able to be leveled	32.21	11.1	32.21	11.1	—	—
Buyers and purchasing agents	30.31	7.5	30.31	7.5	—	—
Claims adjusters, appraisers, examiners, and investigators	31.65	4.7	31.65	4.7	—	—
Claims adjusters, examiners, and investigators	31.65	4.7	31.65	4.7	—	—
Accountants and auditors	26.29	4.2	26.29	4.2	—	—
Financial analysts and advisors	24.33	2.3	24.33	2.3	—	—
Computer and mathematical science occupations	33.31	8.3	33.49	9.1	—	—
Level 9	32.53	5.2	31.89	3.9	—	—
Level 11	44.76	5.0	44.76	5.0	—	—
Not able to be leveled	37.17	17.3	—	—	—	—
Computer systems analysts	32.26	8.6	—	—	—	—
Architecture and engineering occupations	33.88	9.0	33.88	9.0	—	—
Level 7	28.59	4.1	28.59	4.1	—	—
Level 10	31.83	.8	31.83	.8	—	—
Engineers	37.63	5.2	37.63	5.2	—	—
Level 9	34.16	5.4	34.16	5.4	—	—
Level 10	31.83	.8	31.83	.8	—	—
Industrial engineers, including health and safety	35.46	6.6	35.46	6.6	—	—
Industrial engineers	37.53	2.8	37.53	2.8	—	—
Life, physical, and social science occupations	33.76	18.5	33.44	20.1	—	—
Not able to be leveled	37.41	1.2	—	—	—	—
Community and social services occupations	19.51	13.8	18.92	11.3	—	—
Social workers	24.44	20.5	—	—	—	—
Education, training, and library occupations	22.27	25.7	23.71	25.6	15.10	30.9
Level 7	20.49	12.3	20.30	12.2	—	—
Postsecondary teachers	40.26	1.9	—	—	—	—
Primary, secondary, and special education school teachers	20.72	20.3	21.80	18.6	—	—
Teacher assistants	11.17	2.1	—	—	—	—
Arts, design, entertainment, sports, and media occupations	23.66	15.4	24.74	13.9	—	—
Healthcare practitioner and technical occupations	30.06	4.6	29.42	4.7	32.71	8.0
Level 6	30.54	2.3	—	—	24.77	4.8
Level 7	26.73	5.6	27.53	3.6	25.06	16.9
Level 8	32.09	3.8	31.38	6.4	34.09	4.6
Level 9	32.09	3.1	—	—	36.91	10.1
Registered nurses	31.36	2.7	31.58	1.9	30.70	9.9
Level 7	27.00	13.9	—	—	—	—
Level 8	32.51	4.4	—	—	33.67	6.3
Level 9	31.56	1.7	—	—	33.19	4.1
Therapists	32.78	14.5	—	—	—	—
Licensed practical and licensed vocational nurses	23.02	4.8	—	—	25.65	3.9
Level 6	25.01	4.0	—	—	25.65	3.9

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations	\$14.35	3.5	\$14.89	4.3	\$13.20	3.9
Level 3	13.14	4.2	13.57	4.4	—	—
Level 4	15.12	6.2	15.96	10.6	13.46	4.7
Nursing, psychiatric, and home health aides	13.90	3.7	14.58	4.5	12.85	5.1
Level 3	13.39	5.4	14.07	5.9	—	—
Level 4	14.25	2.4	—	—	13.46	4.7
Nursing aides, orderlies, and attendants	14.24	3.0	14.55	4.7	13.19	2.0
Level 3	14.08	5.5	14.07	5.9	—	—
Level 4	14.31	1.2	—	—	—	—
Miscellaneous healthcare support occupations	15.50	9.6	15.46	10.2	—	—
Protective service occupations	11.57	6.8	—	—	—	—
Security guards and gaming surveillance officers	12.05	6.9	—	—	—	—
Security guards	12.05	6.9	—	—	—	—
Food preparation and serving related occupations	8.97	6.6	11.97	7.1	7.92	3.7
Level 1	8.06	4.0	9.26	4.3	—	—
Level 2	7.63	5.8	—	—	7.60	6.4
Level 3	10.74	8.7	10.29	7.9	—	—
First-line supervisors/managers, food preparation and serving workers	14.78	14.7	15.05	16.0	—	—
First-line supervisors/managers of food preparation and serving workers	14.64	15.2	—	—	—	—
Cooks	13.83	6.9	—	—	—	—
Food preparation workers	10.44	3.2	—	—	—	—
Food service, tipped	5.71	3.6	—	—	5.59	4.2
Waiters and waitresses	5.61	4.0	—	—	5.59	4.2
Fast food and counter workers	8.80	3.2	—	—	8.62	4.9
Level 1	8.77	3.8	—	—	8.75	5.3
Combined food preparation and serving workers, including fast food	8.48	.7	—	—	8.21	2.6
Level 1	8.39	1.4	—	—	8.08	2.2
Building and grounds cleaning and maintenance occupations	11.16	4.5	11.56	9.0	10.40	5.1
Level 1	10.65	6.2	10.75	10.2	—	—
Building cleaning workers	10.95	3.9	11.27	8.1	10.41	5.5
Level 1	10.74	8.4	10.94	13.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.75	4.0	—	—	—	—
Personal care and service occupations	12.26	5.9	12.66	9.5	11.66	5.4
Level 1	8.17	2.1	—	—	—	—
Sales and related occupations	18.13	9.6	21.02	9.6	9.36	1.8
Level 1	8.18	2.2	—	—	8.08	1.2
Level 2	10.90	12.3	—	—	—	—
Level 4	14.93	7.8	16.22	11.9	—	—
Level 7	29.64	10.8	29.64	10.8	—	—
Not able to be leveled	15.32	18.8	15.83	17.8	—	—
First-line supervisors/managers, sales workers	17.74	12.2	19.66	16.6	—	—
Retail sales workers	14.03	6.2	16.92	5.3	9.18	1.1
Level 1	8.18	2.2	—	—	8.08	1.2
Level 2	10.90	12.3	—	—	—	—
Not able to be leveled	14.86	27.3	15.75	25.8	—	—
Cashiers, all workers	9.61	.3	—	—	8.35	2.0
Level 1	8.13	1.3	—	—	8.02	.5
Cashiers	9.61	.3	—	—	8.35	2.0
Level 1	8.13	1.3	—	—	8.02	.5
Retail salespersons	17.43	10.2	19.05	5.9	11.19	12.5
Miscellaneous sales and related workers	18.61	21.8	19.45	20.5	—	—
Office and administrative support occupations	17.16	2.6	17.72	3.2	11.21	7.1
Level 2	11.82	4.9	12.97	3.3	9.95	8.9
Level 3	13.56	2.8	13.92	2.6	—	—
Level 4	15.56	2.3	15.68	2.5	13.78	4.6

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
–Continued						
Level 5	\$17.43	3.9	\$17.49	4.0	–	–
Level 6	22.89	7.4	22.89	7.4	–	–
Level 7	23.65	8.4	23.65	8.4	–	–
Not able to be leveled	19.34	7.3	19.34	7.3	–	–
First-line supervisors/managers of office and administrative support workers	23.29	6.3	23.29	6.3	–	–
Financial clerks	15.60	5.5	16.26	4.8	\$12.24	6.9
Level 4	15.88	2.9	16.11	3.7	–	–
Billing and posting clerks and machine operators	16.69	10.1	17.73	9.7	–	–
Level 4	15.72	5.0	–	–	–	–
Bookkeeping, accounting, and auditing clerks	16.66	3.5	16.69	3.5	–	–
Customer service representatives	16.86	4.0	16.86	4.0	–	–
Level 4	14.24	4.5	14.24	4.5	–	–
Level 5	15.68	6.8	15.68	6.8	–	–
Shipping, receiving, and traffic clerks	15.45	9.4	15.45	9.4	–	–
Stock clerks and order fillers	10.69	13.6	13.33	3.9	–	–
Secretaries and administrative assistants	18.94	9.2	18.94	9.2	–	–
Level 4	14.70	3.3	14.70	3.3	–	–
Level 5	17.60	4.5	17.60	4.5	–	–
Executive secretaries and administrative assistants	24.58	11.3	24.58	11.3	–	–
Medical secretaries	15.03	3.3	15.03	3.3	–	–
Secretaries, except legal, medical, and executive	16.98	7.9	16.98	7.9	–	–
Insurance claims and policy processing clerks	17.77	4.1	17.77	4.1	–	–
Office clerks, general	19.56	11.6	19.89	11.4	–	–
Construction and extraction occupations	20.25	2.6	20.27	2.6	–	–
Level 7	26.19	2.4	26.19	2.4	–	–
Installation, maintenance, and repair occupations	22.45	10.7	22.45	10.7	–	–
Level 5	20.21	14.6	20.21	14.6	–	–
Level 7	26.27	8.2	26.27	8.2	–	–
Industrial machinery installation, repair, and maintenance workers	21.35	16.2	21.35	16.2	–	–
Production occupations	17.24	3.1	17.19	3.6	–	–
Level 1	10.86	9.3	10.86	9.3	–	–
Level 3	15.04	3.9	15.21	2.6	–	–
Level 4	15.37	7.5	15.37	7.5	–	–
Level 5	18.56	12.2	18.56	12.2	–	–
Level 7	23.09	.3	22.91	.2	–	–
Level 8	31.46	5.8	31.46	5.8	–	–
Not able to be leveled	22.30	18.6	22.30	18.6	–	–
Miscellaneous assemblers and fabricators	14.61	7.7	14.61	7.7	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic	18.50	3.3	18.50	3.3	–	–
Inspectors, testers, sorters, samplers, and weighers	19.68	10.5	19.68	10.5	–	–
Transportation and material moving occupations	14.41	7.9	15.85	7.4	10.48	9.3

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Level 1	\$10.14	6.1	\$10.54	8.2	\$8.54	7.4
Level 2	—	—	14.50	9.2	—	—
Level 3	14.30	4.9	16.00	7.2	—	—
Level 4	17.15	5.4	17.15	5.4	—	—
Not able to be leveled	13.40	20.4	13.30	20.6	—	—
Driver/sales workers and truck drivers	13.56	20.0	18.99	5.8	—	—
Level 4	18.98	7.6	18.98	7.6	—	—
Industrial truck and tractor operators	15.33	8.7	15.33	8.7	—	—
Laborers and material movers, hand	12.74	9.8	13.07	11.0	10.18	7.5
Level 1	10.36	6.3	10.54	8.2	9.25	4.3
Level 2	13.95	9.6	—	—	11.78	12.3
Laborers and freight, stock, and material movers, hand	13.18	10.4	13.61	12.8	10.87	10.8
Level 2	14.53	13.4	—	—	11.78	12.3
Packers and packagers, hand	10.96	2.5	11.18	3.3	—	—
Level 1	10.13	5.5	—	—	—	—

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

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 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.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

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.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Hartford-West Hartford-Willimantic, CT CSA, June 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$31.52	5.2	\$32.68	5.9	\$19.41	14.0
Management occupations	56.58	9.3	57.02	9.2	—	—
Not able to be leveled	57.32	9.7	—	—	—	—
Business and financial operations occupations	33.96	3.7	33.96	3.7	—	—
Level 9	33.49	1.8	33.49	1.8	—	—
Education, training, and library occupations	39.33	8.7	40.80	8.6	20.73	4.0
Level 4	14.83	2.0	14.54	4.0	—	—
Level 9	44.85	2.5	45.00	2.4	—	—
Not able to be leveled	42.34	24.8	42.94	24.7	—	—
Primary, secondary, and special education school teachers	45.14	.9	45.81	1.1	—	—
Level 9	46.39	1.8	46.49	1.1	—	—
Elementary and middle school teachers	43.62	.3	44.94	.3	—	—
Level 9	45.41	2.9	45.76	2.2	—	—
Elementary school teachers, except special education	43.25	1.1	44.92	1.5	—	—
Level 9	45.62	2.2	46.09	1.2	—	—
Middle school teachers, except special and vocational education	45.02	4.1	45.02	4.1	—	—
Secondary school teachers	46.75	1.6	46.75	1.6	—	—
Level 9	47.20	1.2	47.20	1.2	—	—
Secondary school teachers, except special and vocational education	46.75	1.6	46.75	1.6	—	—
Level 9	47.20	1.2	47.20	1.2	—	—
Teacher assistants	14.84	1.9	14.57	4.1	—	—
Level 4	14.90	2.1	14.54	4.0	—	—
Healthcare practitioner and technical occupations	28.00	9.6	—	—	—	—
Protective service occupations	24.76	5.0	25.04	4.7	—	—
Building and grounds cleaning and maintenance occupations	18.38	10.4	18.83	10.7	—	—
Building cleaning workers	16.50	1.8	16.90	2.7	—	—
Janitors and cleaners, except maids and housekeeping cleaners	16.50	1.8	16.90	2.7	—	—
Office and administrative support occupations	22.46	6.8	23.84	5.6	—	—
Level 3	14.04	10.7	—	—	—	—
Secretaries and administrative assistants	27.98	5.9	27.98	5.9	—	—

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. See appendix A for more information.

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 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.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$23.24	3.7	\$25.14	3.4	\$12.96	7.8
Management occupations	46.23	7.0	47.18	6.9	—	—
Group II	22.03	3.9	—	—	—	—
Group III	43.45	6.5	—	—	—	—
Marketing and sales managers	41.36	11.0	41.36	11.0	—	—
Computer and information systems managers	50.37	12.2	50.37	12.2	—	—
Financial managers	35.45	17.1	35.45	17.1	—	—
Education administrators	40.71	14.1	40.71	14.1	—	—
Group III	41.76	16.6	—	—	—	—
Education administrators, elementary and secondary school	53.44	10.0	53.44	10.0	—	—
Group III	53.09	13.2	53.09	13.2	—	—
Business and financial operations occupations	30.98	3.3	31.00	3.3	—	—
Group II	23.87	3.4	—	—	—	—
Group III	34.16	3.9	—	—	—	—
Buyers and purchasing agents	30.31	7.5	30.31	7.5	—	—
Group III	34.55	8.3	—	—	—	—
Claims adjusters, appraisers, examiners, and investigators	31.65	4.7	31.65	4.7	—	—
Group II	22.09	4.8	—	—	—	—
Claims adjusters, examiners, and investigators	31.65	4.7	31.65	4.7	—	—
Group II	22.09	4.8	22.09	4.8	—	—
Human resources, training, and labor relations specialists	35.87	11.2	35.87	11.2	—	—
Accountants and auditors	27.80	5.4	27.83	5.5	—	—
Group II	24.64	1.9	24.60	2.0	—	—
Financial analysts and advisors	24.33	2.3	24.33	2.3	—	—
Computer and mathematical science occupations	33.23	7.1	33.38	7.8	—	—
Group II	26.82	4.4	—	—	—	—
Group III	38.44	9.2	—	—	—	—
Computer software engineers	40.99	6.6	40.99	6.6	—	—
Computer software engineers, applications	37.47	8.4	37.47	8.4	—	—
Computer systems analysts	33.46	8.3	34.12	9.0	—	—
Group III	37.58	9.4	37.58	9.4	—	—
Architecture and engineering occupations	33.88	9.0	33.88	9.0	—	—
Group II	28.68	2.6	—	—	—	—
Engineers	37.63	5.2	37.63	5.2	—	—
Industrial engineers, including health and safety	35.46	6.6	35.46	6.6	—	—
Group III	36.81	1.7	—	—	—	—
Industrial engineers	37.53	2.8	37.53	2.8	—	—
Group III	36.81	1.7	36.81	1.7	—	—
Life, physical, and social science occupations	31.66	19.4	33.44	20.1	—	—
Community and social services occupations	27.16	16.6	27.15	17.3	—	—
Group II	25.98	6.8	—	—	—	—
Social workers	24.44	20.5	—	—	—	—
Education, training, and library occupations	34.12	11.7	35.96	11.1	17.91	15.3
Group I	12.87	7.3	—	—	—	—
Group II	21.54	11.7	—	—	—	—
Group III	45.05	2.1	—	—	—	—
Postsecondary teachers	54.34	27.0	54.92	26.9	—	—
Group III	44.24	6.3	—	—	—	—
Miscellaneous postsecondary teachers	50.34	17.8	—	—	—	—
Primary, secondary, and special education school teachers	39.59	9.5	40.56	8.6	18.03	46.8
Group II	20.73	20.5	—	—	—	—
Group III	46.52	1.5	—	—	—	—
Preschool and kindergarten teachers	23.78	34.0	25.30	32.4	—	—
Elementary and middle school teachers	43.62	.3	44.94	.3	—	—
Group III	45.41	2.9	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Elementary school teachers, except special education	\$43.25	1.1	\$44.92	1.5	—	—
Group III	45.62	2.2	46.09	1.2	—	—
Middle school teachers, except special and vocational education	45.02	4.1	45.02	4.1	—	—
Secondary school teachers	45.47	3.1	45.47	3.1	—	—
Group III	47.61	.4	—	—	—	—
Secondary school teachers, except special and vocational education	45.47	3.1	45.47	3.1	—	—
Group III	47.61	.4	47.61	.4	—	—
Librarians	27.89	6.8	—	—	—	—
Teacher assistants	13.10	6.9	13.39	6.6	\$12.06	13.1
Group I	12.86	7.4	13.13	7.1	12.06	13.1
Arts, design, entertainment, sports, and media occupations	23.67	15.4	24.74	13.9	—	—
Healthcare practitioner and technical occupations	29.81	4.2	29.29	4.5	31.72	6.7
Group II	27.42	3.6	—	—	—	—
Group III	34.95	5.1	—	—	—	—
Registered nurses	31.33	2.5	31.33	1.5	31.33	9.4
Group II	30.06	6.2	31.29	5.1	28.81	12.7
Group III	32.04	3.1	—	—	36.10	10.6
Therapists	35.89	16.4	—	—	—	—
Licensed practical and licensed vocational nurses	23.31	4.0	—	—	25.09	3.5
Group II	24.34	1.2	—	—	25.09	3.5
Healthcare support occupations	14.62	3.2	15.11	4.2	13.62	5.1
Group I	14.51	3.1	—	—	—	—
Nursing, psychiatric, and home health aides	14.08	3.6	14.58	4.5	13.35	6.2
Group I	14.00	3.8	—	—	—	—
Nursing aides, orderlies, and attendants	14.45	2.9	14.55	4.7	14.15	7.1
Group I	14.37	3.2	14.45	5.1	14.14	7.3
Miscellaneous healthcare support occupations	15.96	8.7	15.99	9.4	—	—
Group I	15.85	9.2	—	—	—	—
Protective service occupations	22.77	6.2	23.92	5.7	10.88	6.9
Group I	11.85	5.2	—	—	—	—
Group II	24.95	4.7	—	—	—	—
Security guards and gaming surveillance officers	12.05	6.9	—	—	—	—
Security guards	12.05	6.9	—	—	—	—
Food preparation and serving related occupations	8.99	6.6	12.00	6.9	7.93	3.8
Group I	8.55	7.3	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	14.78	14.7	15.05	16.0	—	—
First-line supervisors/managers of food preparation and serving workers	14.64	15.2	—	—	—	—
Cooks	13.79	6.5	14.11	5.7	—	—
Group I	13.79	6.5	—	—	—	—
Food preparation workers	10.44	3.2	—	—	—	—
Group I	10.44	3.2	—	—	—	—
Food service, tipped	5.77	4.5	—	—	5.66	5.2
Group I	5.77	4.5	—	—	—	—
Waiters and waitresses	5.61	4.0	—	—	5.59	4.2
Group I	5.61	4.0	—	—	5.59	4.2
Fast food and counter workers	8.80	3.2	—	—	8.62	4.9
Group I	8.70	3.3	—	—	—	—
Combined food preparation and serving workers, including fast food	8.48	.7	—	—	8.21	2.6
Group I	8.48	.7	—	—	8.21	2.6
Building and grounds cleaning and maintenance occupations	12.81	6.7	13.74	11.7	10.44	4.8
Group I	11.59	4.5	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Building cleaning workers	\$12.18	4.5	\$12.93	9.4	\$10.45	5.2
Group I	11.70	4.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.19	4.9	13.16	11.0	9.97	2.8
Group I	11.63	4.9	12.53	12.0	9.97	2.8
Personal care and service occupations	12.29	5.6	12.80	9.3	11.60	4.8
Group I	11.54	4.6	—	—	—	—
Sales and related occupations	18.08	9.3	20.82	9.2	9.36	1.8
Group I	12.29	7.7	—	—	—	—
Group II	29.91	8.8	—	—	—	—
First-line supervisors/managers, sales workers	17.74	12.2	19.66	16.6	—	—
Retail sales workers	14.17	5.2	16.89	4.9	9.18	1.1
Group I	11.52	7.1	—	—	—	—
Cashiers, all workers	9.93	3.9	12.02	4.6	8.35	2.0
Group I	9.87	4.2	—	—	—	—
Cashiers	9.93	3.9	12.02	4.6	8.35	2.0
Group I	9.87	4.2	—	—	8.35	2.0
Retail salespersons	17.35	9.7	18.82	6.2	11.19	12.5
Group I	13.79	10.8	14.59	17.8	—	—
Miscellaneous sales and related workers	18.61	21.8	19.45	20.5	—	—
Office and administrative support occupations	17.67	2.5	18.29	3.1	11.21	6.3
Group I	14.38	2.7	—	—	—	—
Group II	21.92	5.1	—	—	—	—
First-line supervisors/managers of office and administrative support workers	24.74	7.7	24.74	7.7	—	—
Group II	26.62	8.9	26.62	8.9	—	—
Financial clerks	15.77	5.3	16.42	4.5	12.24	6.9
Group I	14.49	3.8	—	—	—	—
Group II	19.73	8.4	—	—	—	—
Billing and posting clerks and machine operators	16.63	9.5	17.57	9.2	—	—
Group I	14.75	7.5	15.41	7.1	—	—
Bookkeeping, accounting, and auditing clerks	16.80	3.7	16.83	3.7	—	—
Group I	15.55	3.1	15.55	3.1	—	—
Group II	18.30	3.5	18.49	3.4	—	—
Customer service representatives	16.86	4.0	16.86	4.0	—	—
Group I	13.58	7.1	13.57	7.1	—	—
Group II	17.60	1.3	17.60	1.3	—	—
Shipping, receiving, and traffic clerks	15.45	9.4	15.45	9.4	—	—
Stock clerks and order fillers	10.69	13.6	13.33	3.9	—	—
Group I	10.52	13.7	—	—	—	—
Secretaries and administrative assistants	21.49	6.3	21.49	6.3	—	—
Group I	16.38	5.7	—	—	—	—
Group II	23.66	9.8	—	—	—	—
Executive secretaries and administrative assistants	28.99	9.6	28.99	9.6	—	—
Group II	26.58	9.6	26.58	9.6	—	—
Medical secretaries	15.03	3.3	15.03	3.3	—	—
Secretaries, except legal, medical, and executive	18.30	5.9	18.30	5.9	—	—
Group I	18.06	8.3	18.06	8.3	—	—
Insurance claims and policy processing clerks	17.77	4.1	17.77	4.1	—	—
Office clerks, general	19.51	11.0	19.90	10.8	—	—
Group I	16.07	10.2	16.42	10.8	—	—
Construction and extraction occupations	20.59	2.4	20.61	2.4	—	—
Group I	17.67	15.4	—	—	—	—
Group II	25.00	4.3	—	—	—	—
Installation, maintenance, and repair occupations	22.65	10.4	22.65	10.4	—	—
Group II	23.42	9.5	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	21.35	16.2	21.35	16.2	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations	\$17.40	3.3	\$17.35	3.8	—	—
Group I	14.17	4.6	—	—	—	—
Group II	22.51	2.1	—	—	—	—
First-line supervisors/managers of production and operating workers	27.58	8.2	27.58	8.2	—	—
Miscellaneous assemblers and fabricators	14.61	7.7	14.61	7.7	—	—
Group I	14.08	11.6	—	—	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	18.50	3.3	18.50	3.3	—	—
Inspectors, testers, sorters, samplers, and weighers	19.68	10.5	19.68	10.5	—	—
Group II	21.17	11.0	21.17	11.0	—	—
Transportation and material moving occupations	14.74	7.7	16.25	7.2	\$10.48	9.3
Group I	13.04	6.5	—	—	—	—
Group II	27.02	5.9	—	—	—	—
Driver/sales workers and truck drivers	14.57	20.5	20.14	7.5	—	—
Truck drivers, heavy and tractor-trailer	20.64	11.8	20.64	11.8	—	—
Industrial truck and tractor operators	15.33	8.7	15.33	8.7	—	—
Laborers and material movers, hand	12.74	9.8	13.07	11.0	10.18	7.5
Group I	12.01	6.9	—	—	—	—
Laborers and freight, stock, and material movers, hand	13.18	10.4	13.61	12.8	10.87	10.8
Group I	13.18	10.4	13.61	12.8	10.87	10.8
Packers and packagers, hand	10.96	2.5	11.18	3.3	—	—
Group I	10.96	2.5	11.18	3.3	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.55	\$13.01	\$19.60	\$29.26	\$41.31
Management occupations	22.78	30.70	45.14	55.00	73.59
Marketing and sales managers	29.29	30.89	43.92	54.38	56.92
Computer and information systems managers	36.55	39.09	47.07	55.00	80.00
Financial managers	22.03	29.38	29.38	40.33	70.77
Education administrators	17.44	25.00	35.04	57.69	63.64
Education administrators, elementary and secondary school	35.04	37.90	57.69	63.64	69.36
Business and financial operations occupations	22.36	24.26	29.12	37.48	41.59
Buyers and purchasing agents	21.32	21.32	37.48	37.93	37.93
Claims adjusters, appraisers, examiners, and investigators	23.38	23.38	31.63	38.83	43.61
Claims adjusters, examiners, and investigators	23.38	23.38	31.63	38.83	43.61
Human resources, training, and labor relations specialists	21.73	27.46	35.03	44.42	45.29
Accountants and auditors	23.08	24.04	26.44	27.40	40.45
Financial analysts and advisors	21.15	22.36	23.12	26.94	26.94
Computer and mathematical science occupations	23.35	26.01	29.72	40.24	48.03
Computer software engineers	34.02	34.02	40.24	48.03	48.03
Computer software engineers, applications	32.04	34.02	34.02	40.23	47.12
Computer systems analysts	21.39	26.20	31.59	40.73	47.02
Architecture and engineering occupations	22.96	27.40	33.06	39.90	44.32
Engineers	26.50	28.70	38.50	44.15	45.47
Industrial engineers, including health and safety	28.43	28.43	38.50	39.17	40.39
Industrial engineers	28.70	34.72	38.50	39.17	42.66
Life, physical, and social science occupations	17.63	20.09	27.23	32.21	62.02
Community and social services occupations	16.69	16.69	25.25	35.86	41.56
Social workers	15.80	15.80	27.47	30.03	34.26
Education, training, and library occupations	11.81	17.12	30.72	48.98	56.77
Postsecondary teachers	27.71	34.07	45.58	62.68	101.68
Miscellaneous postsecondary teachers	20.00	29.52	50.38	61.88	98.21
Primary, secondary, and special education school teachers	16.79	30.23	39.87	53.91	57.51
Preschool and kindergarten teachers	10.56	10.56	18.00	23.03	53.95
Elementary and middle school teachers	30.67	35.79	43.65	54.47	56.77
Elementary school teachers, except special education	30.10	35.36	43.10	54.47	56.45
Middle school teachers, except special and vocational education	32.34	35.79	45.59	53.91	57.56
Secondary school teachers	31.85	36.41	46.32	54.47	58.42
Secondary school teachers, except special and vocational education	31.85	36.41	46.32	54.47	58.42
Librarians	22.37	22.37	30.72	30.72	34.48
Teacher assistants	9.27	11.56	12.73	15.82	16.97
Arts, design, entertainment, sports, and media occupations	15.81	17.31	20.00	28.11	35.40
Healthcare practitioner and technical occupations	19.93	23.92	29.52	33.53	40.42
Registered nurses	26.00	28.87	31.00	33.80	38.00
Therapists	22.36	26.00	28.85	53.30	60.00
Licensed practical and licensed vocational nurses	20.11	20.88	22.75	24.00	27.30
Healthcare support occupations	11.00	12.94	13.77	16.58	17.80
Nursing, psychiatric, and home health aides	11.00	12.74	13.55	16.05	16.63
Nursing aides, orderlies, and attendants	12.38	13.00	13.80	16.05	16.63
Miscellaneous healthcare support occupations	10.69	13.27	15.24	18.01	23.00
Protective service occupations	11.25	19.15	23.61	27.88	30.53
Security guards and gaming surveillance officers	10.17	10.17	11.25	13.86	15.58
Security guards	10.17	10.17	11.25	13.86	15.58
Food preparation and serving related occupations	5.41	7.65	8.25	9.51	12.56

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Hartford-West Hartford-Willimantic, CT CSA, June 2007**
 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
First-line supervisors/managers, food preparation and serving workers	\$9.61	\$9.61	\$12.50	\$18.18	\$21.70
First-line supervisors/managers of food preparation and serving workers	9.61	9.61	12.50	18.18	21.70
Cooks	12.00	12.00	12.56	15.46	16.40
Food preparation workers	9.00	9.00	9.75	11.00	11.80
Food service, tipped	5.41	5.41	5.41	5.41	7.40
Waiters and waitresses	5.41	5.41	5.41	5.41	6.00
Fast food and counter workers	7.65	7.85	8.50	9.51	9.51
Combined food preparation and serving workers, including fast food	7.65	7.75	7.93	9.00	9.89
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	9.50	10.00	10.18	14.81	18.39
Janitors and cleaners, except maids and housekeeping cleaners	9.50	10.00	10.00	14.60	17.82
Janitors and cleaners, except maids and housekeeping cleaners	9.50	10.00	10.00	14.84	18.00
Personal care and service occupations					
Personal care and service occupations	8.50	10.40	11.45	14.65	15.81
Sales and related occupations					
First-line supervisors/managers, sales workers	7.90	10.90	14.17	25.30	32.26
First-line supervisors/managers, sales workers	9.13	14.55	15.00	21.83	32.26
Retail sales workers	7.65	8.55	11.63	16.70	26.33
Cashiers, all workers	7.65	7.75	8.94	10.90	13.94
Cashiers	7.65	7.75	8.94	10.90	13.94
Retail salespersons	9.25	11.25	14.94	25.30	27.35
Miscellaneous sales and related workers	11.70	13.01	13.01	24.73	28.00
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	11.55	13.53	16.50	21.03	26.15
First-line supervisors/managers of office and administrative support workers	15.00	18.00	28.13	28.13	34.27
Financial clerks	11.55	12.77	15.16	17.65	21.14
Billing and posting clerks and machine operators	11.55	13.82	14.56	17.65	27.50
Bookkeeping, accounting, and auditing clerks	14.00	15.16	16.44	17.66	21.14
Customer service representatives	12.00	13.50	16.75	20.51	21.39
Shipping, receiving, and traffic clerks	10.00	10.00	13.51	22.22	22.47
Stock clerks and order fillers	7.75	7.75	10.70	13.75	14.43
Secretaries and administrative assistants	13.81	16.50	17.79	25.70	31.49
Executive secretaries and administrative assistants	17.49	22.68	30.36	31.49	46.00
Medical secretaries	12.14	14.00	15.00	16.50	17.00
Secretaries, except legal, medical, and executive	13.81	16.60	17.79	20.76	21.19
Insurance claims and policy processing clerks	13.53	16.47	17.00	18.85	22.60
Office clerks, general	12.25	14.97	20.00	26.15	26.15
Construction and extraction occupations					
Construction and extraction occupations	12.75	17.00	21.00	23.00	29.00
Installation, maintenance, and repair occupations					
Industrial machinery installation, repair, and maintenance workers	11.47	16.40	22.50	28.75	31.89
Industrial machinery installation, repair, and maintenance workers	11.47	17.14	18.23	28.75	28.75
Production occupations					
First-line supervisors/managers of production and operating workers	12.06	13.00	15.90	20.76	24.62
First-line supervisors/managers of production and operating workers	18.20	18.20	27.78	30.85	38.92
Miscellaneous assemblers and fabricators	9.39	12.24	14.27	16.35	18.70
Machine tool cutting setters, operators, and tenders, metal and plastic	13.50	15.30	19.45	21.74	22.77
Inspectors, testers, sorters, samplers, and weighers	16.70	17.31	18.17	22.12	24.62
Transportation and material moving occupations					
Transportation and material moving occupations	8.50	9.50	13.50	17.56	24.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Hartford-West Hartford-Willimantic, CT CSA, June 2007**
 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations					
—Continued					
Driver/sales workers and truck drivers	\$8.00	\$8.50	\$17.00	\$18.81	\$25.75
Truck drivers, heavy and tractor-trailer	17.00	17.00	20.02	26.30	26.50
Industrial truck and tractor operators	10.93	15.53	16.72	16.72	17.11
Laborers and material movers, hand	9.02	9.50	11.50	15.19	17.79
Laborers and freight, stock, and material movers, hand	9.02	9.50	15.15	15.78	17.56
Packers and packagers, hand	9.00	9.23	10.40	12.40	14.27

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.34	\$12.63	\$18.03	\$27.98	\$38.50
Management occupations	22.60	29.38	44.23	54.38	70.77
Marketing and sales managers	29.29	30.89	43.92	54.38	56.92
Computer and information systems managers	36.81	42.64	47.12	55.00	80.00
Financial managers	22.03	29.38	29.38	40.33	70.77
Education administrators	16.87	25.00	25.00	37.90	57.55
Education administrators, elementary and secondary school	35.04	35.04	42.91	57.55	63.64
Business and financial operations occupations	21.32	23.32	26.94	37.29	40.48
Buyers and purchasing agents	21.32	21.32	37.48	37.93	37.93
Claims adjusters, appraisers, examiners, and investigators	23.38	23.38	31.63	38.83	43.61
Claims adjusters, examiners, and investigators	23.38	23.38	31.63	38.83	43.61
Accountants and auditors	22.60	23.31	25.96	26.49	29.95
Financial analysts and advisors	21.15	22.36	23.12	26.94	26.94
Computer and mathematical science occupations	22.84	25.31	29.72	40.24	48.03
Computer systems analysts	21.39	25.14	30.77	36.64	47.02
Architecture and engineering occupations	22.96	27.40	33.06	39.90	44.32
Engineers	26.50	28.70	38.50	44.15	45.47
Industrial engineers, including health and safety	28.43	28.43	38.50	39.17	40.39
Industrial engineers	28.70	34.72	38.50	39.17	42.66
Life, physical, and social science occupations	17.85	20.09	29.98	61.00	62.02
Community and social services occupations	15.80	16.69	16.69	18.08	29.22
Social workers	15.80	15.80	27.47	30.03	34.26
Education, training, and library occupations	9.60	11.56	19.13	26.80	43.08
Postsecondary teachers	18.97	30.77	43.08	50.01	72.05
Primary, secondary, and special education school teachers	10.56	10.56	18.12	23.03	34.13
Teacher assistants	8.00	9.76	11.56	12.73	12.98
Arts, design, entertainment, sports, and media occupations	15.81	17.31	20.00	28.11	35.40
Healthcare practitioner and technical occupations	19.93	25.50	30.10	33.53	38.53
Registered nurses	26.57	28.98	31.00	33.80	36.75
Therapists	22.36	25.61	28.34	33.00	60.00
Licensed practical and licensed vocational nurses	20.11	20.11	22.75	24.00	27.06
Healthcare support occupations	11.00	12.80	13.77	16.09	17.00
Nursing, psychiatric, and home health aides	11.00	12.71	13.36	15.92	16.63
Nursing aides, orderlies, and attendants	12.32	13.00	13.80	16.05	16.63
Miscellaneous healthcare support occupations	10.69	13.00	14.00	17.00	23.00
Protective service occupations	9.00	10.17	11.00	12.00	15.45
Security guards and gaming surveillance officers	10.17	10.17	11.25	13.86	15.58
Security guards	10.17	10.17	11.25	13.86	15.58
Food preparation and serving related occupations	5.41	7.65	8.25	9.51	12.56
First-line supervisors/managers, food preparation and serving workers	9.61	9.61	12.50	18.18	21.70
First-line supervisors/managers of food preparation and serving workers	9.61	9.61	12.50	18.18	21.70
Cooks	12.00	12.00	12.56	15.46	16.40
Food preparation workers	9.00	9.00	9.75	11.00	11.80
Food service, tipped	5.41	5.41	5.41	5.41	7.25
Waiters and waitresses	5.41	5.41	5.41	5.41	6.00
Fast food and counter workers	7.65	7.85	8.50	9.51	9.51
Combined food preparation and serving workers, including fast food	7.65	7.75	7.93	9.00	9.89
Building and grounds cleaning and maintenance occupations	9.00	10.00	10.00	11.25	16.50
Building cleaning workers	9.00	10.00	10.00	11.25	14.60

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations —Continued					
Janitors and cleaners, except maids and housekeeping cleaners	\$9.00	\$10.00	\$10.00	\$10.00	\$16.50
Personal care and service occupations					
	8.50	10.40	11.55	14.65	15.81
Sales and related occupations					
	7.90	10.50	13.46	25.30	32.57
First-line supervisors/managers, sales workers	9.13	14.55	15.00	21.83	32.26
Retail sales workers	7.65	8.50	11.25	16.70	26.33
Cashiers, all workers	7.65	7.65	8.55	10.90	12.96
Cashiers	7.65	7.65	8.55	10.90	12.96
Retail salespersons	9.05	11.25	13.91	25.30	27.35
Miscellaneous sales and related workers	11.70	13.01	13.01	24.73	28.00
Office and administrative support occupations					
	11.53	13.47	16.21	20.51	26.00
First-line supervisors/managers of office and administrative support workers	15.00	18.00	26.87	28.13	28.13
Financial clerks	11.55	12.33	15.16	17.36	19.66
Billing and posting clerks and machine operators	11.55	13.70	14.56	17.43	27.50
Bookkeeping, accounting, and auditing clerks	14.00	15.16	16.44	17.66	18.73
Customer service representatives	12.00	13.50	16.75	20.51	21.39
Shipping, receiving, and traffic clerks	10.00	10.00	13.51	22.22	22.47
Stock clerks and order fillers	7.75	7.75	10.70	13.75	14.43
Secretaries and administrative assistants	13.81	14.70	17.25	22.68	31.49
Executive secretaries and administrative assistants	17.49	17.49	24.78	31.49	31.49
Medical secretaries	12.14	14.00	15.00	16.50	17.00
Secretaries, except legal, medical, and executive	13.81	13.81	16.83	17.79	21.15
Insurance claims and policy processing clerks	13.53	16.47	17.00	18.85	22.60
Office clerks, general	12.00	14.70	20.00	26.15	26.15
Construction and extraction occupations					
	12.75	16.50	20.00	22.75	28.00
Installation, maintenance, and repair occupations					
	11.47	16.35	21.50	28.75	31.89
Industrial machinery installation, repair, and maintenance workers	11.47	17.14	18.23	28.75	28.75
Production occupations					
	12.06	13.00	15.90	20.33	24.62
Miscellaneous assemblers and fabricators	9.39	12.24	14.27	16.35	18.70
Machine tool cutting setters, operators, and tenders, metal and plastic	13.50	15.30	19.45	21.74	22.77
Inspectors, testers, sorters, samplers, and weighers	16.70	17.31	18.17	22.12	24.62
Transportation and material moving occupations					
	8.50	9.50	13.00	17.00	21.60
Driver/sales workers and truck drivers	8.00	8.50	9.00	18.81	19.75
Industrial truck and tractor operators	10.93	15.53	16.72	16.72	17.11
Laborers and material movers, hand	9.02	9.50	11.50	15.19	17.79
Laborers and freight, stock, and material movers, hand	9.02	9.50	15.15	15.78	17.56
Packers and packagers, hand	9.00	9.23	10.40	12.40	14.27

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$15.99	\$20.66	\$28.05	\$37.68	\$53.61
Management occupations	36.55	50.95	56.59	71.44	78.18
Business and financial operations occupations	25.73	28.97	33.77	37.79	44.38
Education, training, and library occupations	15.85	20.65	35.79	53.61	58.87
Primary, secondary, and special education school teachers	31.39	36.22	46.32	54.47	58.31
Elementary and middle school teachers	30.67	35.79	43.65	54.47	56.77
Elementary school teachers, except special education	30.10	35.36	43.10	54.47	56.45
Middle school teachers, except special and vocational education	32.34	35.79	45.59	53.91	57.56
Secondary school teachers	32.83	37.51	48.42	54.97	58.97
Secondary school teachers, except special and vocational education	32.83	37.51	48.42	54.97	58.97
Teacher assistants	11.68	12.83	15.46	16.22	17.30
Healthcare practitioner and technical occupations	20.88	21.54	23.92	29.89	43.04
Protective service occupations	18.59	22.92	23.61	27.88	30.53
Building and grounds cleaning and maintenance occupations	13.96	14.81	17.47	19.73	29.08
Building cleaning workers	13.01	14.67	17.23	18.39	19.73
Janitors and cleaners, except maids and housekeeping cleaners	13.01	14.67	17.23	18.39	19.73
Office and administrative support occupations	12.77	17.16	20.76	24.00	38.46
Secretaries and administrative assistants	17.16	20.76	21.19	32.76	46.00

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$11.78	\$15.12	\$21.74	\$30.85	\$43.93
Management occupations	22.78	30.89	46.30	56.75	73.59
Marketing and sales managers	29.29	30.89	43.92	54.38	56.92
Computer and information systems managers	36.55	39.09	47.07	55.00	80.00
Financial managers	22.03	29.38	29.38	40.33	70.77
Education administrators	17.44	25.00	35.04	57.69	63.64
Education administrators, elementary and secondary school	35.04	37.90	57.69	63.64	69.36
Business and financial operations occupations	22.36	24.24	29.12	37.48	41.59
Buyers and purchasing agents	21.32	21.32	37.48	37.93	37.93
Claims adjusters, appraisers, examiners, and investigators	23.38	23.38	31.63	38.83	43.61
Claims adjusters, examiners, and investigators	23.38	23.38	31.63	38.83	43.61
Human resources, training, and labor relations specialists	21.73	27.46	35.03	44.42	45.29
Accountants and auditors	23.08	24.00	26.44	27.55	40.45
Financial analysts and advisors	21.15	22.36	23.12	26.94	26.94
Computer and mathematical science occupations	23.35	25.82	30.05	40.24	48.03
Computer software engineers	34.02	34.02	40.24	48.03	48.03
Computer software engineers, applications	32.04	34.02	34.02	40.23	47.12
Computer systems analysts	21.25	24.86	33.70	43.22	47.02
Architecture and engineering occupations	22.96	27.40	33.06	39.90	44.32
Engineers	26.50	28.70	38.50	44.15	45.47
Industrial engineers, including health and safety	28.43	28.43	38.50	39.17	40.39
Industrial engineers	28.70	34.72	38.50	39.17	42.66
Life, physical, and social science occupations	17.85	20.09	29.98	61.00	62.02
Community and social services occupations	16.69	16.69	25.17	39.60	41.56
Education, training, and library occupations	12.73	17.58	33.58	50.38	57.56
Postsecondary teachers	28.16	34.07	46.83	64.62	101.68
Primary, secondary, and special education school teachers	18.12	31.38	40.64	53.91	57.56
Preschool and kindergarten teachers	10.56	15.44	19.13	31.38	56.45
Elementary and middle school teachers	32.05	36.22	44.52	54.47	57.51
Elementary school teachers, except special education	31.85	36.41	44.44	54.47	56.45
Middle school teachers, except special and vocational education	32.34	35.79	45.59	53.91	57.56
Secondary school teachers	31.85	36.41	46.32	54.47	58.42
Secondary school teachers, except special and vocational education	31.85	36.41	46.32	54.47	58.42
Teacher assistants	10.56	11.81	12.83	15.99	16.49
Arts, design, entertainment, sports, and media occupations	17.31	17.31	24.05	28.11	35.40
Healthcare practitioner and technical occupations	20.11	24.00	29.52	33.53	36.00
Registered nurses	26.77	28.98	30.68	33.80	35.06
Healthcare support occupations	11.56	13.10	14.25	16.63	19.32
Nursing, psychiatric, and home health aides	12.38	13.10	14.40	16.27	16.63
Nursing aides, orderlies, and attendants	12.38	13.10	14.35	16.27	16.63
Miscellaneous healthcare support occupations	10.69	13.00	14.00	20.12	23.00
Protective service occupations	17.40	20.99	23.61	27.88	30.53
Food preparation and serving related occupations	8.00	9.00	11.10	15.46	18.18
First-line supervisors/managers, food preparation and serving workers	9.61	9.61	18.18	18.18	21.70
Cooks	12.00	12.00	14.36	15.46	16.40

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	\$10.00	\$10.00	\$11.25	\$16.99	\$19.73
Janitors and cleaners, except maids and housekeeping cleaners	9.50	10.00	11.25	16.50	18.06
	10.00	10.00	11.25	16.99	18.20
Personal care and service occupations	10.30	10.55	11.55	15.38	17.34
Sales and related occupations	10.90	13.01	16.93	27.35	36.02
First-line supervisors/managers, sales workers	14.55	14.55	15.63	22.33	32.26
Retail sales workers	8.95	11.25	14.28	25.30	27.35
Cashiers, all workers	8.30	10.41	11.44	13.55	17.08
Cashiers	8.30	10.41	11.44	13.55	17.08
Retail salespersons	11.00	12.12	16.70	25.30	27.35
Miscellaneous sales and related workers	13.01	13.01	20.43	24.73	30.22
Office and administrative support occupations	12.00	14.41	17.16	21.19	26.15
First-line supervisors/managers of office and administrative support workers	15.00	18.00	28.13	28.13	34.27
Financial clerks	11.68	14.00	16.12	17.66	21.14
Billing and posting clerks and machine operators	12.25	14.21	17.36	19.66	27.50
Bookkeeping, accounting, and auditing clerks	14.00	15.14	16.44	17.66	21.14
Customer service representatives	12.00	13.50	16.79	20.51	21.39
Shipping, receiving, and traffic clerks	10.00	10.00	13.51	22.22	22.47
Stock clerks and order fillers	10.95	11.50	13.40	14.43	15.65
Secretaries and administrative assistants	13.81	16.50	17.79	25.70	31.49
Executive secretaries and administrative assistants	17.49	22.68	30.36	31.49	46.00
Medical secretaries	12.14	14.00	15.00	16.50	17.00
Secretaries, except legal, medical, and executive	13.81	16.60	17.79	20.76	21.19
Insurance claims and policy processing clerks	13.53	16.47	17.00	18.85	22.60
Office clerks, general	12.25	17.15	20.00	26.15	26.15
Construction and extraction occupations	12.75	17.00	21.00	23.00	29.00
Installation, maintenance, and repair occupations	11.47	16.40	22.50	28.75	31.89
Industrial machinery installation, repair, and maintenance workers	11.47	17.14	18.23	28.75	28.75
Production occupations	12.06	13.00	15.90	20.32	25.13
First-line supervisors/managers of production and operating workers	18.20	18.20	27.78	30.85	38.92
Miscellaneous assemblers and fabricators	9.39	12.24	14.27	16.35	18.70
Machine tool cutting setters, operators, and tenders, metal and plastic	13.50	15.30	19.45	21.74	22.77
Inspectors, testers, sorters, samplers, and weighers	16.70	17.31	18.17	22.12	24.62
Transportation and material moving occupations	9.33	10.93	15.53	18.81	26.00
Driver/sales workers and truck drivers	17.00	18.59	18.81	20.02	26.40
Truck drivers, heavy and tractor-trailer	17.00	17.00	20.02	26.30	26.50
Industrial truck and tractor operators	10.93	15.53	16.72	16.72	17.11
Laborers and material movers, hand	9.10	9.60	12.00	15.19	17.79
Laborers and freight, stock, and material movers, hand	9.02	9.50	15.15	15.95	17.79
Packers and packagers, hand	9.10	9.23	10.55	12.40	14.27

¹ 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.

² 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.65	\$8.25	\$10.00	\$13.59	\$23.76
Education, training, and library occupations	8.00	9.76	15.21	22.45	26.80
Primary, secondary, and special education school teachers	8.00	8.00	10.71	11.08	54.37
Teacher assistants	8.00	9.00	10.30	15.21	19.19
Healthcare practitioner and technical occupations	19.93	22.41	28.87	36.53	45.30
Registered nurses	17.49	22.28	31.00	38.16	43.19
Licensed practical and licensed vocational nurses	22.41	24.00	24.00	26.19	29.61
Healthcare support occupations	11.00	11.50	13.00	15.11	17.00
Nursing, psychiatric, and home health aides	11.00	11.00	13.00	13.90	17.35
Nursing aides, orderlies, and attendants	12.29	13.00	13.00	14.41	18.62
Protective service occupations	8.60	9.79	10.17	11.07	17.50
Food preparation and serving related occupations	5.41	7.25	8.25	8.35	9.51
Food service, tipped	5.41	5.41	5.41	5.41	6.00
Waiters and waitresses	5.41	5.41	5.41	5.41	6.00
Fast food and counter workers	7.65	7.75	8.00	9.51	9.51
Combined food preparation and serving workers, including fast food	7.65	7.65	7.85	8.00	9.75
Building and grounds cleaning and maintenance occupations	9.00	10.00	10.00	10.33	12.00
Building cleaning workers	9.00	10.00	10.00	10.00	14.60
Janitors and cleaners, except maids and housekeeping cleaners	9.00	10.00	10.00	10.00	11.61
Personal care and service occupations	8.00	9.10	11.40	12.90	15.81
Sales and related occupations	7.65	7.65	8.60	10.50	11.70
Retail sales workers	7.65	7.65	8.30	10.05	11.85
Cashiers, all workers	7.65	7.65	7.75	8.55	10.00
Cashiers	7.65	7.65	7.75	8.55	10.00
Retail salespersons	8.95	9.50	10.50	12.26	14.39
Office and administrative support occupations	7.75	9.54	11.12	12.75	14.56
Financial clerks	10.53	11.12	11.55	14.56	14.56
Transportation and material moving occupations	8.00	8.50	9.00	12.66	13.28
Laborers and material movers, hand	8.03	8.55	9.05	10.89	15.50
Laborers and freight, stock, and material movers, hand	8.30	8.55	9.85	10.89	16.55

¹ 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.

² 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$25.14	\$21.74	\$985	\$850	39.2	\$50,205	\$44,081	1,997
Management occupations	47.18	46.30	1,882	1,851	39.9	97,541	95,550	2,067
Marketing and sales managers	41.36	43.92	1,641	1,757	39.7	85,327	91,349	2,063
Computer and information systems managers	50.37	47.07	1,997	1,883	39.6	103,841	97,906	2,062
Financial managers	35.45	29.38	1,425	1,175	40.2	74,078	61,100	2,090
Education administrators	40.71	35.04	1,576	1,412	38.7	79,973	78,100	1,964
Education administrators, elementary and secondary school	53.44	57.69	2,127	2,195	39.8	105,318	104,745	1,971
Business and financial operations occupations	31.00	29.12	1,241	1,159	40.0	64,535	60,256	2,082
Buyers and purchasing agents	30.31	37.48	1,204	1,499	39.7	62,602	77,948	2,065
Claims adjusters, appraisers, examiners, and investigators	31.65	31.63	1,240	1,265	39.2	64,467	65,790	2,037
Claims adjusters, examiners, and investigators	31.65	31.63	1,240	1,265	39.2	64,467	65,790	2,037
Human resources, training, and labor relations specialists	35.87	35.03	1,452	1,395	40.5	75,514	72,540	2,105
Accountants and auditors	27.83	26.44	1,091	1,058	39.2	56,747	54,995	2,039
Financial analysts and advisors	24.33	23.12	955	925	39.3	49,684	48,083	2,042
Computer and mathematical science occupations	33.38	30.05	1,330	1,205	39.8	69,172	62,679	2,072
Computer software engineers	40.99	40.24	1,632	1,609	39.8	84,859	83,693	2,070
Computer software engineers, applications	37.47	34.02	1,484	1,361	39.6	77,162	70,753	2,059
Computer systems analysts	34.12	33.70	1,356	1,365	39.7	70,500	70,990	2,066
Architecture and engineering occupations	33.88	33.06	1,378	1,323	40.7	71,643	68,771	2,115
Engineers	37.63	38.50	1,542	1,562	41.0	80,160	81,249	2,130
Industrial engineers, including health and safety	35.46	38.50	1,453	1,540	41.0	75,581	80,080	2,131
Industrial engineers	37.53	38.50	1,550	1,567	41.3	80,574	81,480	2,147
Life, physical, and social science occupations	33.44	29.98	1,338	1,199	40.0	69,586	62,358	2,081
Community and social services occupations	27.15	25.17	1,006	915	37.0	50,171	47,447	1,848
Education, training, and library occupations	35.96	33.58	1,291	1,192	35.9	53,460	51,425	1,487
Postsecondary teachers	54.92	46.83	1,983	1,723	36.1	79,290	67,030	1,444
Primary, secondary, and special education school teachers	40.56	40.64	1,465	1,490	36.1	56,977	56,545	1,405
Preschool and kindergarten teachers	25.30	19.13	894	670	35.4	41,742	37,239	1,650
Elementary and middle school teachers	44.94	44.52	1,626	1,612	36.2	60,617	60,151	1,349
Elementary school teachers, except special education	44.92	44.44	1,623	1,611	36.1	60,481	60,131	1,346
Middle school teachers, except special and vocational education	45.02	45.59	1,634	1,654	36.3	61,101	61,575	1,357
Secondary school teachers	45.47	46.32	1,652	1,700	36.3	61,013	62,225	1,342
Secondary school teachers, except special and vocational education	45.47	46.32	1,652	1,700	36.3	61,013	62,225	1,342
Teacher assistants	13.39	12.83	463	446	34.6	20,286	19,728	1,515
Arts, design, entertainment, sports, and media occupations	24.74	24.05	990	962	40.0	51,492	50,016	2,081

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare practitioner and technical occupations	\$29.29	\$29.52	\$1,144	\$1,173	39.1	\$59,051	\$60,970	2,016
Registered nurses	31.33	30.68	1,245	1,227	39.7	64,244	63,814	2,051
Healthcare support occupations	15.11	14.25	570	546	37.7	29,623	28,413	1,960
Nursing, psychiatric, and home health aides	14.58	14.40	559	544	38.3	29,070	28,288	1,994
Nursing aides, orderlies, and attendants	14.55	14.35	560	546	38.4	29,096	28,413	1,999
Miscellaneous healthcare support occupations	15.99	14.00	586	557	36.7	30,493	28,974	1,908
Protective service occupations	23.92	23.61	899	856	37.6	46,482	44,495	1,943
Food preparation and serving related occupations	12.00	11.10	454	384	37.8	23,368	19,978	1,947
First-line supervisors/managers, food preparation and serving workers ..	15.05	18.18	664	500	44.1	34,521	26,000	2,294
Cooks	14.11	14.36	515	480	36.5	25,768	24,960	1,827
Building and grounds cleaning and maintenance occupations	13.74	11.25	493	415	35.9	25,580	21,179	1,862
Building cleaning workers	12.93	11.25	457	380	35.4	23,780	19,760	1,839
Janitors and cleaners, except maids and housekeeping cleaners	13.16	11.25	463	360	35.2	24,097	18,720	1,830
Personal care and service occupations	12.80	11.55	487	458	38.1	24,762	23,816	1,934
Sales and related occupations	20.82	16.93	836	668	40.2	43,483	34,736	2,088
First-line supervisors/managers, sales workers	19.66	15.63	786	625	40.0	40,890	32,500	2,080
Retail sales workers	16.89	14.28	677	556	40.1	35,190	28,933	2,084
Cashiers, all workers	12.02	11.44	446	436	37.1	23,207	22,672	1,930
Cashiers	12.02	11.44	446	436	37.1	23,207	22,672	1,930
Retail salespersons	18.82	16.70	781	618	41.5	40,609	32,129	2,158
Miscellaneous sales and related workers	19.45	20.43	775	817	39.8	40,280	42,492	2,071
Office and administrative support occupations	18.29	17.16	716	667	39.1	37,090	34,528	2,028
First-line supervisors/managers of office and administrative support workers	24.74	28.13	945	1,125	38.2	49,124	58,500	1,986
Financial clerks	16.42	16.12	638	606	38.9	32,992	31,522	2,010
Billing and posting clerks and machine operators	17.57	17.36	694	618	39.5	36,113	32,128	2,056
Bookkeeping, accounting, and auditing clerks	16.83	16.44	664	658	39.5	34,129	34,195	2,028
Customer service representatives	16.86	16.79	667	653	39.5	34,666	33,930	2,056
Shipping, receiving, and traffic clerks	15.45	13.51	618	540	40.0	32,131	28,101	2,080
Stock clerks and order fillers	13.33	13.40	519	536	38.9	27,000	27,874	2,025
Secretaries and administrative assistants	21.49	17.79	836	712	38.9	43,488	36,999	2,023
Executive secretaries and administrative assistants	28.99	30.36	1,155	1,198	39.8	60,041	62,300	2,071
Medical secretaries	15.03	15.00	568	590	37.8	29,530	30,680	1,965
Secretaries, except legal, medical, and executive	18.30	17.79	711	712	38.9	36,978	36,999	2,021
Insurance claims and policy processing clerks	17.77	17.00	698	680	39.3	36,314	35,360	2,044
Office clerks, general	19.90	20.00	766	850	38.5	39,809	44,200	2,001

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$20.61	\$21.00	\$808	\$788	39.2	\$41,744	\$40,950	2,025
Installation, maintenance, and repair occupations	22.65	22.50	917	920	40.5	47,667	47,861	2,104
Industrial machinery installation, repair, and maintenance workers	21.35	18.23	849	729	39.8	44,149	37,918	2,068
Production occupations	17.35	15.90	699	636	40.3	36,364	33,068	2,095
First-line supervisors/managers of production and operating workers	27.58	27.78	1,198	1,234	43.5	62,319	64,168	2,260
Miscellaneous assemblers and fabricators	14.61	14.27	584	571	40.0	30,381	29,682	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	18.50	19.45	740	778	40.0	38,476	40,456	2,080
Inspectors, testers, sorters, samplers, and weighers	19.68	18.17	810	727	41.1	42,116	37,794	2,140
Transportation and material moving occupations	16.25	15.53	649	621	39.9	33,747	32,302	2,077
Driver/sales workers and truck drivers	20.14	18.81	813	752	40.4	42,265	39,125	2,098
Truck drivers, heavy and tractor-trailer	20.64	20.02	826	801	40.0	42,927	41,640	2,080
Industrial truck and tractor operators	15.33	16.72	613	669	40.0	31,891	34,771	2,080
Laborers and material movers, hand	13.07	12.00	520	480	39.8	27,027	24,960	2,067
Laborers and freight, stock, and material movers, hand	13.61	15.15	536	568	39.4	27,854	29,543	2,047
Packers and packagers, hand	11.18	10.55	447	422	40.0	23,258	21,944	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.81	\$20.49	\$941	\$788	39.5	\$48,749	\$40,950	2,047
Management occupations	46.29	45.07	1,857	1,806	40.1	96,516	93,891	2,085
Marketing and sales managers	41.36	43.92	1,641	1,757	39.7	85,327	91,349	2,063
Computer and information systems managers	51.28	47.12	2,051	1,885	40.0	106,664	98,010	2,080
Financial managers	35.45	29.38	1,425	1,175	40.2	74,078	61,100	2,090
Education administrators	33.04	25.00	1,323	938	40.0	68,508	48,750	2,073
Education administrators, elementary and secondary school	46.06	42.91	1,940	1,752	42.1	99,818	91,099	2,167
Business and financial operations occupations	30.05	26.94	1,204	1,060	40.1	62,611	55,108	2,084
Buyers and purchasing agents	30.31	37.48	1,204	1,499	39.7	62,602	77,948	2,065
Claims adjusters, appraisers, examiners, and investigators	31.65	31.63	1,240	1,265	39.2	64,467	65,790	2,037
Claims adjusters, examiners, and investigators	31.65	31.63	1,240	1,265	39.2	64,467	65,790	2,037
Accountants and auditors	26.29	25.96	1,031	1,038	39.2	53,633	53,997	2,040
Financial analysts and advisors	24.33	23.12	955	925	39.3	49,684	48,083	2,042
Computer and mathematical science occupations	33.49	30.29	1,340	1,217	40.0	69,703	63,294	2,081
Architecture and engineering occupations	33.88	33.06	1,378	1,323	40.7	71,643	68,771	2,115
Engineers	37.63	38.50	1,542	1,562	41.0	80,160	81,249	2,130
Industrial engineers, including health and safety	35.46	38.50	1,453	1,540	41.0	75,581	80,080	2,131
Industrial engineers	37.53	38.50	1,550	1,567	41.3	80,574	81,480	2,147
Life, physical, and social science occupations	33.44	29.98	1,338	1,199	40.0	69,586	62,358	2,081
Community and social services occupations	18.92	16.69	753	668	39.8	38,769	34,713	2,050
Education, training, and library occupations	23.71	19.48	885	704	37.3	41,611	37,195	1,755
Primary, secondary, and special education school teachers	21.80	19.13	810	704	37.2	37,536	34,815	1,721
Arts, design, entertainment, sports, and media occupations	24.74	24.05	990	962	40.0	51,492	50,016	2,081
Healthcare practitioner and technical occupations	29.42	30.10	1,149	1,181	39.1	59,755	61,402	2,031
Registered nurses	31.58	31.00	1,257	1,227	39.8	65,386	63,814	2,070
Healthcare support occupations	14.89	14.05	560	542	37.6	29,136	28,174	1,956
Nursing, psychiatric, and home health aides	14.58	14.40	559	544	38.3	29,070	28,288	1,994
Nursing aides, orderlies, and attendants	14.55	14.35	560	546	38.4	29,096	28,413	1,999
Miscellaneous healthcare support occupations	15.46	13.77	563	522	36.4	29,251	27,165	1,892
Food preparation and serving related occupations	11.97	10.50	455	384	38.0	23,639	19,978	1,974
First-line supervisors/managers, food preparation and serving workers ..	15.05	18.18	664	500	44.1	34,521	26,000	2,294
Building and grounds cleaning and maintenance occupations	11.56	10.00	399	306	34.5	20,637	15,925	1,786
Building cleaning workers	11.27	10.00	381	300	33.8	19,803	15,600	1,757

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Personal care and service occupations	\$12.66	\$11.55	\$483	\$458	38.2	\$24,685	\$23,296	1,950
Sales and related occupations	21.02	17.98	848	669	40.4	44,102	34,776	2,099
First-line supervisors/managers, sales workers	19.66	15.63	786	625	40.0	40,890	32,500	2,080
Retail sales workers	16.92	13.48	685	505	40.5	35,604	26,270	2,104
Retail salespersons	19.05	16.70	801	668	42.0	41,633	34,736	2,186
Miscellaneous sales and related workers	19.45	20.43	775	817	39.8	40,280	42,492	2,071
Office and administrative support occupations	17.72	16.66	695	658	39.2	36,152	34,195	2,041
First-line supervisors/managers of office and administrative support workers	23.29	26.87	892	974	38.3	46,361	50,623	1,990
Financial clerks	16.26	16.12	636	606	39.1	33,076	31,424	2,034
Billing and posting clerks and machine operators	17.73	17.36	709	694	40.0	36,880	36,109	2,080
Bookkeeping, accounting, and auditing clerks	16.69	16.44	666	658	39.9	34,617	34,195	2,075
Customer service representatives	16.86	16.79	667	653	39.5	34,666	33,930	2,056
Shipping, receiving, and traffic clerks	15.45	13.51	618	540	40.0	32,131	28,101	2,080
Stock clerks and order fillers	13.33	13.40	519	536	38.9	27,000	27,874	2,025
Secretaries and administrative assistants	18.94	17.25	740	664	39.1	38,482	34,528	2,032
Executive secretaries and administrative assistants	24.58	24.78	983	991	40.0	51,129	51,542	2,080
Medical secretaries	15.03	15.00	568	590	37.8	29,530	30,680	1,965
Secretaries, except legal, medical, and executive	16.98	16.83	679	673	40.0	35,319	35,006	2,080
Insurance claims and policy processing clerks	17.77	17.00	698	680	39.3	36,314	35,360	2,044
Office clerks, general	19.89	20.00	764	850	38.4	39,727	44,200	1,997
Construction and extraction occupations	20.27	20.00	796	788	39.3	41,098	40,950	2,028
Installation, maintenance, and repair occupations	22.45	21.50	909	905	40.5	47,263	47,072	2,105
Industrial machinery installation, repair, and maintenance workers	21.35	18.23	849	729	39.8	44,149	37,918	2,068
Production occupations	17.19	15.90	693	636	40.3	36,023	33,068	2,096
Miscellaneous assemblers and fabricators	14.61	14.27	584	571	40.0	30,381	29,682	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	18.50	19.45	740	778	40.0	38,476	40,456	2,080
Inspectors, testers, sorters, samplers, and weighers	19.68	18.17	810	727	41.1	42,116	37,794	2,140
Transportation and material moving occupations	15.85	15.19	634	608	40.0	32,952	31,599	2,079

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations –Continued								
Driver/sales workers and truck drivers	\$18.99	\$18.81	\$767	\$752	40.4	\$39,904	\$39,125	2,102
Industrial truck and tractor operators ..	15.33	16.72	613	669	40.0	31,891	34,771	2,080
Laborers and material movers, hand ..	13.07	12.00	520	480	39.8	27,027	24,960	2,067
Laborers and freight, stock, and material movers, hand	13.61	15.15	536	568	39.4	27,854	29,543	2,047
Packers and packagers, hand	11.18	10.55	447	422	40.0	23,258	21,944	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$32.68	\$29.32	\$1,224	\$1,120	37.5	\$57,332	\$55,245	1,754
Management occupations	57.02	56.59	2,140	2,122	37.5	107,769	105,978	1,890
Business and financial operations occupations	33.96	33.77	1,356	1,351	39.9	70,493	70,240	2,076
Education, training, and library occupations	40.80	37.08	1,444	1,327	35.4	57,204	55,918	1,402
Primary, secondary, and special education school teachers	45.81	46.51	1,642	1,664	35.8	61,200	61,850	1,336
Elementary and middle school teachers	44.94	44.52	1,626	1,612	36.2	60,617	60,151	1,349
Elementary school teachers, except special education	44.92	44.44	1,623	1,611	36.1	60,481	60,131	1,346
Middle school teachers, except special and vocational education	45.02	45.59	1,634	1,654	36.3	61,101	61,575	1,357
Secondary school teachers	46.75	48.42	1,666	1,737	35.6	62,135	64,714	1,329
Secondary school teachers, except special and vocational education	46.75	48.42	1,666	1,737	35.6	62,135	64,714	1,329
Teacher assistants	14.57	15.63	489	484	33.6	19,289	17,768	1,324
Protective service occupations	25.04	23.61	937	856	37.4	48,742	44,495	1,947
Building and grounds cleaning and maintenance occupations	18.83	17.63	750	701	39.8	38,974	36,442	2,069
Building cleaning workers	16.90	17.45	672	695	39.8	34,938	36,153	2,067
Janitors and cleaners, except maids and housekeeping cleaners	16.90	17.45	672	695	39.8	34,938	36,153	2,067
Office and administrative support occupations	23.84	21.19	906	823	38.0	45,632	38,823	1,914
Secretaries and administrative assistants	27.98	21.19	1,077	848	38.5	56,017	44,081	2,002

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Hartford-West Hartford-Willimantic, CT CSA, June 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$21.91	\$20.67	\$19.74	\$29.89
Management, professional, and related	33.89	35.52	30.90	34.68
Management, business, and financial	38.30	41.40	32.95	37.49
Professional and related	30.69	29.01	30.02	32.70
Service	11.06	10.23	12.36	13.93
Sales and office	17.49	18.76	14.73	20.53
Sales and related	18.13	24.56	12.66	26.95
Office and administrative support	17.16	16.81	16.88	19.15
Natural resources, construction, and maintenance	21.17	21.31	20.72	22.28
Construction and extraction	20.25	20.63	—	—
Installation, maintenance, and repair	22.45	22.54	22.79	—
Production, transportation, and material moving	16.05	14.94	16.50	20.66
Production	17.24	15.66	17.72	26.00
Transportation and material moving	14.41	14.15	14.38	16.59
	Relative error ³ (percent)			
All workers	4.2	6.2	5.0	1.6
Management, professional, and related	2.6	3.9	5.1	3.1
Management, business, and financial	5.2	10.7	6.2	4.0
Professional and related	5.0	10.2	6.2	4.5
Service	6.4	6.9	7.7	2.3
Sales and office	3.7	6.3	4.2	5.2
Sales and related	9.6	12.5	2.7	13.8
Office and administrative support	2.6	4.2	3.8	8.5
Natural resources, construction, and maintenance	4.8	8.6	7.6	7.6
Construction and extraction	2.6	2.5	—	—
Installation, maintenance, and repair	10.7	17.7	8.9	—
Production, transportation, and material moving	3.9	9.5	6.0	7.3
Production	3.1	11.8	8.0	8.5
Transportation and material moving	7.9	16.1	5.9	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. See appendix A for more information.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.61	\$20.00	\$923	\$771	39.1	\$47,878	\$40,000	2,028
Management occupations	47.74	44.23	1,918	1,775	40.2	99,738	92,298	2,089
Business and financial operations occupations ...	29.46	26.44	1,151	1,010	39.1	59,844	52,533	2,031
Healthcare practitioner and technical occupations	31.13	30.68	1,221	1,204	39.2	63,492	62,608	2,039
Food preparation and serving related occupations	10.21	9.61	367	375	35.9	19,031	19,500	1,864
Personal care and service occupations	12.61	11.55	481	458	38.2	24,854	23,816	1,971
Sales and related occupations	29.81	28.00	1,261	1,231	42.3	65,590	63,999	2,200
Office and administrative support occupations	17.59	17.00	682	624	38.7	35,443	32,427	2,015
Financial clerks	16.77	16.12	647	604	38.6	33,649	31,424	2,006
Customer service representatives	17.17	17.40	676	676	39.4	35,152	35,152	2,047
Secretaries and administrative assistants	15.27	15.00	583	580	38.2	30,306	30,160	1,985
Office clerks, general	20.41	20.00	775	850	38.0	40,315	44,200	1,975
Construction and extraction occupations	20.63	19.50	802	780	38.9	41,240	38,480	1,999
Installation, maintenance, and repair occupations	22.54	21.50	925	905	41.1	48,122	47,072	2,135
Production occupations	15.45	13.10	623	524	40.4	32,418	27,248	2,099
Transportation and material moving occupations	16.15	15.19	646	608	40.0	33,602	31,599	2,080
Laborers and material movers, hand	11.42	10.60	457	424	40.0	23,761	22,048	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.98	\$21.31	\$955	\$815	39.8	\$49,460	\$42,286	2,063
Management occupations	44.29	46.30	1,773	1,852	40.0	92,098	94,410	2,080
Marketing and sales managers	41.13	30.89	1,645	1,235	40.0	85,561	64,245	2,080
Education administrators	32.36	35.04	1,289	1,326	39.8	66,503	68,971	2,055
Education administrators, elementary and secondary school	42.97	37.90	1,704	1,752	39.7	87,258	91,099	2,031
Business and financial operations occupations	30.27	28.77	1,225	1,136	40.5	63,685	59,082	2,104
Buyers and purchasing agents	31.34	37.93	1,240	1,517	39.6	64,483	78,896	2,058
Accountants and auditors	25.60	24.76	1,025	990	40.0	53,301	51,501	2,082
Computer and mathematical science occupations	30.93	28.99	1,238	1,160	40.0	64,375	60,299	2,081
Architecture and engineering occupations	34.78	34.46	1,413	1,370	40.6	73,485	71,250	2,113
Industrial engineers, including health and safety	36.15	38.50	1,468	1,558	40.6	76,349	80,999	2,112
Industrial engineers	38.73	39.17	1,581	1,567	40.8	82,227	81,480	2,123
Life, physical, and social science occupations	33.44	29.98	1,338	1,199	40.0	69,586	62,358	2,081
Community and social services occupations	18.92	16.69	753	668	39.8	38,769	34,713	2,050
Education, training, and library occupations	34.36	32.85	1,332	1,134	38.8	56,825	51,251	1,654
Arts, design, entertainment, sports, and media occupations	26.68	28.11	1,068	1,124	40.0	55,532	58,473	2,081
Healthcare practitioner and technical occupations	27.93	26.78	1,087	1,046	38.9	56,510	54,371	2,023
Registered nurses	33.27	33.97	1,313	1,338	39.5	68,298	69,597	2,053
Healthcare support occupations	14.60	14.08	558	540	38.2	29,020	28,101	1,988
Nursing, psychiatric, and home health aides	14.58	14.40	559	544	38.3	29,070	28,288	1,994
Nursing aides, orderlies, and attendants	14.55	14.35	560	546	38.4	29,096	28,413	1,999
Food preparation and serving related occupations	13.21	12.84	523	500	39.6	27,211	26,000	2,060
Building and grounds cleaning and maintenance occupations	12.10	12.00	464	432	38.3	24,110	22,464	1,992
Building cleaning workers	12.10	12.00	464	432	38.3	24,110	22,464	1,992
Janitors and cleaners, except maids and housekeeping cleaners	12.70	12.76	502	510	39.5	26,082	26,541	2,054
Sales and related occupations	15.36	13.01	602	521	39.2	31,307	27,069	2,038
First-line supervisors/managers, sales workers	17.00	15.00	680	600	40.0	35,367	31,200	2,080
Retail sales workers	12.11	11.85	467	450	38.6	24,278	23,400	2,005
Retail salespersons	12.66	12.00	503	480	39.8	26,162	24,960	2,067
Office and administrative support occupations	17.88	16.47	714	659	39.9	37,127	34,262	2,076
Financial clerks	15.55	15.22	620	606	39.9	32,245	31,522	2,074
Billing and posting clerks and machine operators	15.55	17.36	622	694	40.0	32,341	36,109	2,080
Bookkeeping, accounting, and auditing clerks	15.61	15.16	621	606	39.8	32,287	31,522	2,069
Customer service representatives	16.43	14.56	653	582	39.8	33,969	30,283	2,068
Stock clerks and order fillers	13.33	13.40	519	536	38.9	27,000	27,874	2,025
Secretaries and administrative assistants	22.58	22.30	903	892	40.0	46,958	46,384	2,080
Executive secretaries and administrative assistants	27.00	26.01	1,080	1,041	40.0	56,155	54,109	2,080
Secretaries, except legal, medical, and executive	18.56	17.79	742	712	40.0	38,604	36,999	2,080
Installation, maintenance, and repair occupations	22.36	23.69	893	900	39.9	46,442	46,800	2,077
Industrial machinery installation, repair, and maintenance workers	24.07	27.88	956	1,115	39.7	49,698	57,990	2,065

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Hartford-West Hartford-Willimantic, CT CSA, June 2007 — Continued**

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$18.17	\$16.88	\$732	\$675	40.3	\$38,040	\$35,110	2,094
Miscellaneous assemblers and fabricators	14.61	14.27	584	571	40.0	30,381	29,682	2,080
Inspectors, testers, sorters, samplers, and weighers	19.51	18.17	806	727	41.3	41,888	37,794	2,146
Transportation and material moving occupations	15.59	15.35	623	593	40.0	32,404	30,832	2,078
Industrial truck and tractor operators	15.33	16.72	613	669	40.0	31,891	34,771	2,080
Laborers and material movers, hand	14.56	14.82	575	571	39.5	29,923	29,682	2,056
Laborers and freight, stock, and material movers, hand	14.34	15.15	559	568	39.0	29,046	29,543	2,026

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$27.27	\$18.14	\$31.59	\$22.43	\$22.16	\$31.17
Management, professional, and related	36.75	28.67	37.23	34.07	33.97	35.84
Management, business, and financial	35.51	—	35.51	38.88	38.30	48.63
Professional and related	37.10	28.67	37.75	30.49	30.74	26.20
Service	19.65	15.19	22.07	10.85	10.63	18.91
Sales and office	18.06	—	21.12	17.77	17.67	23.38
Sales and related	13.45	—	—	18.78	18.78	—
Office and administrative support	22.08	—	22.13	17.32	17.16	23.38
Natural resources, construction, and maintenance	28.67	28.61	—	20.28	20.28	—
Construction and extraction	27.31	25.62	—	19.93	19.93	—
Installation, maintenance, and repair	—	—	—	20.83	20.83	—
Production, transportation, and material moving	17.47	16.32	—	16.04	16.00	—
Production	19.60	18.25	—	17.12	17.12	—
Transportation and material moving	16.00	14.94	—	14.39	14.27	—
	Relative error ⁴ (percent)					
All workers	6.6	9.1	5.5	4.2	4.3	12.7
Management, professional, and related	6.3	10.9	6.6	2.6	2.6	14.3
Management, business, and financial	10.0	—	10.0	4.9	5.2	7.0
Professional and related	7.3	10.9	7.6	4.9	5.1	15.2
Service	6.7	1.8	5.5	5.8	5.5	24.0
Sales and office	11.8	—	7.3	3.8	3.7	28.8
Sales and related	6.8	—	—	11.5	11.5	—
Office and administrative support	9.4	—	9.5	2.9	2.6	28.8
Natural resources, construction, and maintenance	3.3	4.2	—	4.4	4.4	—
Construction and extraction	5.0	1.6	—	3.2	3.2	—
Installation, maintenance, and repair	—	—	—	10.8	10.8	—
Production, transportation, and material moving	9.5	4.2	—	4.9	4.9	—
Production	14.9	6.3	—	3.4	3.4	—
Transportation and material moving	8.9	4.5	—	10.5	10.6	—

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$23.14	\$21.74	\$25.86	\$25.86
Management, professional, and related	34.62	33.90	—	—
Management, business, and financial	38.61	38.42	—	—
Professional and related	32.15	30.68	—	—
Service	12.85	11.03	—	—
Sales and office	16.66	16.21	28.19	28.19
Sales and related	13.62	13.48	28.95	28.95
Office and administrative support	17.69	17.18	—	—
Natural resources, construction, and maintenance	21.14	20.84	—	—
Construction and extraction	—	20.25	—	—
Installation, maintenance, and repair	21.92	21.68	—	—
Production, transportation, and material moving	16.23	16.01	—	—
Production	17.40	17.24	—	—
Transportation and material moving	14.60	14.25	—	—
	Relative error ⁴ (percent)			
All workers	3.9	4.5	13.2	13.2
Management, professional, and related	2.5	2.6	—	—
Management, business, and financial	4.9	5.3	—	—
Professional and related	4.5	5.0	—	—
Service	6.5	6.7	—	—
Sales and office	2.5	2.4	10.6	10.6
Sales and related	6.4	6.6	11.2	11.2
Office and administrative support	2.5	2.6	—	—
Natural resources, construction, and maintenance	4.4	4.4	—	—
Construction and extraction	—	2.6	—	—
Installation, maintenance, and repair	9.8	10.2	—	—
Production, transportation, and material moving	4.1	4.0	—	—
Production	3.3	3.1	—	—
Transportation and material moving	8.0	8.1	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Hartford-West Hartford-Willimantic, CT CSA, June 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$23.34	–	\$16.95	–	–	–	\$21.11	–	\$17.48
Management, professional, and related	–	–	30.73	–	–	–	28.03	–	26.27
Management, business, and financial	–	–	–	–	–	–	34.81	–	–
Professional and related	–	–	32.04	–	–	–	27.00	–	–
Service	–	–	10.55	–	–	–	13.89	–	12.05
Sales and office	–	–	15.68	–	–	–	16.55	–	17.12
Sales and related	–	–	14.54	–	–	–	–	–	–
Office and administrative support	–	–	17.89	–	–	–	16.53	–	14.98
Natural resources, construction, and maintenance	20.15	–	24.06	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	–	24.08	–	–	–	–	–	–
Production, transportation, and material moving	–	–	13.87	–	–	–	–	–	–
Production	–	–	15.51	–	–	–	–	–	–
Transportation and material moving ...	–	–	13.48	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	7.2	–	6.4	–	–	–	4.3	–	1.3
Management, professional, and related	–	–	4.1	–	–	–	7.8	–	17.1
Management, business, and financial	–	–	–	–	–	–	10.3	–	–
Professional and related	–	–	10.6	–	–	–	9.4	–	–
Service	–	–	5.4	–	–	–	4.5	–	7.4
Sales and office	–	–	5.5	–	–	–	1.8	–	.0
Sales and related	–	–	5.1	–	–	–	–	–	–
Office and administrative support	–	–	5.7	–	–	–	1.9	–	.0
Natural resources, construction, and maintenance	2.1	–	18.2	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	–	18.4	–	–	–	–	–	–
Production, transportation, and material moving	–	–	5.2	–	–	–	–	–	–
Production	–	–	7.0	–	–	–	–	–	–
Transportation and material moving ...	–	–	8.8	–	–	–	–	–	–

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Hartford–West Hartford–Willimantic, CT, Combined Statistical Area (CSA) includes:

- Hartford–West Hartford–East Hartford, CT, Metropolitan Statistical Area: Hartford, Middlesex, and Tolland Counties, CT
- Willimantic, CT, Micropolitan Statistical Area: Windham County, CT

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. 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 clarify 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 2000 Standard Occupational Classification (SOC) 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. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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 as-

signed 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. A knowledge guide for 24 families of closely related occupations 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>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

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 during the initial interview, 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 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 \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Hartford-West Hartford-Willimantic, CT CSA, June 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	609,800	512,600	97,300
Management, professional, and related	219,500	158,200	61,300
Management, business, and financial	74,500	61,900	12,600
Professional and related	145,000	96,300	48,700
Service	133,700	112,900	20,800
Sales and office	139,900	127,400	12,600
Sales and related	48,200	46,800	—
Office and administrative support	91,700	80,600	11,100
Natural resources, construction, and maintenance	37,100	35,700	—
Construction and extraction	22,000	21,200	—
Installation, maintenance, and repair	15,100	14,500	—
Production, transportation, and material moving	79,600	78,400	—
Production	42,100	41,800	—
Transportation and material moving	37,500	36,600	—

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Hartford-West
Hartford-Willimantic, CT CSA, June 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	21,104	19,835	1,269
Total in sample	316	287	29
Responding	200	172	28
Refused or unable to provide data	79	78	1
Out of business or not in survey scope	37	37	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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