

Honolulu, HI National Compensation Survey February 2008



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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 Honolulu, HI, Metropolitan Statistical Area (MSA). Data were collected between December 2007 and April 2008; the average reference month is February 2008. 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, Honolulu, HI, February 2008

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	\$20.53	2.4	35.0	\$19.52	2.7	34.9	\$26.04	4.1	36.0
Worker characteristics^{4,5}									
Management, professional, and related	32.36	4.0	36.1	32.88	4.8	35.6	31.32	6.8	37.0
Management, business, and financial	34.88	5.6	40.4	35.06	5.5	40.5	34.10	19.0	40.0
Professional and related	31.16	4.9	34.3	31.46	7.5	33.0	30.70	4.9	36.4
Service	13.21	5.6	31.6	12.05	2.3	31.6	21.73	12.4	31.2
Sales and office	16.57	4.7	35.7	16.59	5.1	35.5	16.37	3.9	37.2
Sales and related	17.96	10.2	33.5	17.99	10.2	33.4	—	—	—
Office and administrative support	15.77	2.4	37.0	15.65	2.7	37.0	16.43	3.9	37.2
Natural resources, construction, and maintenance	25.80	6.4	39.8	25.92	6.6	39.8	—	—	—
Construction and extraction	26.13	7.6	40.0	26.23	7.6	40.0	—	—	—
Installation, maintenance, and repair	25.05	5.1	39.3	25.14	5.4	39.2	—	—	—
Production, transportation, and material moving	15.81	5.2	36.1	15.57	5.5	35.8	19.93	2.7	40.0
Production	17.39	15.3	38.6	17.18	16.1	38.5	—	—	—
Transportation and material moving	15.16	5.0	35.1	14.89	5.2	34.8	—	—	—
Full time	21.54	2.5	39.6	20.53	2.8	39.6	26.59	3.8	39.4
Part time	12.64	4.4	18.5	12.47	4.7	19.0	15.08	6.3	13.3
Union	23.30	3.4	37.9	21.72	4.5	37.7	25.38	4.3	38.2
Nonunion	19.25	3.8	33.9	18.92	4.0	34.2	30.59	14.0	25.8
Time	20.01	2.2	35.1	18.85	2.4	34.9	26.04	4.1	36.0
Incentive	33.17	16.9	33.4	33.17	16.9	33.4	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	18.70	3.0	34.2	(⁶)	(⁶)	(⁶)
1-99 workers	18.52	4.4	34.4	18.52	4.4	34.4	—	—	—
100-499 workers	19.71	6.9	35.0	19.42	7.6	34.6	22.45	6.8	39.3
500 workers or more	23.99	2.6	36.0	22.04	2.1	36.3	26.68	4.7	35.5

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 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, Honolulu, HI, February 2008**

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	\$20.53	2.4	\$21.54	2.5	\$12.64	4.4
Management occupations	42.72	6.4	42.93	6.2	—	—
Level 7	22.04	5.7	—	—	—	—
Level 8	28.05	14.3	28.05	14.3	—	—
Level 9	31.08	15.1	31.08	15.1	—	—
Level 11	52.68	4.4	52.68	4.4	—	—
Level 12	50.61	10.8	50.61	10.8	—	—
Not able to be leveled	48.17	18.2	48.17	18.2	—	—
Financial managers	43.63	4.6	43.63	4.6	—	—
Construction managers	54.02	.5	54.02	.5	—	—
Business and financial operations occupations	26.12	5.4	26.12	5.4	—	—
Level 6	21.05	18.6	21.05	18.6	—	—
Level 7	21.08	4.4	21.08	4.4	—	—
Level 8	28.95	5.6	28.95	5.6	—	—
Level 9	31.07	7.5	31.07	7.5	—	—
Not able to be leveled	24.30	10.4	24.30	10.4	—	—
Buyers and purchasing agents	30.01	7.7	30.01	7.7	—	—
Purchasing agents, except wholesale, retail, and farm products	32.46	4.4	32.46	4.4	—	—
Claims adjusters, appraisers, examiners, and investigators	27.74	8.9	27.74	8.9	—	—
Claims adjusters, examiners, and investigators	27.62	10.7	27.62	10.7	—	—
Accountants and auditors	22.60	8.7	22.60	8.7	—	—
Computer and mathematical science occupations	28.62	6.7	28.62	6.7	—	—
Level 9	31.56	3.6	31.56	3.6	—	—
Computer programmers	32.69	3.1	32.69	3.1	—	—
Computer systems analysts	28.03	11.7	28.03	11.7	—	—
Architecture and engineering occupations	31.75	7.5	31.75	7.5	—	—
Level 9	34.49	6.7	34.49	6.7	—	—
Engineers	37.22	3.8	37.22	3.8	—	—
Level 9	34.75	7.3	34.75	7.3	—	—
Electrical and electronics engineers	38.22	6.3	38.22	6.3	—	—
Life, physical, and social science occupations	26.86	24.6	27.15	24.6	—	—
Community and social services occupations	20.20	5.4	20.58	6.1	—	—
Level 8	21.79	5.7	—	—	—	—
Counselors	17.50	25.9	—	—	—	—
Social workers	21.46	2.4	21.44	1.8	—	—
Level 8	20.98	2.6	—	—	—	—
Child, family, and school social workers	18.66	12.9	—	—	—	—
Miscellaneous community and social service specialists	18.92	13.6	—	—	—	—
Legal occupations	30.63	17.8	30.63	17.8	—	—
Education, training, and library occupations	32.41	4.5	32.86	4.1	22.59	25.8
Level 6	16.89	5.0	—	—	—	—
Level 7	26.40	12.6	26.40	12.6	—	—
Level 8	26.15	11.6	26.16	10.9	—	—
Level 9	36.59	2.9	36.61	2.9	—	—
Postsecondary teachers	42.43	7.0	41.85	7.0	—	—
Primary, secondary, and special education school teachers	34.07	3.2	34.11	3.1	—	—
Level 8	25.71	12.2	25.71	12.2	—	—
Level 9	37.08	2.8	37.09	2.8	—	—
Preschool and kindergarten teachers	18.08	15.3	18.17	15.1	—	—
Preschool teachers, except special education	16.83	10.7	16.90	10.6	—	—
Elementary and middle school teachers	35.07	8.9	35.11	9.1	—	—
Level 9	39.09	4.3	39.18	4.4	—	—
Elementary school teachers, except special education	34.31	12.2	34.36	12.3	—	—
Level 9	38.23	2.0	—	—	—	—
Secondary school teachers	38.24	3.3	38.24	3.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008** — 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						
Secondary school teachers –Continued						
Level 9	\$39.27	2.9	\$39.27	2.9	–	–
Secondary school teachers, except special and vocational education	38.24	3.3	38.24	3.3	–	–
Level 9	39.27	2.9	39.27	2.9	–	–
Teacher assistants	17.20	8.8	–	–	–	–
Arts, design, entertainment, sports, and media occupations	22.98	7.0	21.67	7.6	\$25.45	12.7
Level 7	30.50	15.8	–	–	–	–
Not able to be leveled	22.65	14.7	20.72	18.9	25.73	18.5
Healthcare practitioner and technical occupations	38.41	10.4	39.53	11.1	29.99	6.7
Level 4	16.61	3.1	16.62	3.3	–	–
Level 5	20.09	6.9	20.45	9.1	–	–
Level 6	24.87	11.5	24.95	12.4	–	–
Level 7	28.43	7.0	30.29	10.8	–	–
Level 8	41.45	.7	41.41	.7	–	–
Level 9	35.87	2.4	35.87	2.8	35.83	3.7
Level 11	84.33	37.0	84.33	37.0	–	–
Registered nurses	38.61	1.3	38.81	1.2	36.56	3.7
Level 8	41.88	.0	–	–	–	–
Level 9	37.57	1.2	37.76	1.1	36.04	4.1
Therapists	28.68	5.3	31.42	2.0	–	–
Level 9	–	–	32.65	1.6	–	–
Diagnostic related technologists and technicians	27.32	16.6	32.43	3.1	–	–
Health diagnosing and treating practitioner support technicians	18.53	4.7	–	–	–	–
Licensed practical and licensed vocational nurses	20.14	2.6	20.15	2.8	–	–
Healthcare support occupations	14.45	2.4	14.54	3.2	13.44	10.1
Level 3	15.19	2.0	15.10	1.6	16.15	6.9
Level 4	13.33	5.9	13.36	6.5	–	–
Nursing, psychiatric, and home health aides	14.69	2.0	14.86	1.8	13.20	5.0
Level 3	15.03	1.5	15.03	1.4	–	–
Level 4	14.18	3.6	14.65	3.4	–	–
Nursing aides, orderlies, and attendants	14.76	2.0	14.86	1.9	13.46	5.4
Level 3	15.02	1.5	15.02	1.4	–	–
Level 4	14.40	3.5	14.69	3.6	–	–
Miscellaneous healthcare support occupations	14.33	3.6	14.23	3.3	16.26	4.8
Level 3	15.55	2.9	–	–	–	–
Level 4	13.03	6.3	13.01	6.2	–	–
Medical assistants	14.27	.6	14.27	.6	–	–
Protective service occupations	17.21	17.7	17.89	18.1	10.99	5.5
Level 2	11.10	4.0	–	–	–	–
Level 3	15.03	14.3	–	–	–	–
Level 4	16.68	9.6	17.72	8.7	–	–
Level 6	20.43	7.2	20.44	7.3	–	–
Security guards and gaming surveillance officers	11.11	2.9	11.29	4.0	9.74	.8
Level 2	10.72	.4	–	–	–	–
Level 3	11.05	7.2	–	–	–	–
Security guards	11.11	2.9	11.29	4.0	9.74	.8
Level 2	10.72	.4	–	–	–	–
Level 3	11.05	7.2	–	–	–	–
Miscellaneous protective service workers	16.95	9.7	18.43	7.6	12.78	7.4
Lifeguards, ski patrol, and other recreational protective service workers	18.41	6.2	–	–	–	–
Food preparation and serving related occupations	10.46	7.8	11.40	11.1	8.65	6.3
Level 1	7.99	1.1	7.94	1.5	8.07	3.2
Level 2	9.91	6.6	10.47	7.2	9.47	13.1
Level 3	8.54	4.5	8.70	6.5	8.19	3.2
Level 4	13.06	7.0	13.57	7.6	–	–
Level 5	17.60	11.2	17.60	11.2	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008** — 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)
Food preparation and serving related occupations						
—Continued						
First-line supervisors/managers, food preparation and serving workers	\$21.43	8.4	\$21.43	8.4	—	—
First-line supervisors/managers of food preparation and serving workers	20.26	9.2	20.26	9.2	—	—
Cooks	12.78	2.2	14.15	6.9	\$8.66	4.4
Level 3	10.40	6.2	—	—	—	—
Level 4	13.23	4.4	13.44	5.7	—	—
Cooks, restaurant	13.70	6.5	14.77	6.4	—	—
Level 4	12.97	.8	13.29	1.1	—	—
Food preparation workers	8.95	7.8	9.42	12.8	8.25	4.3
Level 2	10.95	13.4	—	—	—	—
Level 3	9.09	9.1	10.68	2.9	—	—
Food service, tipped	7.53	1.6	7.61	2.6	7.39	1.0
Level 1	7.44	1.1	7.35	.1	7.53	2.0
Level 2	7.45	1.2	7.55	1.1	7.37	1.7
Level 3	7.22	.4	7.23	.3	—	—
Bartenders	8.67	14.7	9.21	18.5	—	—
Waiters and waitresses	7.34	.9	7.30	.8	7.40	1.0
Level 1	7.46	1.4	7.33	.0	7.58	2.3
Level 2	7.40	1.1	—	—	7.39	1.8
Level 3	7.24	.8	7.26	.8	—	—
Dining room and cafeteria attendants and bartender helpers	7.59	1.7	7.72	3.2	7.42	1.2
Level 1	7.46	.9	—	—	7.45	1.3
Level 2	7.81	2.8	7.92	2.1	—	—
Fast food and counter workers	12.03	7.8	14.78	6.8	11.20	13.0
Level 1	8.60	4.4	—	—	—	—
Level 2	14.18	5.9	—	—	13.90	8.1
Combined food preparation and serving workers, including fast food	12.59	12.3	14.89	7.0	12.01	16.9
Dishwashers	9.57	1.1	9.73	2.3	—	—
Level 1	8.52	5.4	8.59	4.9	—	—
Building and grounds cleaning and maintenance occupations						
Level 1	13.53	3.7	14.04	4.3	11.13	6.9
Level 2	11.02	4.6	11.80	3.7	9.57	8.3
Level 3	13.19	1.4	13.25	1.2	12.29	10.0
Level 3	13.96	2.9	13.84	2.7	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers	18.53	9.1	19.16	9.6	—	—
First-line supervisors/managers of housekeeping and janitorial workers	18.53	9.1	19.16	9.6	—	—
Building cleaning workers	12.62	1.6	12.97	2.0	11.39	6.8
Level 1	11.10	4.9	11.80	3.7	9.69	9.0
Level 2	13.72	2.1	13.81	2.2	—	—
Level 3	14.12	3.1	13.80	2.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.72	3.0	12.12	3.7	10.87	9.8
Level 1	9.55	11.8	10.07	10.4	8.84	13.1
Level 2	14.18	2.4	14.36	1.6	—	—
Level 3	14.45	4.6	—	—	—	—
Maids and housekeeping cleaners	13.65	.8	13.74	.8	12.99	9.0
Level 1	13.65	1.2	13.82	3.0	12.93	10.4
Level 2	13.52	3.0	13.55	3.1	—	—
Level 3	14.13	7.1	14.23	7.1	—	—
Grounds maintenance workers	11.89	4.5	12.08	4.1	—	—
Landscaping and groundskeeping workers	11.89	4.5	12.08	4.1	—	—
Personal care and service occupations						
Level 1	12.22	4.2	13.05	6.1	9.90	11.7
Level 2	8.23	6.4	8.85	12.5	7.86	3.9
Level 3	8.49	5.5	—	—	—	—
Level 4	11.51	4.4	—	—	—	—
Level 4	15.46	7.2	—	—	—	—
Baggage porters, bellhops, and concierges	10.69	14.5	11.14	14.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008** — 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)
Personal care and service occupations –Continued						
Baggage porters, bellhops, and concierges –Continued						
Level 1	\$7.89	4.3	–	–	–	–
Baggage porters and bellhops	7.87	3.8	\$7.52	1.8	–	–
Level 1	7.89	4.3	–	–	–	–
Child care workers	11.46	15.6	–	–	\$7.89	4.4
Recreation and fitness workers	18.73	4.5	–	–	–	–
Sales and related occupations						
Level 1	17.96	10.2	19.78	11.4	10.58	6.6
Level 2	8.22	4.1	–	–	7.82	2.5
Level 3	8.83	4.3	8.70	6.2	9.02	5.1
Level 4	11.98	2.8	12.36	3.8	10.88	3.9
Level 5	17.45	9.5	17.98	7.7	13.16	13.5
Level 6	24.35	4.1	24.62	3.8	–	–
Level 7	27.17	8.1	27.17	8.1	–	–
Level 7	27.28	3.0	27.28	3.0	–	–
First-line supervisors/managers, sales workers	25.80	10.0	25.90	9.8	–	–
Level 6	24.55	18.6	24.55	18.6	–	–
First-line supervisors/managers of retail sales workers	25.69	22.1	25.82	22.1	–	–
Level 6	19.06	1.0	19.06	1.0	–	–
Retail sales workers	13.00	7.3	13.87	6.8	10.32	7.9
Level 1	8.22	4.1	–	–	7.82	2.5
Level 2	8.58	3.8	8.70	6.2	8.37	.8
Level 3	12.20	2.6	12.50	3.9	11.26	2.7
Level 4	17.99	8.9	18.53	6.8	12.43	13.4
Level 5	25.54	9.1	–	–	–	–
Cashiers, all workers	9.95	3.5	10.20	4.7	9.46	5.2
Level 1	8.22	4.1	–	–	7.82	2.5
Level 2	8.61	4.8	8.62	6.2	8.61	1.6
Level 3	12.27	3.2	12.86	8.8	11.31	.6
Cashiers	9.98	3.4	10.20	4.7	9.53	5.0
Level 1	8.26	4.1	–	–	7.87	3.2
Level 2	8.61	4.8	8.62	6.2	8.61	1.6
Level 3	12.27	3.2	12.86	8.8	11.31	.6
Counter and rental clerks and parts salespersons	13.52	5.3	14.00	3.0	–	–
Counter and rental clerks	12.38	12.6	–	–	–	–
Parts salespersons	15.02	.2	15.02	.2	–	–
Retail salespersons	16.04	9.7	17.05	6.8	12.08	21.1
Level 3	11.73	3.5	11.89	1.6	11.16	9.1
Level 4	18.90	5.7	19.38	3.3	–	–
Sales representatives, wholesale and manufacturing	24.86	7.0	24.86	7.0	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.92	7.3	24.92	7.3	–	–
Miscellaneous sales and related workers	10.61	12.1	–	–	–	–
Office and administrative support occupations						
Level 1	15.77	2.4	15.81	2.6	15.24	22.1
Level 2	8.29	1.6	–	–	–	–
Level 3	11.18	3.3	11.52	2.5	9.69	7.4
Level 4	12.89	4.4	12.89	4.9	12.85	12.3
Level 5	14.92	2.8	14.89	2.6	15.21	15.6
Level 6	16.83	3.6	17.00	3.9	–	–
Level 7	18.75	5.1	18.75	5.1	–	–
Level 7	25.34	6.6	23.44	3.2	–	–
Not able to be leveled	13.35	9.5	–	–	–	–
First-line supervisors/managers of office and administrative support workers	22.13	10.9	22.13	10.9	–	–
Level 6	18.29	17.5	18.29	17.5	–	–
Financial clerks	14.90	3.8	15.06	4.4	12.55	6.1
Level 2	11.19	2.4	11.24	2.7	–	–
Level 3	14.11	9.0	13.92	10.1	–	–
Level 4	14.18	6.3	14.50	8.5	–	–
Level 5	16.85	7.7	16.85	7.7	–	–
Level 6	17.78	4.5	17.78	4.5	–	–
Bookkeeping, accounting, and auditing clerks	15.46	4.3	15.53	4.4	–	–
Level 4	15.29	7.2	15.49	8.3	–	–
Level 5	15.90	6.2	15.90	6.2	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008** — 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						
Bookkeeping, accounting, and auditing clerks						
—Continued						
Level 6	\$17.65	5.2	\$17.65	5.2	—	—
Payroll and timekeeping clerks	14.75	18.7	14.75	18.7	—	—
Tellers	—	—	11.25	1.1	—	—
Customer service representatives	15.73	6.7	16.12	7.6	—	—
Level 4	16.48	8.1	16.48	8.1	—	—
File clerks	11.56	8.6	11.66	9.3	—	—
Hotel, motel, and resort desk clerks	16.78	.8	16.95	.1	—	—
Level 4	16.50	4.6	16.50	4.6	—	—
Receptionists and information clerks	12.60	7.9	12.63	8.5	—	—
Level 2	11.13	7.3	—	—	—	—
Level 3	14.00	9.9	13.42	11.7	—	—
Reservation and transportation ticket agents and travel clerks	15.28	12.3	15.26	8.1	\$15.34	25.9
Level 4	14.54	20.8	—	—	—	—
Shipping, receiving, and traffic clerks	14.51	6.0	14.51	6.0	—	—
Stock clerks and order fillers	13.65	8.2	14.93	10.2	10.81	9.6
Secretaries and administrative assistants	18.51	9.2	17.46	6.6	—	—
Level 4	14.74	9.1	14.75	9.1	—	—
Level 6	19.58	3.1	19.58	3.1	—	—
Executive secretaries and administrative assistants	23.77	10.3	21.35	2.4	—	—
Level 6	20.18	4.2	20.18	4.2	—	—
Secretaries, except legal, medical, and executive	15.30	4.1	15.37	4.1	—	—
Level 4	14.68	10.6	14.68	10.6	—	—
Data entry and information processing workers	13.93	3.7	13.93	3.7	—	—
Word processors and typists	14.01	3.7	14.01	3.7	—	—
Office clerks, general	12.98	6.5	13.17	6.8	—	—
Level 2	10.83	5.4	11.04	6.0	—	—
Level 3	12.79	12.3	12.79	12.3	—	—
Level 4	15.29	7.8	15.29	7.8	—	—
Construction and extraction occupations	26.13	7.6	26.13	7.6	—	—
Level 4	20.62	3.1	20.62	3.1	—	—
Level 5	25.17	1.9	25.17	1.9	—	—
Level 6	31.38	8.0	31.38	8.0	—	—
Level 7	33.64	9.8	33.64	9.8	—	—
First-line supervisors/managers of construction trades and extraction workers	32.94	4.2	32.94	4.2	—	—
Carpenters	30.88	8.5	30.88	8.5	—	—
Construction laborers	21.05	5.9	21.05	5.9	—	—
Level 4	22.37	.1	22.37	.1	—	—
Electricians	28.25	5.0	28.25	5.0	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	25.52	4.7	25.52	4.7	—	—
Level 7	32.97	.5	32.97	.5	—	—
Plumbers, pipefitters, and steamfitters	25.52	4.7	25.52	4.7	—	—
Level 7	32.97	.5	32.97	.5	—	—
Installation, maintenance, and repair occupations	25.05	5.1	25.51	5.1	—	—
Level 5	20.68	4.9	21.05	5.2	—	—
Level 6	26.78	9.8	26.78	9.8	—	—
Level 7	27.93	1.9	28.19	1.9	—	—
Level 9	32.47	4.2	32.47	4.2	—	—
First-line supervisors/managers of mechanics, installers, and repairers	28.89	16.7	28.89	16.7	—	—
Aircraft mechanics and service technicians	27.56	9.2	28.27	5.0	—	—
Automotive technicians and repairers	21.69	9.7	22.24	8.3	—	—
Automotive service technicians and mechanics	21.53	12.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	26.40	10.4	26.45	10.5	—	—
Maintenance and repair workers, general	20.80	1.0	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	18.58	10.2	18.58	10.2	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008** — 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	\$17.39	15.3	\$17.46	16.1	\$16.04	1.7
Level 3	11.93	10.2	11.93	10.2	—	—
Level 4	17.64	4.4	—	—	—	—
Level 5	24.39	12.9	24.39	12.9	—	—
Transportation and material moving occupations	15.16	5.0	15.98	4.9	9.82	9.4
Level 1	8.69	4.8	8.93	2.4	8.44	8.3
Level 2	12.02	5.8	12.25	5.2	10.34	6.8
Level 3	14.64	7.3	14.64	7.7	—	—
Level 4	17.90	2.9	17.83	2.9	—	—
Level 5	21.06	6.2	21.06	6.2	—	—
Level 6	21.26	10.2	21.26	10.2	—	—
Bus drivers	17.49	3.7	17.62	3.8	—	—
Bus drivers, transit and intercity	17.44	3.7	17.61	3.8	—	—
Driver/sales workers and truck drivers	14.87	8.4	16.01	4.8	8.70	22.4
Level 2	9.49	3.7	—	—	—	—
Level 3	14.43	12.8	14.43	12.8	—	—
Level 4	18.16	3.1	18.09	3.1	—	—
Level 5	20.06	9.1	20.06	9.1	—	—
Truck drivers, heavy and tractor-trailer	17.94	2.4	17.94	2.4	—	—
Level 4	17.77	3.1	17.77	3.1	—	—
Level 5	20.06	9.1	20.06	9.1	—	—
Truck drivers, light or delivery services	13.42	12.2	13.16	11.9	—	—
Level 3	14.41	14.3	14.41	14.3	—	—
Parking lot attendants	8.41	3.9	8.41	4.4	—	—
Level 1	8.41	3.9	8.41	4.4	—	—
Laborers and material movers, hand	11.85	4.4	12.35	5.5	10.23	3.0
Level 1	9.32	5.4	9.17	4.8	9.52	5.8
Level 2	11.13	5.7	11.15	7.0	—	—
Level 3	16.98	9.5	—	—	—	—
Level 4	15.51	2.5	15.45	2.3	—	—
Cleaners of vehicles and equipment	9.65	4.2	9.66	5.1	—	—
Level 1	8.97	1.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	13.23	5.2	14.03	6.1	10.62	3.1
Level 1	10.17	4.8	—	—	10.10	4.4
Level 2	11.68	5.2	11.99	6.8	—	—
Level 3	16.65	11.8	—	—	—	—
Level 4	15.51	2.5	15.45	2.3	—	—
Packers and packagers, hand	9.32	1.9	—	—	9.44	4.3
Level 1	8.77	5.2	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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, Honolulu, HI, February 2008

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	\$19.52	2.7	\$20.53	2.8	\$12.47	4.7
Management occupations	42.07	6.6	42.32	6.5	—	—
Level 7	22.04	5.7	—	—	—	—
Level 8	28.05	14.3	28.05	14.3	—	—
Level 9	31.32	16.1	31.32	16.1	—	—
Level 11	51.88	5.5	51.88	5.5	—	—
Level 12	57.69	1.7	57.69	1.7	—	—
Not able to be leveled	51.04	17.6	51.04	17.6	—	—
Financial managers	43.63	4.6	43.63	4.6	—	—
Construction managers	54.02	.5	54.02	.5	—	—
Business and financial operations occupations	26.89	6.2	26.89	6.2	—	—
Level 6	23.74	16.3	23.74	16.3	—	—
Level 7	21.19	5.4	21.19	5.4	—	—
Level 8	28.95	5.6	28.95	5.6	—	—
Level 9	34.58	6.4	34.58	6.4	—	—
Buyers and purchasing agents	30.01	7.7	30.01	7.7	—	—
Purchasing agents, except wholesale, retail, and farm products	32.46	4.4	32.46	4.4	—	—
Claims adjusters, appraisers, examiners, and investigators	27.74	8.9	27.74	8.9	—	—
Claims adjusters, examiners, and investigators	27.62	10.7	27.62	10.7	—	—
Accountants and auditors	22.60	8.7	22.60	8.7	—	—
Computer and mathematical science occupations	32.73	9.1	32.73	9.1	—	—
Level 9	31.56	3.6	31.56	3.6	—	—
Computer programmers	32.69	3.1	32.69	3.1	—	—
Architecture and engineering occupations	31.34	7.2	31.34	7.2	—	—
Level 9	32.29	2.4	32.29	2.4	—	—
Engineers	37.30	4.1	37.30	4.1	—	—
Community and social services occupations	16.05	12.9	15.83	15.5	—	—
Social workers	18.25	16.6	17.26	15.7	—	—
Child, family, and school social workers	17.08	17.1	—	—	—	—
Education, training, and library occupations	29.67	10.5	31.17	9.6	15.11	22.9
Level 7	31.34	9.2	31.34	9.2	—	—
Level 8	26.15	11.6	26.16	10.9	—	—
Level 9	37.29	9.1	37.36	9.1	—	—
Primary, secondary, and special education school teachers	29.99	4.8	30.05	4.7	—	—
Level 8	25.71	12.2	25.71	12.2	—	—
Level 9	37.56	9.8	37.64	9.8	—	—
Preschool and kindergarten teachers	18.08	15.3	18.17	15.1	—	—
Preschool teachers, except special education	16.83	10.7	16.90	10.6	—	—
Elementary and middle school teachers	33.05	13.8	33.12	14.1	—	—
Level 9	44.00	5.1	—	—	—	—
Elementary school teachers, except special education	31.34	20.4	31.41	20.8	—	—
Secondary school teachers	36.77	4.4	36.77	4.4	—	—
Secondary school teachers, except special and vocational education	36.77	4.4	36.77	4.4	—	—
Arts, design, entertainment, sports, and media occupations	23.27	7.4	21.96	8.5	25.45	12.7
Level 7	30.50	15.8	—	—	—	—
Not able to be leveled	22.65	14.7	20.72	18.9	25.73	18.5
Healthcare practitioner and technical occupations	39.24	12.5	40.88	13.6	29.99	6.7
Level 4	16.61	3.1	16.62	3.3	—	—
Level 5	20.09	6.9	20.45	9.1	—	—
Level 6	29.25	8.2	—	—	—	—
Level 7	28.43	7.0	30.29	10.8	—	—
Level 8	41.45	.7	41.41	.7	—	—
Level 9	36.81	.8	36.95	.6	35.83	3.7

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008 — 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 practitioner and technical occupations						
—Continued						
Registered nurses	\$38.83	1.5	\$39.09	1.5	\$36.56	3.7
Level 8	41.88	.0	—	—	—	—
Level 9	37.92	1.4	38.19	1.3	36.04	4.1
Therapists	28.68	5.3	31.42	2.0	—	—
Level 9	—	—	32.65	1.6	—	—
Diagnostic related technologists and technicians	27.32	16.6	32.43	3.1	—	—
Health diagnosing and treating practitioner support technicians	19.29	6.5	—	—	—	—
Licensed practical and licensed vocational nurses	21.04	.8	21.15	1.1	—	—
Healthcare support occupations						
Level 3	14.45	2.4	14.55	3.3	13.44	10.1
Level 3	15.19	2.0	15.10	1.6	16.15	6.9
Level 4	13.28	6.2	13.31	6.9	—	—
Nursing, psychiatric, and home health aides	14.73	2.2	14.92	1.9	13.20	5.0
Level 3	15.03	1.5	15.03	1.4	—	—
Level 4	14.21	4.6	14.88	4.4	—	—
Nursing aides, orderlies, and attendants	14.81	2.1	14.93	2.0	13.46	5.4
Level 3	15.02	1.5	15.02	1.4	—	—
Level 4	14.51	4.5	14.95	4.8	—	—
Miscellaneous healthcare support occupations	14.33	3.6	14.23	3.3	16.26	4.8
Level 3	15.55	2.9	—	—	—	—
Level 4	13.03	6.3	13.01	6.2	—	—
Medical assistants	14.27	.6	14.27	.6	—	—
Protective service occupations						
Level 2	11.67	6.5	11.88	7.7	10.40	4.7
Level 2	10.70	.4	—	—	—	—
Level 3	11.95	5.8	—	—	—	—
Level 4	14.91	4.9	15.80	2.3	—	—
Security guards and gaming surveillance officers	11.11	2.9	11.29	4.0	9.74	.8
Level 2	10.72	.4	—	—	—	—
Level 3	11.05	7.2	—	—	—	—
Security guards	11.11	2.9	11.29	4.0	9.74	.8
Level 2	10.72	.4	—	—	—	—
Level 3	11.05	7.2	—	—	—	—
Miscellaneous protective service workers	14.37	5.0	—	—	—	—
Food preparation and serving related occupations						
Level 1	9.94	7.1	10.87	10.4	8.08	1.5
Level 1	7.99	1.1	7.94	1.5	8.07	3.2
Level 2	9.23	3.5	10.47	7.2	7.97	2.0
Level 3	8.54	4.5	8.70	6.5	8.19	3.2
Level 4	13.06	7.0	13.57	7.6	—	—
Level 5	17.60	11.2	17.60	11.2	—	—
First-line supervisors/managers, food preparation and serving workers	20.12	14.2	20.12	14.2	—	—
Cooks	12.78	2.2	14.15	6.9	8.66	4.4
Level 3	10.40	6.2	—	—	—	—
Level 4	13.23	4.4	13.44	5.7	—	—
Cooks, restaurant	13.70	6.5	14.77	6.4	—	—
Level 4	12.97	.8	13.29	1.1	—	—
Food preparation workers	8.95	7.8	9.42	12.8	8.25	4.3
Level 2	10.95	13.4	—	—	—	—
Level 3	9.09	9.1	10.68	2.9	—	—
Food service, tipped	7.53	1.6	7.61	2.6	7.39	1.0
Level 1	7.44	1.1	7.35	.1	7.53	2.0
Level 2	7.45	1.2	7.55	1.1	7.37	1.7
Level 3	7.22	.4	7.23	.3	—	—
Bartenders	8.67	14.7	9.21	18.5	—	—
Waiters and waitresses	7.34	.9	7.30	.8	7.40	1.0
Level 1	7.46	1.4	7.33	.0	7.58	2.3
Level 2	7.40	1.1	—	—	7.39	1.8
Level 3	7.24	.8	7.26	.8	—	—
Dining room and cafeteria attendants and bartender helpers	7.59	1.7	7.72	3.2	7.42	1.2
Level 1	7.46	.9	—	—	7.45	1.3

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008 — 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)
Food preparation and serving related occupations						
—Continued						
Dining room and cafeteria attendants and bartender helpers —Continued						
Level 2	\$7.81	2.8	\$7.92	2.1	—	—
Fast food and counter workers	10.88	5.2	14.78	6.8	\$9.09	3.9
Level 1	8.60	4.4	—	—	—	—
Level 2	12.89	9.8	—	—	—	—
Combined food preparation and serving workers, including fast food	10.90	12.2	14.89	7.0	8.92	6.5
Dishwashers	9.57	1.1	9.73	2.3	—	—
Level 1	8.52	5.4	8.59	4.9	—	—
Building and grounds cleaning and maintenance occupations						
Level 1	13.51	4.0	14.01	4.3	10.40	7.9
Level 2	11.17	4.2	11.80	3.7	9.86	8.0
Level 3	13.19	1.4	13.25	1.2	12.29	10.0
Level 4	13.64	2.7	13.84	2.7	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers	18.73	9.4	19.43	9.9	—	—
First-line supervisors/managers of housekeeping and janitorial workers	18.73	9.4	19.43	9.9	—	—
Building cleaning workers	12.58	1.6	12.97	2.0	10.66	8.4
Level 1	11.25	4.5	11.80	3.7	10.02	8.6
Level 2	13.72	2.1	13.81	2.2	—	—
Level 3	13.77	2.8	13.80	2.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.52	3.2	12.12	3.7	9.45	11.8
Level 1	9.71	11.7	10.07	10.4	9.12	13.8
Level 2	14.18	2.4	14.36	1.6	—	—
Maids and housekeeping cleaners	13.65	.8	13.74	.8	12.99	9.0
Level 1	13.65	1.2	13.82	3.0	12.93	10.4
Level 2	13.52	3.0	13.55	3.1	—	—
Level 3	14.13	7.1	14.23	7.1	—	—
Grounds maintenance workers	11.89	4.5	12.08	4.1	—	—
Landscaping and groundskeeping workers	11.89	4.5	12.08	4.1	—	—
Personal care and service occupations						
Level 1	12.36	4.2	13.05	6.1	10.21	12.3
Level 2	8.23	6.4	8.85	12.5	7.86	3.9
Level 3	8.95	4.0	—	—	—	—
Level 4	11.51	4.4	—	—	—	—
Level 5	15.46	7.2	—	—	—	—
Baggage porters, bellhops, and concierges	10.69	14.5	11.14	14.5	—	—
Level 1	7.89	4.3	—	—	—	—
Baggage porters and bellhops	7.87	3.8	7.52	1.8	—	—
Level 1	7.89	4.3	—	—	—	—
Child care workers	12.25	13.9	—	—	—	—
Recreation and fitness workers	18.73	4.5	—	—	—	—
Sales and related occupations						
Level 1	17.99	10.2	19.83	11.4	10.58	6.6
Level 2	8.22	4.1	—	—	7.82	2.5
Level 3	8.83	4.3	8.70	6.2	9.02	5.1
Level 4	11.98	2.8	12.36	3.8	10.88	3.9
Level 5	17.58	9.9	18.15	7.9	13.16	13.5
Level 6	24.35	4.1	24.62	3.8	—	—
Level 7	27.17	8.1	27.17	8.1	—	—
Level 8	27.28	3.0	27.28	3.0	—	—
First-line supervisors/managers, sales workers	25.80	10.0	25.90	9.8	—	—
Level 6	24.55	18.6	24.55	18.6	—	—
First-line supervisors/managers of retail sales workers	25.69	22.1	25.82	22.1	—	—
Level 6	19.06	1.0	19.06	1.0	—	—
Retail sales workers	12.99	7.4	13.86	6.9	10.32	7.9
Level 1	8.22	4.1	—	—	7.82	2.5
Level 2	8.58	3.8	8.70	6.2	8.37	.8
Level 3	12.20	2.6	12.50	3.9	11.26	2.7
Level 4	18.17	9.2	18.75	6.9	12.43	13.4

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008 — 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)
Sales and related occupations —Continued						
Retail sales workers —Continued						
Level 5	\$25.54	9.1	—	—	—	—
Cashiers, all workers	9.85	3.3	\$10.06	4.6	\$9.46	5.2
Level 1	8.22	4.1	—	—	7.82	2.5
Level 2	8.61	4.8	8.62	6.2	8.61	1.6
Level 3	12.27	3.2	12.86	8.8	11.31	.6
Cashiers	9.88	3.2	10.06	4.6	9.53	5.0
Level 1	8.26	4.1	—	—	7.87	3.2
Level 2	8.61	4.8	8.62	6.2	8.61	1.6
Level 3	12.27	3.2	12.86	8.8	11.31	.6
Counter and rental clerks and parts salespersons	13.52	5.3	14.00	3.0	—	—
Counter and rental clerks	12.38	12.6	—	—	—	—
Parts salespersons	15.02	.2	15.02	.2	—	—
Retail salespersons	16.04	9.7	17.05	6.8	12.08	21.1
Level 3	11.73	3.5	11.89	1.6	11.16	9.1
Level 4	18.90	5.7	19.38	3.3	—	—
Sales representatives, wholesale and manufacturing	24.86	7.0	24.86	7.0	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.92	7.3	24.92	7.3	—	—
Miscellaneous sales and related workers	10.61	12.1	—	—	—	—
Office and administrative support occupations	15.65	2.7	15.65	2.9	15.71	22.7
Level 1	8.29	1.6	—	—	—	—
Level 2	11.42	3.0	11.60	2.5	10.43	4.8
Level 3	12.89	4.4	12.89	4.9	12.85	12.3
Level 4	15.22	3.4	15.22	3.2	15.21	15.6
Level 5	16.99	4.1	17.18	4.5	—	—
Level 6	19.05	7.1	19.05	7.1	—	—
Level 7	26.52	8.0	24.12	3.3	—	—
First-line supervisors/managers of office and administrative support workers	21.48	12.0	21.48	12.0	—	—
Level 6	18.29	17.5	18.29	17.5	—	—
Financial clerks	14.82	4.2	15.00	4.9	12.55	6.1
Level 2	11.19	2.4	11.24	2.7	—	—
Level 3	14.11	9.0	13.92	10.1	—	—
Level 4	14.18	6.3	14.50	8.5	—	—
Level 5	16.85	7.7	16.85	7.7	—	—
Bookkeeping, accounting, and auditing clerks	15.44	4.9	15.52	5.1	—	—
Level 4	15.29	7.2	15.49	8.3	—	—
Level 5	15.90	6.2	15.90	6.2	—	—
Payroll and timekeeping clerks	14.75	18.7	14.75	18.7	—	—
Tellers	—	—	11.25	1.1	—	—
Customer service representatives	15.53	7.0	15.95	8.1	—	—
Level 4	16.48	8.1	16.48	8.1	—	—
File clerks	11.56	8.6	11.66	9.3	—	—
Hotel, motel, and resort desk clerks	16.78	.8	16.95	.1	—	—
Level 4	16.50	4.6	16.50	4.6	—	—
Receptionists and information clerks	12.41	8.4	12.42	8.9	—	—
Level 2	11.13	7.3	—	—	—	—
Level 3	14.00	9.9	13.42	11.7	—	—
Reservation and transportation ticket agents and travel clerks	15.28	12.3	15.26	8.1	15.34	25.9
Level 4	14.54	20.8	—	—	—	—
Shipping, receiving, and traffic clerks	14.51	6.0	14.51	6.0	—	—
Stock clerks and order fillers	13.65	8.2	14.93	10.2	10.81	9.6
Secretaries and administrative assistants	18.10	10.6	16.81	6.3	—	—
Level 4	14.74	9.1	14.75	9.1	—	—
Level 6	19.73	4.1	19.73	4.1	—	—
Executive secretaries and administrative assistants	24.49	13.2	21.12	3.2	—	—
Level 6	20.03	5.1	20.03	5.1	—	—
Secretaries, except legal, medical, and executive	14.99	3.8	15.06	3.7	—	—
Level 4	14.68	10.6	14.68	10.6	—	—
Office clerks, general	13.10	7.1	13.32	7.4	—	—
Level 2	10.93	6.2	11.20	6.8	—	—
Level 3	12.79	12.3	12.79	12.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008 — 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						
Office clerks, general —Continued						
Level 4	\$16.04	8.3	\$16.04	8.3	—	—
Construction and extraction occupations	26.23	7.6	26.23	7.6	—	—
Level 4	20.62	3.1	20.62	3.1	—	—
Level 5	25.17	1.9	25.17	1.9	—	—
Level 6	31.38	8.0	31.38	8.0	—	—
Level 7	33.64	9.8	33.64	9.8	—	—
First-line supervisors/managers of construction trades and extraction workers	32.94	4.2	32.94	4.2	—	—
Carpenters	30.88	8.5	30.88	8.5	—	—
Construction laborers	21.43	5.4	21.43	5.4	—	—
Level 4	22.37	.1	22.37	.1	—	—
Electricians	28.25	5.0	28.25	5.0	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	25.52	4.7	25.52	4.7	—	—
Level 7	32.97	.5	32.97	.5	—	—
Plumbers, pipefitters, and steamfitters	25.52	4.7	25.52	4.7	—	—
Level 7	32.97	.5	32.97	.5	—	—
Installation, maintenance, and repair occupations	25.14	5.4	25.65	5.4	—	—
Level 5	20.63	5.9	21.06	6.3	—	—
Level 6	27.22	10.5	27.22	10.5	—	—
Level 7	27.93	1.9	28.19	1.9	—	—
Level 9	32.47	4.2	32.47	4.2	—	—
Aircraft mechanics and service technicians	27.56	9.2	28.27	5.0	—	—
Automotive technicians and repairers	21.69	9.7	22.24	8.3	—	—
Automotive service technicians and mechanics	21.53	12.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	26.40	10.4	26.45	10.5	—	—
Maintenance and repair workers, general	20.80	1.0	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	18.58	10.2	18.58	10.2	—	—
Production occupations	17.18	16.1	17.24	17.0	\$16.04	1.7
Level 3	11.93	10.2	11.93	10.2	—	—
Level 4	17.64	4.4	—	—	—	—
Level 5	24.81	13.2	24.81	13.2	—	—
Transportation and material moving occupations	14.89	5.2	15.73	5.2	9.82	9.4
Level 1	8.69	4.8	8.93	2.4	8.44	8.3
Level 2	11.94	6.2	12.16	5.7	10.34	6.8
Level 3	14.47	7.7	14.47	8.0	—	—
Level 4	17.79	2.9	17.71	3.0	—	—
Level 5	21.51	10.7	21.51	10.7	—	—
Level 6	21.26	10.2	21.26	10.2	—	—
Bus drivers	14.74	3.9	14.84	4.0	—	—
Bus drivers, transit and intercity	14.57	3.7	14.76	3.9	—	—
Driver/sales workers and truck drivers	14.72	8.5	15.87	4.9	8.70	22.4
Level 2	9.49	3.7	—	—	—	—
Level 3	14.43	12.8	14.43	12.8	—	—
Level 4	18.01	3.0	17.93	3.1	—	—
Level 5	20.06	9.1	20.06	9.1	—	—
Truck drivers, heavy and tractor-trailer	17.79	2.4	17.79	2.4	—	—
Level 4	17.57	3.1	17.57	3.1	—	—
Level 5	20.06	9.1	20.06	9.1	—	—
Truck drivers, light or delivery services	13.42	12.2	13.16	11.9	—	—
Level 3	14.41	14.3	14.41	14.3	—	—
Parking lot attendants	8.41	3.9	8.41	4.4	—	—
Level 1	8.41	3.9	8.41	4.4	—	—
Laborers and material movers, hand	11.75	4.5	12.23	5.6	10.23	3.0
Level 1	9.32	5.4	9.17	4.8	9.52	5.8
Level 2	10.79	5.4	10.72	6.8	—	—
Level 3	16.98	9.5	—	—	—	—
Level 4	15.51	2.5	15.45	2.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Honolulu, HI, February 2008 — 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						
Cleaners of vehicles and equipment	\$9.65	4.2	\$9.66	5.1	—	—
Level 1	8.97	1.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	13.13	5.5	13.96	6.6	\$10.62	3.1
Level 1	10.17	4.8	—	—	10.10	4.4
Level 2	11.20	4.8	11.41	7.3	—	—
Level 3	16.65	11.8	—	—	—	—
Level 4	15.51	2.5	15.45	2.3	—	—
Packers and packagers, hand	9.32	1.9	—	—	9.44	4.3
Level 1	8.77	5.2	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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, Honolulu, HI, February 2008

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	\$26.04	4.1	\$26.59	3.8	\$15.08	6.3
Business and financial operations occupations	23.15	10.4	23.15	10.4	–	–
Community and social services occupations	22.95	3.6	22.95	3.6	–	–
Social workers	23.16	1.8	23.16	1.8	–	–
Legal occupations	31.71	20.2	31.71	20.2	–	–
Education, training, and library occupations	34.21	3.3	33.88	3.3	–	–
Healthcare practitioner and technical occupations	35.51	15.7	35.51	15.7	–	–
Protective service occupations	24.62	11.1	25.01	9.7	–	–
Office and administrative support occupations	16.43	3.9	16.67	4.5	–	–
Level 4	13.76	1.4	13.76	1.4	–	–
Level 6	17.99	4.8	17.99	4.8	–	–
Data entry and information processing workers	13.46	1.4	13.46	1.4	–	–
Level 4	13.58	1.2	13.58	1.2	–	–
Word processors and typists	13.46	1.4	13.46	1.4	–	–
Level 4	13.58	1.2	13.58	1.2	–	–

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 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, Honolulu, HI, February 2008

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	\$20.53	2.4	\$21.54	2.5	\$12.64	4.4
Management occupations	42.72	6.4	42.93	6.2	—	—
Group II	24.21	9.4	—	—	—	—
Group III	44.70	7.9	—	—	—	—
Financial managers	43.63	4.6	43.63	4.6	—	—
Construction managers	54.02	.5	54.02	.5	—	—
Group III	55.55	.7	55.55	.7	—	—
Business and financial operations occupations	26.12	5.4	26.12	5.4	—	—
Group II	23.42	5.4	—	—	—	—
Group III	33.79	6.4	—	—	—	—
Buyers and purchasing agents	30.01	7.7	30.01	7.7	—	—
Group II	30.37	10.3	—	—	—	—
Purchasing agents, except wholesale, retail, and farm products	32.46	4.4	32.46	4.4	—	—
Claims adjusters, appraisers, examiners, and investigators	27.74	8.9	27.74	8.9	—	—
Group II	26.40	12.4	—	—	—	—
Claims adjusters, examiners, and investigators	27.62	10.7	27.62	10.7	—	—
Group II	25.93	16.0	25.93	16.0	—	—
Accountants and auditors	22.60	8.7	22.60	8.7	—	—
Group II	21.00	7.5	21.00	7.5	—	—
Computer and mathematical science occupations	28.62	6.7	28.62	6.7	—	—
Group II	24.89	3.2	—	—	—	—
Group III	37.25	10.5	—	—	—	—
Computer programmers	32.69	3.1	32.69	3.1	—	—
Computer systems analysts	28.03	11.7	28.03	11.7	—	—
Architecture and engineering occupations	31.75	7.5	31.75	7.5	—	—
Group II	23.21	3.2	—	—	—	—
Group III	41.25	4.7	—	—	—	—
Engineers	37.22	3.8	37.22	3.8	—	—
Group III	41.51	4.5	—	—	—	—
Electrical and electronics engineers	38.22	6.3	38.22	6.3	—	—
Life, physical, and social science occupations	26.86	24.6	27.15	24.6	—	—
Group III	34.22	28.4	—	—	—	—
Community and social services occupations	20.20	5.4	20.58	6.1	—	—
Group II	17.09	8.5	—	—	—	—
Group III	26.57	4.7	—	—	—	—
Counselors	17.50	25.9	—	—	—	—
Social workers	21.46	2.4	21.44	1.8	—	—
Group II	18.42	6.8	—	—	—	—
Group III	26.17	4.3	—	—	—	—
Child, family, and school social workers	18.66	12.9	—	—	—	—
Group II	16.34	16.1	—	—	—	—
Miscellaneous community and social service specialists	18.92	13.6	—	—	—	—
Legal occupations	30.63	17.8	30.63	17.8	—	—
Group II	22.14	9.7	—	—	—	—
Education, training, and library occupations	32.41	4.5	32.86	4.1	22.59	25.8
Group II	23.35	5.5	—	—	—	—
Group III	38.34	2.8	—	—	—	—
Postsecondary teachers	42.43	7.0	41.85	7.0	—	—
Group III	42.83	5.9	—	—	—	—
Primary, secondary, and special education school teachers	34.07	3.2	34.11	3.1	—	—
Group II	26.34	8.2	—	—	—	—
Group III	37.08	2.8	—	—	—	—
Preschool and kindergarten teachers	18.08	15.3	18.17	15.1	—	—
Group II	16.83	10.7	—	—	—	—
Preschool teachers, except special education	16.83	10.7	16.90	10.6	—	—
Group II	16.83	10.7	16.90	10.6	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Honolulu, HI, February 2008 — 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 and middle school teachers	\$35.07	8.9	\$35.11	9.1	—	—
Group II	29.29	21.1	—	—	—	—
Group III	39.09	4.3	—	—	—	—
Elementary school teachers, except special education	34.31	12.2	34.36	12.3	—	—
Group II	29.29	21.1	29.29	21.1	—	—
Group III	38.23	2.0	—	—	—	—
Secondary school teachers	38.24	3.3	38.24	3.3	—	—
Group II	34.38	2.2	—	—	—	—
Group III	39.27	2.9	—	—	—	—
Secondary school teachers, except special and vocational education	38.24	3.3	38.24	3.3	—	—
Group II	34.38	2.2	34.38	2.2	—	—
Group III	39.27	2.9	39.27	2.9	—	—
Teacher assistants	17.20	8.8	—	—	—	—
Arts, design, entertainment, sports, and media occupations	22.98	7.0	21.67	7.6	\$25.45	12.7
Group II	23.66	12.6	—	—	—	—
Healthcare practitioner and technical occupations	38.41	10.4	39.53	11.1	29.99	6.7
Group I	16.42	2.2	—	—	—	—
Group II	28.34	6.0	—	—	—	—
Group III	45.11	17.8	—	—	—	—
Registered nurses	38.61	1.3	38.81	1.2	36.56	3.7
Group II	41.23	.0	41.19	.0	—	—
Group III	37.88	1.2	38.08	1.0	36.04	4.1
Therapists	28.68	5.3	31.42	2.0	—	—
Group III	33.01	2.7	—	—	—	—
Diagnostic related technologists and technicians	27.32	16.6	32.43	3.1	—	—
Group II	31.94	4.1	—	—	—	—
Health diagnosing and treating practitioner support technicians	18.53	4.7	—	—	—	—
Licensed practical and licensed vocational nurses	20.14	2.6	20.15	2.8	—	—
Group II	20.14	2.6	20.15	2.8	—	—
Healthcare support occupations	14.45	2.4	14.54	3.2	13.44	10.1
Group I	14.02	3.1	—	—	—	—
Nursing, psychiatric, and home health aides	14.69	2.0	14.86	1.8	13.20	5.0
Group I	14.72	1.9	—	—	—	—
Nursing aides, orderlies, and attendants	14.76	2.0	14.86	1.9	13.46	5.4
Group I	14.80	1.8	14.90	1.7	13.49	6.1
Miscellaneous healthcare support occupations	14.33	3.6	14.23	3.3	16.26	4.8
Group I	13.61	5.1	—	—	—	—
Medical assistants	14.27	.6	14.27	.6	—	—
Group I	13.44	1.6	13.44	1.6	—	—
Protective service occupations	17.21	17.7	17.89	18.1	10.99	5.5
Group I	12.48	10.9	—	—	—	—
Group II	22.60	9.2	—	—	—	—
Security guards and gaming surveillance officers	11.11	2.9	11.29	4.0	9.74	.8
Group I	10.90	4.3	—	—	—	—
Security guards	11.11	2.9	11.29	4.0	9.74	.8
Group I	10.90	4.3	11.07	5.7	9.74	.8
Miscellaneous protective service workers	16.95	9.7	18.43	7.6	12.78	7.4
Group I	16.94	9.8	—	—	—	—
Lifeguards, ski patrol, and other recreational protective service workers	18.41	6.2	—	—	—	—
Group I	18.41	6.2	—	—	—	—
Food preparation and serving related occupations	10.46	7.8	11.40	11.1	8.65	6.3
Group I	9.37	4.0	—	—	—	—
Group II	19.63	10.2	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	21.43	8.4	21.43	8.4	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Honolulu, HI, February 2008** — 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)
Food preparation and serving related occupations						
—Continued						
First-line supervisors/managers of food preparation and serving workers	\$20.26	9.2	\$20.26	9.2	—	—
Cooks	12.78	2.2	14.15	6.9	\$8.66	4.4
Group I	11.59	1.9	—	—	—	—
Group II	18.74	9.4	—	—	—	—
Cooks, restaurant	13.70	6.5	14.77	6.4	—	—
Group I	11.88	3.7	12.73	4.0	—	—
Food preparation workers	8.95	7.8	9.42	12.8	8.25	4.3
Group I	8.95	7.8	9.42	12.8	8.25	4.3
Food service, tipped	7.53	1.6	7.61	2.6	7.39	1.0
Group I	7.53	1.6	—	—	—	—
Bartenders	8.67	14.7	9.21	18.5	—	—
Group I	8.67	14.7	9.21	18.5	—	—
Waiters and waitresses	7.34	.9	7.30	.8	7.40	1.0
Group I	7.34	.9	7.30	.8	7.40	1.0
Dining room and cafeteria attendants and bartender helpers	7.59	1.7	7.72	3.2	7.42	1.2
Group I	7.59	1.7	7.72	3.2	7.42	1.2
Fast food and counter workers	12.03	7.8	14.78	6.8	11.20	13.0
Group I	12.01	8.1	—	—	—	—
Combined food preparation and serving workers, including fast food	12.59	12.3	14.89	7.0	12.01	16.9
Group I	12.59	13.0	—	—	12.00	17.3
Dishwashers	9.57	1.1	9.73	2.3	—	—
Group I	9.57	1.1	9.73	2.3	—	—
Building and grounds cleaning and maintenance occupations	13.53	3.7	14.04	4.3	11.13	6.9
Group I	12.58	1.2	—	—	—	—
Group II	20.35	8.5	—	—	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers	18.53	9.1	19.16	9.6	—	—
Group I	13.46	14.6	—	—	—	—
Group II	20.46	8.3	—	—	—	—
First-line supervisors/managers of housekeeping and janitorial workers	18.53	9.1	19.16	9.6	—	—
Group I	13.46	14.6	—	—	—	—
Group II	20.46	8.3	20.46	8.3	—	—
Building cleaning workers	12.62	1.6	12.97	2.0	11.39	6.8
Group I	12.65	1.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.72	3.0	12.12	3.7	10.87	9.8
Group I	11.73	3.2	12.23	3.7	10.71	11.0
Maids and housekeeping cleaners	13.65	.8	13.74	.8	12.99	9.0
Group I	13.65	.8	13.74	.8	12.99	9.0
Grounds maintenance workers	11.89	4.5	12.08	4.1	—	—
Group I	11.52	5.0	—	—	—	—
Landscaping and groundskeeping workers	11.89	4.5	12.08	4.1	—	—
Group I	11.52	5.0	11.73	4.6	—	—
Personal care and service occupations	12.22	4.2	13.05	6.1	9.90	11.7
Group I	11.05	5.2	—	—	—	—
Group II	18.38	8.7	—	—	—	—
Baggage porters, bellhops, and concierges	10.69	14.5	11.14	14.5	—	—
Group I	9.81	17.5	—	—	—	—
Baggage porters and bellhops	7.87	3.8	7.52	1.8	—	—
Group I	7.87	3.8	7.52	1.8	—	—
Child care workers	11.46	15.6	—	—	7.89	4.4
Group I	8.76	8.6	—	—	7.89	4.4
Recreation and fitness workers	18.73	4.5	—	—	—	—
Sales and related occupations	17.96	10.2	19.78	11.4	10.58	6.6
Group I	12.31	6.5	—	—	—	—
Group II	27.62	4.2	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Honolulu, HI, February 2008 — 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)
Sales and related occupations —Continued						
First-line supervisors/managers, sales workers	\$25.80	10.0	\$25.90	9.8	—	—
Group II	29.95	16.1	—	—	—	—
First-line supervisors/managers of retail sales workers	25.69	22.1	25.82	22.1	—	—
Group II	31.31	32.6	31.31	32.6	—	—
Retail sales workers	13.00	7.3	13.87	6.8	\$10.32	7.9
Group I	12.37	6.9	—	—	—	—
Group II	25.54	9.1	—	—	—	—
Cashiers, all workers	9.95	3.5	10.20	4.7	9.46	5.2
Group I	9.85	3.4	—	—	—	—
Cashiers	9.98	3.4	10.20	4.7	9.53	5.0
Group I	9.88	3.3	10.05	4.9	9.53	5.0
Counter and rental clerks and parts salespersons	13.52	5.3	14.00	3.0	—	—
Group I	13.16	5.2	—	—	—	—
Counter and rental clerks	12.38	12.6	—	—	—	—
Group I	12.38	12.6	—	—	—	—
Parts salespersons	15.02	.2	15.02	.2	—	—
Group I	14.35	3.0	14.35	3.0	—	—
Retail salespersons	16.04	9.7	17.05	6.8	12.08	21.1
Group I	15.42	8.1	16.61	8.5	10.30	16.4
Sales representatives, wholesale and manufacturing	24.86	7.0	24.86	7.0	—	—
Group II	25.04	7.2	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.92	7.3	24.92	7.3	—	—
Group II	25.10	7.6	25.10	7.6	—	—
Miscellaneous sales and related workers	10.61	12.1	—	—	—	—
Office and administrative support occupations						
Group I	15.77	2.4	15.81	2.6	15.24	22.1
Group I	13.62	2.0	—	—	—	—
Group II	19.48	3.2	—	—	—	—
First-line supervisors/managers of office and administrative support workers	22.13	10.9	22.13	10.9	—	—
Group II	22.20	12.0	22.20	12.0	—	—
Financial clerks	14.90	3.8	15.06	4.4	12.55	6.1
Group I	13.68	5.8	—	—	—	—
Group II	17.40	3.9	—	—	—	—
Bookkeeping, accounting, and auditing clerks	15.46	4.3	15.53	4.4	—	—
Group I	14.53	7.7	14.59	8.5	—	—
Group II	16.91	4.2	16.91	4.2	—	—
Payroll and timekeeping clerks	14.75	18.7	14.75	18.7	—	—
Tellers	—	—	11.25	1.1	—	—
Group I	—	—	10.93	.9	—	—
Customer service representatives	15.73	6.7	16.12	7.6	—	—
Group I	14.40	6.9	14.87	9.0	—	—
Group II	18.94	6.5	18.94	6.5	—	—
File clerks	11.56	8.6	11.66	9.3	—	—
Group I	11.32	8.9	11.42	9.6	—	—
Hotel, motel, and resort desk clerks	16.78	.8	16.95	.1	—	—
Group I	16.45	.3	16.62	1.1	—	—
Receptionists and information clerks	12.60	7.9	12.63	8.5	—	—
Group I	13.64	5.4	13.83	5.3	—	—
Reservation and transportation ticket agents and travel clerks	15.28	12.3	15.26	8.1	15.34	25.9
Group I	14.77	13.1	13.94	5.6	17.12	19.5
Shipping, receiving, and traffic clerks	14.51	6.0	14.51	6.0	—	—
Stock clerks and order fillers	13.65	8.2	14.93	10.2	10.81	9.6
Group I	13.76	8.9	15.10	11.9	—	—
Secretaries and administrative assistants	18.51	9.2	17.46	6.6	—	—
Group I	13.27	6.7	—	—	—	—
Group II	19.80	10.2	—	—	—	—
Executive secretaries and administrative assistants	23.77	10.3	21.35	2.4	—	—
Group II	23.86	10.5	21.42	2.7	—	—
Secretaries, except legal, medical, and executive	15.30	4.1	15.37	4.1	—	—
Group I	13.13	6.8	13.31	7.1	—	—
Group II	16.23	6.9	16.23	6.9	—	—
Data entry and information processing workers	13.93	3.7	13.93	3.7	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Honolulu, HI, February 2008 — 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						
Data entry and information processing workers						
—Continued						
Group I	\$13.50	1.4	—	—	—	—
Word processors and typists	14.01	3.7	\$14.01	3.7	—	—
Office clerks, general	12.98	6.5	13.17	6.8	—	—
Group I	12.57	6.1	12.78	6.7	—	—
Construction and extraction occupations	26.13	7.6	26.13	7.6	—	—
Group I	18.10	10.2	—	—	—	—
Group II	30.00	5.3	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	32.94	4.2	32.94	4.2	—	—
Carpenters	30.88	8.5	30.88	8.5	—	—
Group II	32.22	10.0	32.22	10.0	—	—
Construction laborers	21.05	5.9	21.05	5.9	—	—
Group I	21.05	5.9	21.05	5.9	—	—
Electricians	28.25	5.0	28.25	5.0	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	25.52	4.7	25.52	4.7	—	—
Group II	30.08	4.6	—	—	—	—
Plumbers, pipefitters, and steamfitters	25.52	4.7	25.52	4.7	—	—
Group II	30.08	4.6	30.08	4.6	—	—
Installation, maintenance, and repair occupations	25.05	5.1	25.51	5.1	—	—
Group I	14.14	13.6	—	—	—	—
Group II	26.33	5.8	—	—	—	—
Group III	32.47	4.2	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	28.89	16.7	28.89	16.7	—	—
Group II	28.89	16.7	28.89	16.7	—	—
Aircraft mechanics and service technicians	27.56	9.2	28.27	5.0	—	—
Group II	22.89	5.2	—	—	—	—
Automotive technicians and repairers	21.69	9.7	22.24	8.3	—	—
Group II	23.63	15.9	—	—	—	—
Automotive service technicians and mechanics	21.53	12.9	—	—	—	—
Group II	21.53	12.9	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	26.40	10.4	26.45	10.5	—	—
Group II	21.14	6.4	—	—	—	—
Maintenance and repair workers, general	20.80	1.0	—	—	—	—
Group II	20.80	1.0	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	18.58	10.2	18.58	10.2	—	—
Production occupations	17.39	15.3	17.46	16.1	\$16.04	1.7
Group I	11.28	16.5	—	—	—	—
Group II	24.37	10.5	—	—	—	—
Transportation and material moving occupations	15.16	5.0	15.98	4.9	9.82	9.4
Group I	12.88	3.9	—	—	—	—
Group II	22.66	6.9	—	—	—	—
Bus drivers	17.49	3.7	17.62	3.8	—	—
Group I	14.74	3.9	—	—	—	—
Bus drivers, transit and intercity	17.44	3.7	17.61	3.8	—	—
Group I	14.57	3.7	14.76	3.9	—	—
Driver/sales workers and truck drivers	14.87	8.4	16.01	4.8	8.70	22.4
Group I	14.50	8.7	—	—	—	—
Group II	20.06	9.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	17.94	2.4	17.94	2.4	—	—
Group I	17.59	3.2	17.59	3.2	—	—
Group II	20.06	9.1	20.06	9.1	—	—
Truck drivers, light or delivery services	13.42	12.2	13.16	11.9	—	—
Group I	13.42	12.2	13.16	11.9	—	—
Parking lot attendants	8.41	3.9	8.41	4.4	—	—
Group I	8.41	3.9	8.41	4.4	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Honolulu, HI, February 2008 — 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						
Laborers and material movers, hand	\$11.85	4.4	\$12.35	5.5	\$10.23	3.0
Group I	11.33	2.8	—	—	—	—
Cleaners of vehicles and equipment	9.65	4.2	9.66	5.1	—	—
Group I	9.65	4.2	9.66	5.1	—	—
Laborers and freight, stock, and material movers, hand	13.23	5.2	14.03	6.1	10.62	3.1
Group I	12.65	4.3	13.47	5.6	10.62	3.1
Packers and packagers, hand	9.32	1.9	—	—	9.44	4.3
Group I	9.32	1.9	—	—	9.44	4.3

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, Honolulu, HI, February 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$8.27	\$11.66	\$16.83	\$24.99	\$35.69
Management occupations	20.86	27.75	44.41	55.22	62.50
Financial managers	31.97	36.71	44.69	44.69	59.38
Construction managers	44.24	49.88	54.29	61.54	61.54
Business and financial operations occupations	17.25	20.63	24.70	31.20	37.93
Buyers and purchasing agents	22.24	24.10	34.10	34.25	34.25
Purchasing agents, except wholesale, retail, and farm products	26.83	32.84	34.25	34.25	34.25
Claims adjusters, appraisers, examiners, and investigators	17.24	20.51	27.72	34.19	37.43
Claims adjusters, examiners, and investigators	17.24	17.44	26.90	34.19	37.43
Accountants and auditors	17.21	18.17	21.00	25.28	32.09
Computer and mathematical science occupations	21.15	22.81	27.01	32.29	37.13
Computer programmers	29.25	30.85	32.53	32.53	36.13
Computer systems analysts	21.92	22.81	26.68	28.16	37.06
Architecture and engineering occupations	19.55	21.93	28.17	42.40	47.28
Engineers	25.00	27.94	36.51	43.94	51.46
Electrical and electronics engineers	29.95	34.47	38.13	42.40	42.40
Life, physical, and social science occupations	15.00	17.72	20.55	24.04	43.29
Community and social services occupations	11.66	14.90	20.26	24.10	30.01
Counselors	11.00	11.66	11.66	25.50	30.01
Social workers	14.26	18.02	21.35	24.66	28.86
Child, family, and school social workers	12.91	12.91	17.89	23.22	24.66
Miscellaneous community and social service specialists	9.00	13.89	16.88	22.91	31.86
Legal occupations	18.72	20.54	25.01	35.57	66.56
Education, training, and library occupations	16.99	21.88	32.12	40.62	47.10
Postsecondary teachers	28.35	31.99	43.74	45.55	62.31
Primary, secondary, and special education school teachers	20.47	29.74	33.08	40.91	47.10
Preschool and kindergarten teachers	14.00	15.00	15.00	18.58	23.57
Preschool teachers, except special education	14.00	15.00	15.00	18.58	20.47
Elementary and middle school teachers	20.78	26.31	34.74	43.10	47.10
Elementary school teachers, except special education	20.47	26.31	33.40	41.84	47.51
Secondary school teachers	29.74	32.12	37.48	44.31	50.92
Secondary school teachers, except special and vocational education	29.74	32.12	37.48	44.31	50.92
Teacher assistants	10.00	16.76	18.13	20.38	22.05
Arts, design, entertainment, sports, and media occupations	13.19	16.31	20.00	24.86	34.67
Healthcare practitioner and technical occupations	20.00	24.32	35.50	41.12	46.31
Registered nurses	32.10	36.09	38.00	42.20	44.27
Therapists	24.96	24.96	27.62	31.69	34.25
Diagnostic related technologists and technicians	15.87	15.87	29.18	34.40	34.85
Health diagnosing and treating practitioner support technicians	15.92	15.92	18.35	19.09	22.01
Licensed practical and licensed vocational nurses	16.83	19.83	20.62	21.17	21.50
Healthcare support occupations	10.00	13.39	14.75	15.86	16.97
Nursing, psychiatric, and home health aides	13.02	13.39	14.11	16.55	16.97
Nursing aides, orderlies, and attendants	13.18	13.39	14.11	16.93	16.97
Miscellaneous healthcare support occupations	10.00	12.71	15.25	15.86	16.20
Medical assistants	10.00	14.09	15.02	15.86	15.86
Protective service occupations	9.57	10.75	15.25	22.12	28.56
Security guards and gaming surveillance officers	8.50	9.57	10.75	12.34	14.43
Security guards	8.50	9.57	10.75	12.34	14.43
Miscellaneous protective service workers	12.00	13.25	17.12	19.74	23.09
Lifeguards, ski patrol, and other recreational protective service workers	15.61	15.61	18.21	21.35	23.09

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Honolulu, HI, February 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations	\$7.00	\$7.25	\$8.00	\$12.50	\$17.07
First-line supervisors/managers, food preparation and serving workers	12.22	17.07	23.14	23.14	36.06
First-line supervisors/managers of food preparation and serving workers	12.22	17.07	23.14	23.14	23.14
Cooks	8.00	9.25	11.63	16.25	19.21
Cooks, restaurant	9.00	9.75	12.50	18.47	21.37
Food preparation workers	7.25	7.35	8.00	9.86	12.76
Food service, tipped	7.00	7.00	7.25	7.45	7.75
Bartenders	6.87	7.00	7.00	7.52	16.74
Waiters and waitresses	7.00	7.25	7.25	7.45	7.60
Dining room and cafeteria attendants and bartender helpers	7.00	7.00	7.35	7.55	7.93
Fast food and counter workers	7.50	8.73	12.10	15.19	16.00
Combined food preparation and serving workers, including fast food	7.25	9.16	15.19	15.19	15.84
Dishwashers	7.25	7.75	8.06	10.18	15.54
Building and grounds cleaning and maintenance occupations	8.15	11.62	13.05	15.27	17.56
First-line supervisors/managers, building and grounds cleaning and maintenance workers	9.00	14.42	17.56	22.73	24.99
First-line supervisors/managers of housekeeping and janitorial workers	9.00	14.42	17.56	22.73	24.99
Building cleaning workers	7.65	11.62	12.67	15.19	15.65
Janitors and cleaners, except maids and housekeeping cleaners	7.25	8.00	11.62	15.19	15.65
Maids and housekeeping cleaners	11.81	12.43	13.42	15.27	15.65
Grounds maintenance workers	9.30	9.60	11.15	13.05	16.35
Landscaping and groundskeeping workers	9.30	9.60	11.15	13.05	16.35
Personal care and service occupations	7.25	8.14	11.00	14.98	19.23
Baggage porters, bellhops, and concierges	7.25	7.35	7.95	16.86	18.17
Baggage porters and bellhops	7.25	7.35	7.35	7.95	9.65
Child care workers	7.25	7.50	10.81	14.48	15.66
Recreation and fitness workers	14.25	19.23	19.23	19.23	21.81
Sales and related occupations	7.61	9.79	14.16	19.95	28.85
First-line supervisors/managers, sales workers	10.19	14.97	19.23	27.33	41.15
First-line supervisors/managers of retail sales workers	9.00	15.25	19.23	22.35	27.33
Retail sales workers	7.25	8.40	11.20	15.11	19.95
Cashiers, all workers	7.25	7.47	8.70	11.50	14.38
Cashiers	7.25	7.47	8.75	11.50	14.38
Counter and rental clerks and parts salespersons	8.94	10.27	14.83	14.83	19.44
Counter and rental clerks	7.75	9.75	14.83	14.83	14.83
Parts salespersons	9.90	10.64	14.96	18.23	19.53
Retail salespersons	9.00	10.76	14.26	19.95	21.94
Sales representatives, wholesale and manufacturing	20.19	21.64	23.81	26.84	30.37
Sales representatives, wholesale and manufacturing, except technical and scientific products	20.19	21.64	24.04	26.84	30.37
Miscellaneous sales and related workers	7.61	7.61	9.09	12.00	15.53
Office and administrative support occupations	10.00	11.87	14.99	18.53	22.21
First-line supervisors/managers of office and administrative support workers	13.62	14.63	23.08	27.00	28.85
Financial clerks	10.11	11.46	14.52	17.48	20.00
Bookkeeping, accounting, and auditing clerks	11.00	12.32	15.05	17.55	20.39
Payroll and timekeeping clerks	11.46	11.46	11.46	15.21	23.82
Customer service representatives	10.00	12.00	15.00	19.06	23.41
File clerks	8.00	9.00	11.37	13.22	15.72
Hotel, motel, and resort desk clerks	14.31	14.31	17.86	18.53	19.10
Receptionists and information clerks	9.00	10.00	12.78	16.00	16.90
Reservation and transportation ticket agents and travel clerks	9.40	11.67	15.38	18.60	20.55
Shipping, receiving, and traffic clerks	10.50	10.60	11.90	19.23	21.46
Stock clerks and order fillers	9.02	10.08	12.65	17.13	21.39
Secretaries and administrative assistants	12.25	13.00	17.55	20.53	25.40
Executive secretaries and administrative assistants	16.83	18.75	22.04	25.40	40.00
Secretaries, except legal, medical, and executive	12.25	13.00	15.86	18.25	18.66
Data entry and information processing workers	11.87	12.34	13.33	14.99	18.55

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Honolulu, HI, February 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations —Continued					
Word processors and typists	\$11.87	\$12.34	\$13.33	\$14.99	\$18.55
Office clerks, general	9.00	10.35	11.34	15.32	18.22
Construction and extraction occupations	15.26	21.00	25.82	32.00	35.20
First-line supervisors/managers of construction trades and extraction workers	32.00	32.00	32.00	35.75	35.75
Carpenters	17.00	27.96	34.95	34.95	34.95
Construction laborers	15.26	16.15	22.55	23.60	26.20
Electricians	16.97	18.00	29.00	32.00	38.00
Pipelayers, plumbers, pipefitters, and steamfitters	15.72	18.21	21.83	33.10	34.42
Plumbers, pipefitters, and steamfitters	15.72	18.21	21.83	33.10	34.42
Installation, maintenance, and repair occupations	14.11	19.22	24.48	31.09	35.22
First-line supervisors/managers of mechanics, installers, and repairers	16.44	20.91	26.54	31.82	51.75
Aircraft mechanics and service technicians	17.92	20.81	27.69	32.33	32.44
Automotive technicians and repairers	12.00	17.22	19.22	24.97	30.28
Automotive service technicians and mechanics	17.22	17.22	19.22	24.97	27.75
Industrial machinery installation, repair, and maintenance workers	16.39	20.52	23.81	34.37	34.37
Maintenance and repair workers, general	16.39	20.52	20.52	22.61	23.81
Miscellaneous installation, maintenance, and repair workers	10.50	12.71	18.55	24.48	24.48
Production occupations	7.25	9.50	14.75	24.79	31.66
Transportation and material moving occupations	8.20	10.00	13.50	18.01	22.32
Bus drivers	10.00	13.20	18.00	22.32	22.32
Bus drivers, transit and intercity	10.00	13.20	18.00	22.32	22.32
Driver/sales workers and truck drivers	7.30	10.00	15.50	18.01	21.07
Truck drivers, heavy and tractor-trailer	14.75	15.75	17.22	18.27	21.86
Truck drivers, light or delivery services	8.25	9.78	11.00	18.27	21.07
Parking lot attendants	7.25	8.00	8.25	9.09	9.09
Laborers and material movers, hand	8.00	9.00	11.00	14.80	17.38
Cleaners of vehicles and equipment	8.38	8.62	9.15	9.50	10.47
Laborers and freight, stock, and material movers, hand	8.20	10.00	13.00	15.25	17.50
Packers and packagers, hand	7.25	8.00	9.25	10.00	11.50

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, Honolulu, HI, February 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$11.00	\$15.66	\$23.58	\$34.77
Management occupations	19.95	24.48	43.27	54.23	63.29
Financial managers	31.97	36.71	44.69	44.69	59.38
Construction managers	44.24	49.88	54.29	61.54	61.54
Business and financial operations occupations	17.25	21.00	26.13	32.84	38.95
Buyers and purchasing agents	22.24	24.10	34.10	34.25	34.25
Purchasing agents, except wholesale, retail, and farm products	26.83	32.84	34.25	34.25	34.25
Claims adjusters, appraisers, examiners, and investigators	17.24	20.51	27.72	34.19	37.43
Claims adjusters, examiners, and investigators	17.24	17.44	26.90	34.19	37.43
Accountants and auditors	17.21	18.17	21.00	25.28	32.09
Computer and mathematical science occupations	21.15	27.64	32.38	36.44	50.48
Computer programmers	29.25	30.85	32.53	32.53	36.13
Architecture and engineering occupations	19.28	21.93	28.17	41.15	47.28
Engineers	25.00	27.65	35.46	47.28	51.46
Community and social services occupations	11.00	11.66	12.91	20.79	23.22
Social workers	12.91	12.91	17.89	22.07	24.10
Child, family, and school social workers	12.91	12.91	17.89	17.89	23.22
Education, training, and library occupations	13.50	17.00	28.86	36.95	50.76
Primary, secondary, and special education school teachers	15.00	20.47	31.21	35.84	46.45
Preschool and kindergarten teachers	14.00	15.00	15.00	18.58	23.57
Preschool teachers, except special education	14.00	15.00	15.00	18.58	20.47
Elementary and middle school teachers	20.47	20.78	29.63	44.66	48.81
Elementary school teachers, except special education	20.47	20.78	26.31	41.84	49.76
Secondary school teachers	26.81	31.50	33.32	44.31	49.59
Secondary school teachers, except special and vocational education	26.81	31.50	33.32	44.31	49.59
Arts, design, entertainment, sports, and media occupations	13.19	16.31	20.00	25.05	41.52
Healthcare practitioner and technical occupations	21.17	26.00	36.24	41.12	45.31
Registered nurses	32.10	36.50	38.00	43.27	44.71
Therapists	24.96	24.96	27.62	31.69	34.25
Diagnostic related technologists and technicians	15.87	15.87	29.18	34.40	34.85
Health diagnosing and treating practitioner support technicians	15.25	18.00	18.35	22.01	22.01
Licensed practical and licensed vocational nurses	20.00	20.73	21.17	21.50	21.50
Healthcare support occupations	10.00	13.39	15.01	15.86	16.97
Nursing, psychiatric, and home health aides	13.02	13.39	14.30	16.93	16.97
Nursing aides, orderlies, and attendants	13.18	13.39	14.30	16.93	16.97
Miscellaneous healthcare support occupations	10.00	12.71	15.25	15.86	16.20
Medical assistants	10.00	14.09	15.02	15.86	15.86
Protective service occupations	9.00	9.83	10.95	13.33	15.54
Security guards and gaming surveillance officers	8.50	9.57	10.75	12.34	14.43
Security guards	8.50	9.57	10.75	12.34	14.43
Miscellaneous protective service workers	10.50	12.47	13.31	17.12	18.21
Food preparation and serving related occupations	7.00	7.25	8.00	11.00	16.00
First-line supervisors/managers, food preparation and serving workers	12.22	12.46	17.07	23.15	36.06
Cooks	8.00	9.25	11.63	16.25	19.21
Cooks, restaurant	9.00	9.75	12.50	18.47	21.37
Food preparation workers	7.25	7.35	8.00	9.86	12.76
Food service, tipped	7.00	7.00	7.25	7.45	7.75
Bartenders	6.87	7.00	7.00	7.52	16.74
Waiters and waitresses	7.00	7.25	7.25	7.45	7.60
Dining room and cafeteria attendants and bartender helpers	7.00	7.00	7.35	7.55	7.93
Fast food and counter workers	7.50	8.73	9.16	12.60	16.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Honolulu, HI, February 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Food preparation and serving related occupations					
-Continued					
Combined food preparation and serving workers, including fast food	\$7.25	\$7.50	\$9.73	\$12.60	\$17.80
Dishwashers	7.25	7.75	8.06	10.18	15.54
Building and grounds cleaning and maintenance occupations					
First-line supervisors/managers, building and grounds cleaning and maintenance workers	8.19	11.62	13.00	15.27	17.56
First-line supervisors/managers of housekeeping and janitorial workers	9.00	14.42	18.32	22.73	24.99
Building cleaning workers	9.00	14.42	18.32	22.73	24.99
Janitors and cleaners, except maids and housekeeping cleaners	7.75	11.62	12.43	15.27	15.65
Maids and housekeeping cleaners	7.50	8.00	11.62	13.00	15.84
Grounds maintenance workers	11.81	12.43	13.42	15.27	15.65
Landscaping and groundskeeping workers	9.30	9.60	11.15	13.05	16.35
Personal care and service occupations					
Baggage porters, bellhops, and concierges	7.35	8.14	11.00	15.45	19.23
Baggage porters and bellhops	7.25	7.35	7.95	16.86	18.17
Child care workers	7.25	7.35	7.35	7.95	9.65
Recreation and fitness workers	7.25	10.02	14.48	15.66	15.66
Sales and related occupations					
First-line supervisors/managers, sales workers	14.25	19.23	19.23	19.23	21.81
First-line supervisors/managers of retail sales workers	7.61	9.65	14.16	19.95	28.85
Retail sales workers	10.19	14.97	19.23	27.33	41.15
Cashiers, all workers	9.00	15.25	19.23	22.35	27.33
Cashiers	7.25	8.35	11.12	15.11	19.95
Counter and rental clerks and parts salespersons	7.25	7.45	8.50	11.35	14.38
Counter and rental clerks	7.25	7.47	8.50	11.45	14.38
Parts salespersons	8.94	10.27	14.83	14.83	19.44
Retail salespersons	7.75	9.75	14.83	14.83	14.83
Sales representatives, wholesale and manufacturing	9.90	10.64	14.96	18.23	19.53
Sales representatives, wholesale and manufacturing, except technical and scientific products	9.00	10.76	14.26	19.95	21.94
Miscellaneous sales and related workers	20.19	21.64	23.81	26.84	30.37
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	10.00	11.51	14.86	18.40	22.04
Financial clerks	13.62	13.62	20.72	27.00	27.12
Bookkeeping, accounting, and auditing clerks	10.11	11.46	14.52	17.55	20.00
Payroll and timekeeping clerks	10.50	12.00	14.86	18.00	20.39
Customer service representatives	11.46	11.46	11.46	15.21	23.82
File clerks	10.00	12.00	14.71	18.66	23.41
Hotel, motel, and resort desk clerks	8.00	9.00	11.37	13.22	15.72
Receptionists and information clerks	14.31	14.31	17.86	18.53	19.10
Reservation and transportation ticket agents and travel clerks	9.00	10.00	11.00	16.00	16.90
Shipping, receiving, and traffic clerks	9.40	11.67	15.38	18.60	20.55
Stock clerks and order fillers	10.50	10.60	11.90	19.23	21.46
Secretaries and administrative assistants	9.02	10.08	12.65	17.13	21.39
Executive secretaries and administrative assistants	12.25	13.00	16.83	19.60	25.40
Secretaries, except legal, medical, and executive	17.31	18.75	22.04	26.54	40.00
Office clerks, general	12.25	12.27	15.56	18.25	18.25
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	9.00	10.35	11.50	16.20	19.50
Carpenters	15.26	21.30	26.00	32.20	35.20
Construction laborers	32.00	32.00	32.00	35.75	35.75
Electricians	17.00	27.96	34.95	34.95	34.95
Pipelayers, plumbers, pipefitters, and steamfitters	15.26	17.00	22.55	23.60	26.20
Plumbers, pipefitters, and steamfitters	16.97	18.00	29.00	32.00	38.00
Installation, maintenance, and repair occupations					
Aircraft mechanics and service technicians	15.72	18.21	21.83	33.10	34.42
	15.72	18.21	21.83	33.10	34.42

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Honolulu, HI, February 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
-Continued					
Automotive technicians and repairers	\$12.00	\$17.22	\$19.22	\$24.97	\$30.28
Automotive service technicians and mechanics	17.22	17.22	19.22	24.97	27.75
Industrial machinery installation, repair, and maintenance workers	16.39	20.52	23.81	34.37	34.37
Maintenance and repair workers, general	16.39	20.52	20.52	22.61	23.81
Miscellaneous installation, maintenance, and repair workers	10.50	12.71	18.55	24.48	24.48
Production occupations	7.25	9.40	14.04	26.20	31.66
Transportation and material moving occupations					
Bus drivers	8.00	9.78	13.24	18.00	22.50
Bus drivers, transit and intercity	9.25	11.00	13.20	21.78	22.32
Bus drivers, transit and intercity	9.25	10.50	13.20	18.51	22.32
Driver/sales workers and truck drivers	7.25	10.00	15.50	18.00	21.07
Truck drivers, heavy and tractor-trailer	14.75	15.75	17.00	18.01	21.86
Truck drivers, light or delivery services	8.25	9.78	11.00	18.27	21.07
Parking lot attendants	7.25	8.00	8.25	9.09	9.09
Laborers and material movers, hand	8.00	9.00	10.51	14.50	17.38
Cleaners of vehicles and equipment	8.38	8.62	9.15	9.50	10.47
Laborers and freight, stock, and material movers, hand	8.20	10.00	12.73	15.70	17.65
Packers and packagers, hand	7.25	8.00	9.25	10.00	11.50

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, Honolulu, HI, February 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$14.43	\$17.72	\$23.00	\$31.73	\$41.88
Business and financial operations occupations	17.29	18.72	23.08	26.22	31.20
Community and social services occupations	16.88	19.48	22.81	26.68	30.01
Social workers	18.02	19.48	22.81	26.68	30.01
Legal occupations	18.25	21.07	26.68	36.78	66.56
Education, training, and library occupations	19.62	28.87	33.40	40.95	45.72
Healthcare practitioner and technical occupations	17.03	20.62	28.32	40.00	77.05
Protective service occupations	18.97	19.74	23.00	28.44	34.74
Office and administrative support occupations	11.87	13.33	14.99	18.97	24.01
Data entry and information processing workers	11.87	12.34	13.33	14.43	14.99
Word processors and typists	11.87	12.34	13.33	14.43	14.99

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

nonproduction bonuses; and tips.

² 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, Honolulu, HI, February 2008

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.57	\$12.76	\$17.86	\$26.68	\$36.71
Management occupations	20.86	27.80	44.41	55.22	62.88
Financial managers	31.97	36.71	44.69	44.69	59.38
Construction managers	44.24	49.88	54.29	61.54	61.54
Business and financial operations occupations	17.25	20.63	24.70	31.20	37.93
Buyers and purchasing agents	22.24	24.10	34.10	34.25	34.25
Purchasing agents, except wholesale, retail, and farm products	26.83	32.84	34.25	34.25	34.25
Claims adjusters, appraisers, examiners, and investigators	17.24	20.51	27.72	34.19	37.43
Claims adjusters, examiners, and investigators	17.24	17.44	26.90	34.19	37.43
Accountants and auditors	17.21	18.17	21.00	25.28	32.09
Computer and mathematical science occupations	21.15	22.81	27.01	32.29	37.13
Computer programmers	29.25	30.85	32.53	32.53	36.13
Computer systems analysts	21.92	22.81	26.68	28.16	37.06
Architecture and engineering occupations	19.55	21.93	28.17	42.40	47.28
Engineers	25.00	27.94	36.51	43.94	51.46
Electrical and electronics engineers	29.95	34.47	38.13	42.40	42.40
Life, physical, and social science occupations	15.00	17.72	20.55	24.04	43.29
Community and social services occupations	11.66	15.61	20.26	24.66	30.01
Social workers	14.26	18.02	20.26	24.66	28.86
Legal occupations	18.72	20.54	25.01	35.57	66.56
Education, training, and library occupations	17.16	22.93	32.15	40.62	46.45
Postsecondary teachers	29.39	31.99	42.73	45.55	60.49
Primary, secondary, and special education school teachers	20.47	29.74	33.08	40.91	47.10
Preschool and kindergarten teachers	14.00	15.00	15.00	18.58	23.57
Preschool teachers, except special education	14.00	15.00	15.00	18.58	23.57
Elementary and middle school teachers	20.78	26.38	34.74	43.10	47.10
Elementary school teachers, except special education	20.47	26.31	33.40	41.84	47.51
Secondary school teachers	29.74	32.12	37.48	44.31	50.92
Secondary school teachers, except special and vocational education	29.74	32.12	37.48	44.31	50.92
Arts, design, entertainment, sports, and media occupations	13.19	16.31	19.78	23.58	31.74
Healthcare practitioner and technical occupations	20.18	25.24	36.09	41.86	49.00
Registered nurses	32.66	36.09	38.00	42.83	44.31
Therapists	26.47	30.68	31.69	33.17	36.18
Diagnostic related technologists and technicians	28.67	29.18	32.60	34.40	34.85
Licensed practical and licensed vocational nurses	16.83	19.69	20.73	21.50	21.50
Healthcare support occupations	10.00	13.39	15.01	15.86	16.93
Nursing, psychiatric, and home health aides	13.39	13.39	14.30	16.93	16.97
Nursing aides, orderlies, and attendants	13.39	13.39	14.30	16.93	16.97
Miscellaneous healthcare support occupations	10.00	12.50	15.25	15.86	15.86
Medical assistants	10.00	14.09	15.02	15.86	15.86
Protective service occupations	9.57	10.95	16.00	22.57	29.67
Security guards and gaming surveillance officers	9.00	10.00	10.95	12.50	14.43
Security guards	9.00	10.00	10.95	12.50	14.43
Miscellaneous protective service workers	13.50	15.61	18.21	21.35	24.02
Food preparation and serving related occupations	7.00	7.35	8.57	14.77	19.05
First-line supervisors/managers, food preparation and serving workers	12.22	17.07	23.14	23.14	36.06
First-line supervisors/managers of food preparation and serving workers	12.22	17.07	23.14	23.14	23.14
Cooks	9.00	10.59	12.82	18.47	20.39

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Honolulu, HI, February 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
Cooks, restaurant	\$9.00	\$10.59	\$13.17	\$18.95	\$21.62
Food preparation workers	7.25	7.35	8.25	9.89	14.82
Food service, tipped	7.00	7.00	7.25	7.45	7.60
Bartenders	6.87	6.97	7.00	7.00	16.74
Waiters and waitresses	7.00	7.25	7.25	7.45	7.50
Dining room and cafeteria attendants and bartender helpers	7.00	7.00	7.35	7.53	7.93
Fast food and counter workers	12.55	12.55	15.84	16.00	17.80
Combined food preparation and serving workers, including fast food	12.05	12.60	15.84	17.80	17.80
Dishwashers	7.25	7.75	8.06	10.18	15.54
Building and grounds cleaning and maintenance occupations	9.60	11.62	13.22	15.47	18.32
First-line supervisors/managers, building and grounds cleaning and maintenance workers	14.42	14.42	18.32	22.73	24.99
First-line supervisors/managers of housekeeping and janitorial workers	14.42	14.42	18.32	22.73	24.99
Building cleaning workers	9.00	11.62	13.00	15.27	15.65
Janitors and cleaners, except maids and housekeeping cleaners	7.65	10.36	11.62	13.74	16.04
Maids and housekeeping cleaners	11.81	12.43	13.42	15.27	15.65
Grounds maintenance workers	9.60	9.65	11.44	13.05	16.35
Landscaping and groundskeeping workers	9.60	9.65	11.44	13.05	16.35
Personal care and service occupations	8.14	8.25	12.88	15.66	19.23
Baggage porters, bellhops, and concierges	7.25	7.35	7.45	16.86	18.57
Baggage porters and bellhops	7.25	7.25	7.35	7.35	7.80
Sales and related occupations	8.00	10.61	15.00	21.40	31.25
First-line supervisors/managers, sales workers	10.00	14.97	19.23	27.33	41.15
First-line supervisors/managers of retail sales workers	9.00	15.25	19.23	22.44	27.33
Retail sales workers	7.25	9.50	12.43	16.60	19.95
Cashiers, all workers	7.25	7.25	9.00	12.70	14.43
Cashiers	7.25	7.25	9.00	12.70	14.43
Counter and rental clerks and parts salespersons	9.90	10.64	14.83	14.83	19.44
Parts salespersons	9.90	10.64	14.96	18.23	19.53
Retail salespersons	10.30	11.50	16.00	19.95	21.74
Sales representatives, wholesale and manufacturing	20.19	21.64	23.81	26.84	30.37
Sales representatives, wholesale and manufacturing, except technical and scientific products	20.19	21.64	24.04	26.84	30.37
Office and administrative support occupations	10.35	12.00	15.04	18.54	22.21
First-line supervisors/managers of office and administrative support workers	13.62	14.63	23.08	27.00	28.85
Financial clerks	10.35	11.50	14.86	17.55	20.00
Bookkeeping, accounting, and auditing clerks	11.00	12.02	15.58	18.00	20.39
Payroll and timekeeping clerks	11.46	11.46	11.46	15.21	23.82
Tellers	9.75	9.75	10.25	11.59	14.71
Customer service representatives	10.96	12.12	15.71	19.73	23.41
File clerks	8.00	9.00	11.37	13.22	16.50
Hotel, motel, and resort desk clerks	14.31	14.31	17.86	18.53	19.10
Receptionists and information clerks	10.00	10.00	12.78	16.00	16.88
Reservation and transportation ticket agents and travel clerks	9.40	12.41	15.38	18.60	18.75
Shipping, receiving, and traffic clerks	10.50	10.60	11.90	19.23	21.46
Stock clerks and order fillers	10.00	11.00	14.69	18.89	21.50
Secretaries and administrative assistants	12.25	13.00	17.54	19.60	23.75
Executive secretaries and administrative assistants	16.83	18.25	20.89	24.01	26.54
Secretaries, except legal, medical, and executive	12.25	13.00	15.86	18.25	18.66
Data entry and information processing workers	11.87	12.34	13.33	14.99	18.55
Word processors and typists	11.87	12.34	13.33	14.99	18.55
Office clerks, general	9.91	10.35	11.51	15.79	19.04
Construction and extraction occupations	15.26	21.00	25.82	32.00	35.20

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Honolulu, HI, February 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations —Continued					
First-line supervisors/managers of construction trades and extraction workers					
Carpenters	\$32.00	\$32.00	\$32.00	\$35.75	\$35.75
Construction laborers	17.00	27.96	34.95	34.95	34.95
Electricians	15.26	16.15	22.55	23.60	26.20
Pipelayers, plumbers, pipefitters, and steamfitters	16.97	18.00	29.00	32.00	38.00
Plumbers, pipefitters, and steamfitters	15.72	18.21	21.83	33.10	34.42
Plumbers, pipefitters, and steamfitters	15.72	18.21	21.83	33.10	34.42
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	16.13	20.09	24.48	31.82	35.22
Aircraft mechanics and service technicians	16.44	20.91	26.54	31.82	51.75
Automotive technicians and repairers	17.92	22.11	27.69	32.34	40.17
Industrial machinery installation, repair, and maintenance workers	12.00	17.22	19.22	24.97	30.28
Miscellaneous installation, maintenance, and repair workers	16.39	20.52	23.81	34.37	34.37
Miscellaneous installation, maintenance, and repair workers	10.50	12.71	18.55	24.48	24.48
Production occupations					
Production occupations	7.25	9.40	14.04	28.46	31.66
Transportation and material moving occupations					
Transportation and material moving occupations	8.74	11.20	14.94	18.51	22.50
Bus drivers	10.00	13.25	18.00	22.32	22.32
Bus drivers, transit and intercity	10.00	13.20	18.00	22.32	22.32
Driver/sales workers and truck drivers	8.90	12.46	16.12	18.27	21.07
Truck drivers, heavy and tractor-trailer	14.75	15.75	17.22	18.27	21.86
Truck drivers, light or delivery services	8.25	9.00	11.00	18.27	21.07
Parking lot attendants	7.25	8.00	8.25	9.09	9.09
Laborers and material movers, hand	8.40	9.15	11.44	15.19	17.38
Cleaners of vehicles and equipment	8.38	8.62	9.09	9.50	10.60
Laborers and freight, stock, and material movers, hand	9.41	11.44	14.41	17.38	17.80

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, Honolulu, HI, February 2008

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.25	\$7.75	\$9.50	\$14.77	\$21.12
Education, training, and library occupations	9.00	10.00	13.50	20.05	61.51
Arts, design, entertainment, sports, and media occupations	9.50	17.69	20.00	31.00	43.75
Healthcare practitioner and technical occupations	20.00	24.03	24.96	38.25	40.82
Registered nurses	29.60	29.60	39.74	40.17	42.82
Healthcare support occupations	8.00	12.00	14.09	15.75	17.49
Nursing, psychiatric, and home health aides	12.00	12.00	13.02	14.17	15.15
Nursing aides, orderlies, and attendants	12.00	12.00	13.18	14.42	15.25
Miscellaneous healthcare support occupations	14.75	14.75	15.75	17.49	17.81
Protective service occupations	8.42	9.33	10.90	12.34	14.43
Security guards and gaming surveillance officers	8.00	8.75	9.51	11.00	11.41
Security guards	8.00	8.75	9.51	11.00	11.41
Miscellaneous protective service workers	9.33	11.27	12.62	13.79	15.61
Food preparation and serving related occupations	7.08	7.25	7.75	9.00	12.05
Cooks	7.25	7.35	9.00	9.34	10.00
Food preparation workers	7.25	7.25	8.00	8.32	9.31
Food service, tipped	7.00	7.25	7.25	7.55	7.75
Waiters and waitresses	6.83	7.25	7.25	7.55	7.75
Dining room and cafeteria attendants and bartender helpers	7.00	7.25	7.50	7.56	7.89
Fast food and counter workers	7.50	8.73	9.73	15.19	15.19
Combined food preparation and serving workers, including fast food	7.25	8.96	12.60	15.19	15.19
Building and grounds cleaning and maintenance occupations	7.25	7.50	11.62	15.07	15.19
Building cleaning workers	7.25	7.50	11.62	15.19	15.19
Janitors and cleaners, except maids and housekeeping cleaners	7.25	7.25	11.62	15.19	15.19
Maids and housekeeping cleaners	8.32	12.05	13.68	15.07	15.07
Personal care and service occupations	7.25	7.25	8.00	12.05	16.19
Child care workers	7.25	7.25	7.25	8.50	9.52
Sales and related occupations	7.47	7.75	9.49	11.89	15.11
Retail sales workers	7.47	7.75	9.00	11.00	15.00
Cashiers, all workers	7.25	7.47	8.35	11.00	12.00
Cashiers	7.25	7.47	8.40	11.00	12.00
Retail salespersons	7.75	8.25	10.50	14.26	23.24
Office and administrative support occupations	8.00	9.00	11.70	17.00	40.00
Financial clerks	10.11	10.11	12.92	13.93	15.05
Reservation and transportation ticket agents and travel clerks	8.56	11.47	13.00	21.19	21.30
Stock clerks and order fillers	7.91	8.42	11.54	12.90	14.25
Production occupations	12.50	16.06	16.35	16.35	19.41
Transportation and material moving occupations	7.00	7.25	8.40	11.44	15.25

See footnotes at end of table.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Honolulu, HI, February 2008 — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations					
—Continued					
Driver/sales workers and truck drivers	\$7.00	\$7.00	\$7.25	\$7.35	\$16.45
Laborers and material movers, hand	8.00	8.00	9.18	11.44	15.25
Laborers and freight, stock, and material movers, hand	8.00	8.00	10.00	11.44	15.25
Packers and packagers, hand	7.25	7.50	8.75	11.00	12.15

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, Honolulu, HI, February 2008

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	\$21.54	\$17.86	\$852	\$702	39.6	\$43,648	\$36,483	2,026
Management occupations	42.93	44.41	1,729	1,776	40.3	89,872	92,371	2,093
Financial managers	43.63	44.69	1,852	2,096	42.4	96,293	109,000	2,207
Construction managers	54.02	54.29	2,197	2,172	40.7	114,219	112,929	2,115
Business and financial operations occupations	26.12	24.70	1,067	1,039	40.9	55,508	54,018	2,125
Buyers and purchasing agents	30.01	34.10	1,216	1,364	40.5	63,251	70,928	2,108
Purchasing agents, except wholesale, retail, and farm products	32.46	34.25	1,298	1,370	40.0	67,508	71,248	2,080
Claims adjusters, appraisers, examiners, and investigators	27.74	27.72	1,065	1,109	38.4	55,387	57,664	1,997
Claims adjusters, examiners, and investigators	27.62	26.90	1,056	1,009	38.2	54,903	52,449	1,988
Accountants and auditors	22.60	21.00	904	840	40.0	47,003	43,680	2,080
Computer and mathematical science occupations	28.62	27.01	1,145	1,080	40.0	59,523	56,172	2,080
Computer programmers	32.69	32.53	1,308	1,301	40.0	67,996	67,669	2,080
Computer systems analysts	28.03	26.68	1,121	1,067	40.0	58,307	55,494	2,080
Architecture and engineering occupations	31.75	28.17	1,271	1,127	40.0	66,102	58,594	2,082
Engineers	37.22	36.51	1,489	1,460	40.0	77,424	75,941	2,080
Electrical and electronics engineers	38.22	38.13	1,529	1,525	40.0	79,505	79,300	2,080
Life, physical, and social science occupations	27.15	20.55	1,068	822	39.3	55,537	42,748	2,045
Community and social services occupations	20.58	20.26	824	810	40.0	42,706	42,141	2,075
Social workers	21.44	20.26	858	810	40.0	44,598	42,141	2,080
Legal occupations	30.63	25.01	1,225	1,000	40.0	63,719	52,019	2,080
Education, training, and library occupations	32.86	32.15	1,188	1,192	36.1	50,417	48,495	1,534
Postsecondary teachers	41.85	42.73	1,562	1,492	37.3	62,963	53,712	1,504
Primary, secondary, and special education school teachers	34.11	33.08	1,252	1,210	36.7	52,710	49,098	1,545
Preschool and kindergarten teachers	18.17	15.00	637	540	35.1	29,021	27,040	1,597
Preschool teachers, except special education	16.90	15.00	589	520	34.8	27,030	22,277	1,599
Elementary and middle school teachers	35.11	34.74	1,295	1,243	36.9	52,630	52,098	1,499
Elementary school teachers, except special education	34.36	33.40	1,268	1,207	36.9	52,068	50,034	1,515
Secondary school teachers	38.24	37.48	1,443	1,422	37.7	61,732	57,059	1,614
Secondary school teachers, except special and vocational education	38.24	37.48	1,443	1,422	37.7	61,732	57,059	1,614
Arts, design, entertainment, sports, and media occupations	21.67	19.78	863	791	39.8	44,869	41,138	2,071
Healthcare practitioner and technical occupations	39.53	36.09	1,576	1,420	39.9	81,947	73,840	2,073
Registered nurses	38.81	38.00	1,544	1,558	39.8	80,303	81,016	2,069
Therapists	31.42	31.69	1,257	1,268	40.0	65,362	65,915	2,080
Diagnostic related technologists and technicians	32.43	32.60	1,297	1,304	40.0	67,465	67,808	2,080
Licensed practical and licensed vocational nurses	20.15	20.73	805	825	40.0	41,883	42,890	2,078

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, Honolulu, HI, February 2008 — 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 support occupations	\$14.54	\$15.01	\$581	\$600	40.0	\$30,207	\$31,225	2,078
Nursing, psychiatric, and home health aides	14.86	14.30	593	572	39.9	30,833	29,738	2,075
Nursing aides, orderlies, and attendants	14.86	14.30	593	572	39.9	30,839	29,738	2,075
Miscellaneous healthcare support occupations	14.23	15.25	569	610	40.0	29,603	31,720	2,080
Medical assistants	14.27	15.02	571	601	40.0	29,676	31,242	2,080
Protective service occupations	17.89	16.00	719	616	40.2	37,410	32,028	2,091
Security guards and gaming surveillance officers	11.29	10.95	425	400	37.6	22,081	20,800	1,955
Security guards	11.29	10.95	425	400	37.6	22,081	20,800	1,955
Miscellaneous protective service workers	18.43	18.21	737	728	40.0	38,324	37,877	2,080
Food preparation and serving related occupations	11.40	8.57	428	317	37.5	22,232	16,494	1,950
First-line supervisors/managers, food preparation and serving workers ..	21.43	23.14	889	925	41.5	46,254	48,121	2,158
First-line supervisors/managers of food preparation and serving workers	20.26	23.14	826	925	40.8	42,976	48,121	2,121
Cooks	14.15	12.82	549	513	38.8	28,535	26,657	2,017
Cooks, restaurant	14.77	13.17	565	513	38.3	29,392	26,657	1,990
Food preparation workers	9.42	8.25	364	320	38.7	18,936	16,640	2,011
Food service, tipped	7.61	7.25	264	261	34.7	13,704	13,572	1,802
Bartenders	9.21	7.00	324	261	35.2	16,834	13,577	1,829
Waiters and waitresses	7.30	7.25	252	261	34.6	13,123	13,572	1,798
Dining room and cafeteria attendants and bartender helpers	7.72	7.35	267	228	34.6	13,880	11,876	1,799
Fast food and counter workers	14.78	15.84	568	576	38.4	29,515	29,952	1,997
Combined food preparation and serving workers, including fast food	14.89	15.84	582	634	39.1	30,255	32,947	2,032
Dishwashers	9.73	8.06	376	322	38.6	19,540	16,756	2,009
Building and grounds cleaning and maintenance occupations	14.04	13.22	558	529	39.8	29,020	27,498	2,067
First-line supervisors/managers, building and grounds cleaning and maintenance workers	19.16	18.32	775	733	40.4	40,282	38,106	2,102
First-line supervisors/managers of housekeeping and janitorial workers	19.16	18.32	775	733	40.4	40,282	38,106	2,102
Building cleaning workers	12.97	13.00	513	520	39.5	26,657	27,040	2,056
Janitors and cleaners, except maids and housekeeping cleaners	12.12	11.62	483	465	39.8	25,117	24,170	2,072
Maids and housekeeping cleaners	13.74	13.42	539	537	39.2	28,036	27,914	2,040
Grounds maintenance workers	12.08	11.44	483	458	40.0	25,118	23,797	2,080
Landscaping and groundskeeping workers	12.08	11.44	483	458	40.0	25,118	23,797	2,080
Personal care and service occupations	13.05	12.88	518	515	39.7	26,934	26,790	2,064
Baggage porters, bellhops, and concierges	11.14	7.45	441	298	39.6	22,947	15,496	2,060
Baggage porters and bellhops	7.52	7.35	298	294	39.7	15,520	15,288	2,063
Sales and related occupations	19.78	15.00	784	594	39.7	40,780	30,846	2,062
First-line supervisors/managers, sales workers	25.90	19.23	1,100	786	42.5	57,203	40,851	2,208

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, Honolulu, HI, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
-Continued								
First-line supervisors/managers of retail sales workers	\$25.82	\$19.23	\$1,114	\$769	43.2	\$57,950	\$40,000	2,245
Retail sales workers	13.87	12.43	545	488	39.3	28,322	25,376	2,042
Cashiers, all workers	10.20	9.00	397	350	38.9	20,611	18,200	2,021
Cashiers	10.20	9.00	397	350	38.9	20,611	18,200	2,021
Counter and rental clerks and parts salespersons	14.00	14.83	560	593	40.0	29,122	30,846	2,080
Parts salespersons	15.02	14.96	601	598	40.0	31,248	31,113	2,080
Retail salespersons	17.05	16.00	672	606	39.4	34,918	31,512	2,048
Sales representatives, wholesale and manufacturing	24.86	23.81	977	952	39.3	50,794	49,523	2,043
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.92	24.04	978	962	39.3	50,854	49,999	2,041
Office and administrative support occupations								
First-line supervisors/managers of office and administrative support workers	15.81	15.04	630	600	39.8	32,737	31,200	2,070
Financial clerks	22.13	23.08	882	923	39.8	45,846	48,006	2,071
Bookkeeping, accounting, and auditing clerks	15.06	14.86	602	594	40.0	31,309	30,909	2,079
Payroll and timekeeping clerks	15.53	15.58	621	623	40.0	32,310	32,402	2,080
Tellers	14.75	11.46	590	458	40.0	30,666	23,831	2,078
Customer service representatives	11.25	10.25	449	410	39.9	23,324	21,320	2,074
File clerks	16.12	15.71	644	629	39.9	33,482	32,683	2,076
Hotel, motel, and resort desk clerks	11.66	11.37	466	455	40.0	24,245	23,641	2,080
Receptionists and information clerks	16.95	17.86	674	714	39.8	35,044	37,149	2,068
Reservation and transportation ticket agents and travel clerks	12.63	12.78	505	511	40.0	26,251	26,572	2,078
Shipping, receiving, and traffic clerks	15.26	15.38	610	615	40.0	31,735	31,990	2,080
Stock clerks and order fillers	14.51	11.90	580	476	40.0	30,175	24,752	2,080
Secretaries and administrative assistants	14.93	14.69	597	588	40.0	31,044	30,555	2,080
Executive secretaries and administrative assistants	17.46	17.54	697	701	39.9	36,250	36,475	2,076
Secretaries, except legal, medical, and executive	21.35	20.89	852	835	39.9	44,290	43,441	2,074
Data entry and information processing workers	15.37	15.86	615	634	40.0	31,973	32,989	2,080
Word processors and typists	13.93	13.33	557	533	40.0	28,944	27,726	2,078
Office clerks, general	14.01	13.33	560	533	40.0	29,138	27,733	2,080
Office clerks, general	13.17	11.51	524	454	39.8	27,242	23,587	2,068
Construction and extraction occupations								
First-line supervisors/managers of construction trades and extraction workers	26.13	25.82	1,044	1,033	40.0	53,321	52,314	2,041
Carpenters	32.94	32.00	1,318	1,280	40.0	68,521	66,560	2,080
Construction laborers	30.88	34.95	1,227	1,398	39.7	58,673	66,881	1,900
Electricians	21.05	22.55	842	902	40.0	41,640	45,656	1,978
Pipelayers, plumbers, pipefitters, and steamfitters	28.25	29.00	1,130	1,160	40.0	58,768	60,320	2,080
Plumbers, pipefitters, and steamfitters	25.52	21.83	1,021	873	40.0	53,092	45,406	2,080
Plumbers, pipefitters, and steamfitters	25.52	21.83	1,021	873	40.0	53,092	45,406	2,080
Installation, maintenance, and repair occupations								
First-line supervisors/managers of mechanics, installers, and repairers	25.51	24.48	1,025	979	40.2	53,305	50,918	2,090
Mechanics, installers, and repairers	28.89	26.54	1,192	1,062	41.3	61,998	55,201	2,146

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, Honolulu, HI, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations —Continued								
Aircraft mechanics and service technicians	\$28.27	\$27.69	\$1,131	\$1,108	40.0	\$58,797	\$57,595	2,080
Automotive technicians and repairers	22.24	19.22	890	769	40.0	46,256	39,986	2,080
Industrial machinery installation, repair, and maintenance workers	26.45	23.81	1,052	952	39.8	54,702	49,525	2,068
Miscellaneous installation, maintenance, and repair workers	18.58	18.55	743	742	40.0	38,647	38,584	2,080
Production occupations	17.46	14.04	697	562	39.9	36,223	29,203	2,075
Transportation and material moving occupations								
Bus drivers	17.62	18.00	705	720	40.0	36,658	37,440	2,080
Bus drivers, transit and intercity	17.61	18.00	704	720	40.0	36,627	37,440	2,080
Driver/sales workers and truck drivers	16.01	16.12	641	645	40.0	33,308	33,530	2,080
Truck drivers, heavy and tractor-trailer	17.94	17.22	718	689	40.0	37,316	35,818	2,080
Truck drivers, light or delivery services	13.16	11.00	527	440	40.0	27,383	22,880	2,080
Parking lot attendants	8.41	8.25	336	330	40.0	17,484	17,160	2,080
Laborers and material movers, hand	12.35	11.44	493	458	39.9	25,611	23,795	2,074
Cleaners of vehicles and equipment	9.66	9.09	386	364	40.0	20,085	18,903	2,080
Laborers and freight, stock, and material movers, hand	14.03	14.41	559	576	39.8	29,059	29,973	2,071

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, Honolulu, HI, February 2008

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	\$20.53	\$16.44	\$813	\$648	39.6	\$41,904	\$33,696	2,041
Management occupations	42.32	43.27	1,707	1,770	40.3	88,701	92,019	2,096
Financial managers	43.63	44.69	1,852	2,096	42.4	96,293	109,000	2,207
Construction managers	54.02	54.29	2,197	2,172	40.7	114,219	112,929	2,115
Business and financial operations occupations	26.89	26.13	1,105	1,065	41.1	57,467	55,360	2,137
Buyers and purchasing agents	30.01	34.10	1,216	1,364	40.5	63,251	70,928	2,108
Purchasing agents, except wholesale, retail, and farm products	32.46	34.25	1,298	1,370	40.0	67,508	71,248	2,080
Claims adjusters, appraisers, examiners, and investigators	27.74	27.72	1,065	1,109	38.4	55,387	57,664	1,997
Claims adjusters, examiners, and investigators	27.62	26.90	1,056	1,009	38.2	54,903	52,449	1,988
Accountants and auditors	22.60	21.00	904	840	40.0	47,003	43,680	2,080
Computer and mathematical science occupations	32.73	32.38	1,309	1,295	40.0	68,087	67,350	2,080
Computer programmers	32.69	32.53	1,308	1,301	40.0	67,996	67,669	2,080
Architecture and engineering occupations	31.34	28.17	1,255	1,127	40.0	65,248	58,594	2,082
Engineers	37.30	35.46	1,492	1,418	40.0	77,578	73,757	2,080
Community and social services occupations	15.83	12.91	635	516	40.1	32,705	26,857	2,066
Social workers	17.26	17.89	691	716	40.0	35,908	37,211	2,080
Education, training, and library occupations	31.17	30.14	1,153	1,152	37.0	47,166	45,501	1,513
Primary, secondary, and special education school teachers	30.05	31.21	1,136	1,152	37.8	45,376	44,000	1,510
Preschool and kindergarten teachers	18.17	15.00	637	540	35.1	29,021	27,040	1,597
Preschool teachers, except special education	16.90	15.00	589	520	34.8	27,030	22,277	1,599
Elementary and middle school teachers	33.12	29.68	1,277	1,089	38.6	50,451	45,400	1,523
Elementary school teachers, except special education	31.41	26.31	1,220	986	38.8	49,002	40,892	1,560
Secondary school teachers	36.77	33.32	1,470	1,456	40.0	54,595	53,369	1,485
Secondary school teachers, except special and vocational education	36.77	33.32	1,470	1,456	40.0	54,595	53,369	1,485
Arts, design, entertainment, sports, and media occupations	21.96	20.76	874	831	39.8	45,458	43,189	2,070
Healthcare practitioner and technical occupations	40.88	37.35	1,628	1,483	39.8	84,652	77,126	2,071
Registered nurses	39.09	38.00	1,554	1,558	39.7	80,799	81,016	2,067
Therapists	31.42	31.69	1,257	1,268	40.0	65,362	65,915	2,080
Diagnostic related technologists and technicians	32.43	32.60	1,297	1,304	40.0	67,465	67,808	2,080
Licensed practical and licensed vocational nurses	21.15	21.17	845	847	39.9	43,919	44,038	2,077
Healthcare support occupations	14.55	15.24	581	609	40.0	30,232	31,691	2,078
Nursing, psychiatric, and home health aides	14.92	14.30	595	572	39.9	30,960	29,738	2,074
Nursing aides, orderlies, and attendants	14.93	14.30	596	572	39.9	30,969	29,738	2,074
Miscellaneous healthcare support occupations	14.23	15.25	569	610	40.0	29,603	31,720	2,080

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, Honolulu, HI, February 2008 — 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 support occupations —Continued								
Medical assistants	\$14.27	\$15.02	\$571	\$601	40.0	\$29,676	\$31,242	2,080
Protective service occupations	11.88	11.00	450	403	37.9	23,410	20,930	1,970
Security guards and gaming surveillance officers	11.29	10.95	425	400	37.6	22,081	20,800	1,955
Security guards	11.29	10.95	425	400	37.6	22,081	20,800	1,955
Food preparation and serving related occupations	10.87	8.06	406	310	37.4	21,136	16,120	1,944
First-line supervisors/managers, food preparation and serving workers ..	20.12	17.07	860	683	42.7	44,715	35,514	2,222
Cooks	14.15	12.82	549	513	38.8	28,535	26,657	2,017
Cooks, restaurant	14.77	13.17	565	513	38.3	29,392	26,657	1,990
Food preparation workers	9.42	8.25	364	320	38.7	18,936	16,640	2,011
Food service, tipped	7.61	7.25	264	261	34.7	13,704	13,572	1,802
Bartenders	9.21	7.00	324	261	35.2	16,834	13,577	1,829
Waiters and waitresses	7.30	7.25	252	261	34.6	13,123	13,572	1,798
Dining room and cafeteria attendants and bartender helpers	7.72	7.35	267	228	34.6	13,880	11,876	1,799
Fast food and counter workers	14.78	15.84	568	576	38.4	29,515	29,952	1,997
Combined food preparation and serving workers, including fast food	14.89	15.84	582	634	39.1	30,255	32,947	2,032
Dishwashers	9.73	8.06	376	322	38.6	19,540	16,756	2,009
Building and grounds cleaning and maintenance occupations	14.01	13.22	557	529	39.7	28,949	27,498	2,067
First-line supervisors/managers, building and grounds cleaning and maintenance workers	19.43	20.99	786	840	40.5	40,871	43,659	2,104
First-line supervisors/managers of housekeeping and janitorial workers	19.43	20.99	786	840	40.5	40,871	43,659	2,104
Building cleaning workers	12.97	13.00	513	520	39.5	26,657	27,040	2,056
Janitors and cleaners, except maids and housekeeping cleaners	12.12	11.62	483	465	39.8	25,117	24,170	2,072
Maids and housekeeping cleaners	13.74	13.42	539	537	39.2	28,036	27,914	2,040
Grounds maintenance workers	12.08	11.44	483	458	40.0	25,118	23,797	2,080
Landscaping and groundskeeping workers	12.08	11.44	483	458	40.0	25,118	23,797	2,080
Personal care and service occupations	13.05	12.88	518	515	39.7	26,934	26,790	2,064
Baggage porters, bellhops, and concierges	11.14	7.45	441	298	39.6	22,947	15,496	2,060
Baggage porters and bellhops	7.52	7.35	298	294	39.7	15,520	15,288	2,063
Sales and related occupations	19.83	15.13	786	597	39.7	40,880	30,950	2,062
First-line supervisors/managers, sales workers	25.90	19.23	1,100	786	42.5	57,203	40,851	2,208
First-line supervisors/managers of retail sales workers	25.82	19.23	1,114	769	43.2	57,950	40,000	2,245
Retail sales workers	13.86	12.25	545	482	39.3	28,307	25,064	2,042
Cashiers, all workers	10.06	8.70	391	336	38.9	20,304	17,680	2,019
Cashiers	10.06	8.70	391	336	38.9	20,304	17,680	2,019
Counter and rental clerks and parts salespersons	14.00	14.83	560	593	40.0	29,122	30,846	2,080
Parts salespersons	15.02	14.96	601	598	40.0	31,248	31,113	2,080
Retail salespersons	17.05	16.00	672	606	39.4	34,918	31,512	2,048
Sales representatives, wholesale and manufacturing	24.86	23.81	977	952	39.3	50,794	49,523	2,043

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, Honolulu, HI, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$24.92	\$24.04	\$978	\$962	39.3	\$50,854	\$49,999	2,041
Office and administrative support occupations	15.65	15.12	623	600	39.8	32,370	31,200	2,069
First-line supervisors/managers of office and administrative support workers	21.48	20.72	855	829	39.8	44,476	43,098	2,070
Financial clerks	15.00	14.86	600	594	40.0	31,174	30,909	2,078
Bookkeeping, accounting, and auditing clerks	15.52	15.20	621	608	40.0	32,280	31,616	2,080
Payroll and timekeeping clerks	14.75	11.46	590	458	40.0	30,666	23,831	2,078
Tellers	11.25	10.25	449	410	39.9	23,324	21,320	2,074
Customer service representatives	15.95	15.00	637	600	39.9	33,107	31,200	2,076
File clerks	11.66	11.37	466	455	40.0	24,245	23,641	2,080
Hotel, motel, and resort desk clerks	16.95	17.86	674	714	39.8	35,044	37,149	2,068
Receptionists and information clerks	12.42	11.00	496	448	40.0	25,816	23,296	2,078
Reservation and transportation ticket agents and travel clerks	15.26	15.38	610	615	40.0	31,735	31,990	2,080
Shipping, receiving, and traffic clerks	14.51	11.90	580	476	40.0	30,175	24,752	2,080
Stock clerks and order fillers	14.93	14.69	597	588	40.0	31,044	30,555	2,080
Secretaries and administrative assistants	16.81	15.86	671	634	39.9	34,901	32,989	2,076
Executive secretaries and administrative assistants	21.12	20.81	841	832	39.8	43,757	43,285	2,072
Secretaries, except legal, medical, and executive	15.06	15.58	603	623	40.0	31,331	32,406	2,080
Office clerks, general	13.32	12.00	530	454	39.8	27,538	23,587	2,067
Construction and extraction occupations	26.23	26.00	1,048	1,048	40.0	53,519	52,314	2,041
First-line supervisors/managers of construction trades and extraction workers	32.94	32.00	1,318	1,280	40.0	68,521	66,560	2,080
Carpenters	30.88	34.95	1,227	1,398	39.7	58,673	66,881	1,900
Construction laborers	21.43	22.55	857	902	40.0	42,224	45,656	1,971
Electricians	28.25	29.00	1,130	1,160	40.0	58,768	60,320	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	25.52	21.83	1,021	873	40.0	53,092	45,406	2,080
Plumbers, pipefitters, and steamfitters	25.52	21.83	1,021	873	40.0	53,092	45,406	2,080
Installation, maintenance, and repair occupations	25.65	24.97	1,031	999	40.2	53,629	51,933	2,091
Aircraft mechanics and service technicians	28.27	27.69	1,131	1,108	40.0	58,797	57,595	2,080
Automotive technicians and repairers	22.24	19.22	890	769	40.0	46,256	39,986	2,080
Industrial machinery installation, repair, and maintenance workers	26.45	23.81	1,052	952	39.8	54,702	49,525	2,068
Miscellaneous installation, maintenance, and repair workers	18.58	18.55	743	742	40.0	38,647	38,584	2,080
Production occupations	17.24	13.96	688	520	39.9	35,773	27,019	2,075
Transportation and material moving occupations	15.73	14.35	628	574	39.9	32,638	29,846	2,075
Bus drivers	14.84	13.20	594	528	40.0	30,877	27,456	2,080
Bus drivers, transit and intercity	14.76	13.20	590	528	40.0	30,698	27,456	2,080
Driver/sales workers and truck drivers	15.87	16.12	635	645	40.0	33,013	33,530	2,080
Truck drivers, heavy and tractor-trailer	17.79	17.00	711	680	40.0	36,998	35,360	2,080

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, Honolulu, HI, February 2008 — 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								
Truck drivers, light or delivery services	\$13.16	\$11.00	\$527	\$440	40.0	\$27,383	\$22,880	2,080
Parking lot attendants	8.41	8.25	336	330	40.0	17,484	17,160	2,080
Laborers and material movers, hand ..	12.23	11.44	488	458	39.9	25,374	23,795	2,074
Cleaners of vehicles and equipment	9.66	9.09	386	364	40.0	20,085	18,903	2,080
Laborers and freight, stock, and material movers, hand	13.96	14.35	556	574	39.8	28,896	29,846	2,070

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, Honolulu, HI, February 2008

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	\$26.59	\$23.09	\$1,047	\$925	39.4	\$52,020	\$47,209	1,956
Business and financial operations occupations	23.15	23.08	926	923	40.0	48,150	48,006	2,080
Community and social services occupations	22.95	22.81	918	912	40.0	47,730	47,445	2,080
Social workers	23.16	22.81	926	912	40.0	48,169	47,445	2,080
Legal occupations	31.71	26.68	1,268	1,067	40.0	65,950	55,494	2,080
Education, training, and library occupations	33.88	33.40	1,208	1,216	35.7	52,428	50,156	1,547
Healthcare practitioner and technical occupations	35.51	28.32	1,420	1,133	40.0	73,858	58,908	2,080
Protective service occupations	25.01	23.09	1,085	961	43.4	56,411	49,953	2,256
Office and administrative support occupations	16.67	14.99	667	600	40.0	34,676	31,179	2,080
Data entry and information processing workers	13.46	13.33	538	533	40.0	27,994	27,726	2,080
Word processors and typists	13.46	13.33	538	533	40.0	27,994	27,726	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 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Honolulu, HI, February 2008**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$19.52	\$18.52	\$19.42	\$22.04
Management, professional, and related	32.88	33.15	29.93	34.58
Management, business, and financial	35.06	37.40	31.28	33.85
Professional and related	31.46	30.49	29.27	35.18
Service	12.05	11.71	11.71	13.23
Sales and office	16.59	15.92	18.13	16.06
Sales and related	17.99	16.66	22.53	12.90
Office and administrative support	15.65	15.33	15.00	17.16
Natural resources, construction, and maintenance	25.92	24.16	28.41	27.14
Construction and extraction	26.23	24.49	—	—
Installation, maintenance, and repair	25.14	23.23	27.98	24.94
Production, transportation, and material moving	15.57	13.70	18.19	18.21
Production	17.18	14.42	22.96	17.46
Transportation and material moving	14.89	13.35	16.03	18.27
	Relative error ³ (percent)			
All workers	2.7	4.4	7.6	2.1
Management, professional, and related	4.8	7.9	3.6	3.7
Management, business, and financial	5.5	6.6	9.6	6.5
Professional and related	7.5	14.6	3.1	4.0
Service	2.3	3.0	4.9	2.8
Sales and office	5.1	3.3	15.4	2.5
Sales and related	10.2	4.0	22.0	3.5
Office and administrative support	2.7	4.0	5.9	2.3
Natural resources, construction, and maintenance	6.6	13.3	3.8	5.5
Construction and extraction	7.6	15.1	—	—
Installation, maintenance, and repair	5.4	10.7	9.3	5.4
Production, transportation, and material moving	5.5	7.5	8.4	11.7
Production	16.1	18.3	18.7	2.8
Transportation and material moving	5.2	6.5	5.5	12.6

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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, Honolulu, HI, February 2008

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	\$19.63	\$15.39	\$777	\$610	39.6	\$40,130	\$31,739	2,045
Management occupations	43.47	45.67	1,735	1,923	39.9	90,226	100,006	2,076
Business and financial operations occupations ...	26.74	27.12	1,042	1,034	39.0	54,177	53,758	2,026
Architecture and engineering occupations	30.89	28.17	1,237	1,127	40.0	64,334	58,594	2,083
Engineers	37.45	33.59	1,498	1,344	40.0	77,905	69,865	2,080
Education, training, and library occupations	24.15	20.78	861	779	35.7	35,381	35,699	1,465
Primary, secondary, and special education school teachers	25.64	23.57	922	884	36.0	37,240	37,116	1,452
Arts, design, entertainment, sports, and media occupations	18.08	16.31	723	652	40.0	37,612	33,929	2,080
Healthcare practitioner and technical occupations	64.04	35.50	2,562	1,420	40.0	133,201	73,840	2,080
Healthcare support occupations	13.92	14.50	557	580	40.0	28,952	30,160	2,080
Miscellaneous healthcare support occupations	13.92	14.50	557	580	40.0	28,952	30,160	2,080
Food preparation and serving related occupations	9.40	8.00	349	300	37.2	18,167	15,600	1,932
Cooks	11.92	11.63	454	465	38.1	23,611	24,188	1,981
Cooks, restaurant	11.10	10.59	415	423	37.4	21,584	22,019	1,945
Food service, tipped	7.09	7.00	237	210	33.5	12,347	10,920	1,741
Waiters and waitresses	7.15	7.00	248	263	34.6	12,874	13,650	1,800
Dishwashers	7.79	7.75	298	310	38.2	15,481	16,120	1,987
Building and grounds cleaning and maintenance occupations	14.16	12.43	562	497	39.7	29,203	25,854	2,063
First-line supervisors/managers, building and grounds cleaning and maintenance workers	19.83	22.73	804	966	40.5	41,806	50,233	2,108
First-line supervisors/managers of housekeeping and janitorial workers	19.83	22.73	804	966	40.5	41,806	50,233	2,108
Building cleaning workers	12.33	12.08	484	480	39.2	25,151	24,960	2,041
Janitors and cleaners, except maids and housekeeping cleaners	12.26	12.00	487	480	39.8	25,349	24,960	2,068
Maids and housekeeping cleaners	12.43	12.43	478	497	38.4	24,849	25,854	1,998
Personal care and service occupations	13.83	12.88	553	515	40.0	28,757	26,790	2,080
Sales and related occupations	18.40	17.32	739	678	40.2	38,433	35,256	2,088
First-line supervisors/managers, sales workers	22.33	19.23	957	894	42.9	49,774	46,488	2,229
First-line supervisors/managers of retail sales workers	20.53	19.23	903	865	44.0	46,968	45,000	2,287
Retail sales workers	14.48	12.20	578	488	39.9	30,045	25,376	2,075
Cashiers, all workers	9.46	8.75	376	350	39.7	19,546	18,200	2,066
Cashiers	9.46	8.75	376	350	39.7	19,546	18,200	2,066
Counter and rental clerks and parts salespersons	11.94	11.04	478	442	40.0	24,838	22,963	2,080
Retail salespersons	18.84	19.95	753	798	40.0	39,180	41,496	2,080
Sales representatives, wholesale and manufacturing	24.86	23.81	977	952	39.3	50,794	49,523	2,043
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.92	24.04	978	962	39.3	50,854	49,999	2,041
Office and administrative support occupations	15.02	13.95	596	554	39.7	30,999	28,800	2,063
First-line supervisors/managers of office and administrative support workers	20.37	18.03	804	577	39.5	41,818	30,000	2,053
Financial clerks	15.66	14.86	626	594	40.0	32,568	30,909	2,080
Bookkeeping, accounting, and auditing clerks ...	16.09	14.86	644	594	40.0	33,468	30,909	2,080
Customer service representatives	14.13	12.00	563	480	39.8	29,252	24,960	2,070
Secretaries and administrative assistants	15.11	15.86	605	634	40.0	31,438	32,989	2,080

See footnotes at end of table.

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, Honolulu, HI, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations —Continued								
Secretaries, except legal, medical, and executive	\$14.81	\$13.00	\$592	\$520	40.0	\$30,798	\$27,040	2,080
Office clerks, general	12.92	12.00	511	435	39.6	26,578	22,643	2,057
Construction and extraction occupations	24.49	24.00	978	960	39.9	50,864	49,920	2,077
Installation, maintenance, and repair occupations	23.82	22.61	965	952	40.5	50,192	49,525	2,107
Production occupations	14.28	11.44	571	458	40.0	29,699	23,795	2,080
Transportation and material moving occupations	14.25	13.24	570	530	40.0	29,630	27,539	2,080
Driver/sales workers and truck drivers	15.86	16.00	635	640	40.0	32,995	33,280	2,080
Truck drivers, heavy and tractor-trailer	17.93	18.00	717	720	40.0	37,302	37,440	2,080
Truck drivers, light or delivery services	11.37	10.50	455	420	40.0	23,647	21,840	2,080
Laborers and material movers, hand	11.63	10.00	465	400	40.0	24,181	20,800	2,080
Laborers and freight, stock, and material movers, hand	13.23	13.00	529	520	40.0	27,525	27,040	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, Honolulu, HI, February 2008**

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	\$21.49	\$17.80	\$851	\$702	39.6	\$43,771	\$36,483	2,037
Management occupations	40.80	43.27	1,668	1,770	40.9	86,650	91,208	2,124
Financial managers	44.64	44.69	1,904	2,123	42.7	99,019	110,379	2,218
Construction managers	52.52	54.29	2,169	2,172	41.3	112,812	112,929	2,148
Business and financial operations occupations	26.97	25.28	1,142	1,065	42.4	59,407	55,360	2,203
Buyers and purchasing agents	30.40	34.25	1,234	1,370	40.6	64,148	71,240	2,110
Purchasing agents, except wholesale, retail, and farm products	32.46	34.25	1,298	1,370	40.0	67,508	71,248	2,080
Accountants and auditors	24.58	25.28	983	1,011	40.0	51,125	52,576	2,080
Computer and mathematical science occupations	31.01	32.12	1,240	1,285	40.0	64,493	66,810	2,080
Computer programmers	32.69	32.53	1,308	1,301	40.0	67,996	67,669	2,080
Architecture and engineering occupations	35.21	35.46	1,408	1,418	40.0	73,236	73,757	2,080
Engineers	36.20	38.12	1,448	1,525	40.0	75,294	79,290	2,080
Community and social services occupations	18.37	14.90	739	570	40.2	37,652	30,992	2,050
Education, training, and library occupations	37.46	33.32	1,433	1,424	38.3	58,426	56,268	1,559
Primary, secondary, and special education school teachers	36.20	34.25	1,474	1,456	40.7	57,838	53,975	1,598
Elementary and middle school teachers	41.30	41.84	1,679	1,725	40.7	65,116	67,781	1,576
Elementary school teachers, except special education	41.30	41.84	1,679	1,725	40.7	65,116	67,781	1,576
Secondary school teachers	36.48	33.32	1,493	1,456	40.9	56,338	53,369	1,544
Secondary school teachers, except special and vocational education	36.48	33.32	1,493	1,456	40.9	56,338	53,369	1,544
Arts, design, entertainment, sports, and media occupations	25.64	23.58	1,016	943	39.6	52,815	49,046	2,060
Healthcare practitioner and technical occupations	35.40	38.00	1,408	1,558	39.8	73,229	81,016	2,069
Registered nurses	39.09	38.00	1,554	1,558	39.7	80,799	81,016	2,067
Therapists	31.40	31.69	1,256	1,268	40.0	65,311	65,915	2,080
Diagnostic related technologists and technicians	32.43	32.60	1,297	1,304	40.0	67,465	67,808	2,080
Licensed practical and licensed vocational nurses	21.15	21.17	845	847	39.9	43,919	44,038	2,077
Healthcare support occupations	15.29	15.41	610	616	39.9	31,733	32,053	2,076
Nursing, psychiatric, and home health aides	14.92	14.30	595	572	39.9	30,960	29,738	2,074
Nursing aides, orderlies, and attendants	14.93	14.30	596	572	39.9	30,969	29,738	2,074
Miscellaneous healthcare support occupations	15.88	15.81	635	632	40.0	33,024	32,885	2,080
Protective service occupations	11.62	11.00	433	403	37.3	22,534	20,930	1,939
Food preparation and serving related occupations	12.25	9.65	461	343	37.6	23,954	17,815	1,955
Cooks	16.46	18.47	651	739	39.5	33,855	38,418	2,056
Cooks, restaurant	18.74	18.95	735	758	39.2	38,226	39,416	2,040
Food preparation workers	12.38	12.76	489	446	39.5	25,403	23,218	2,052
Food service, tipped	7.89	7.35	279	261	35.3	14,508	13,577	1,838
Waiters and waitresses	7.37	7.35	255	261	34.6	13,236	13,572	1,797
Dining room and cafeteria attendants and bartender helpers	8.13	7.45	308	298	37.9	16,027	15,496	1,972
Fast food and counter workers	14.37	13.00	565	520	39.3	29,356	27,040	2,042
Combined food preparation and serving workers, including fast food	14.89	15.84	582	634	39.1	30,255	32,947	2,032
Building and grounds cleaning and maintenance occupations	13.81	14.97	550	599	39.9	28,617	31,138	2,073
Building cleaning workers	13.61	14.97	542	599	39.8	28,179	31,138	2,071
Janitors and cleaners, except maids and housekeeping cleaners	11.84	10.36	474	415	40.0	24,630	21,555	2,080
Maids and housekeeping cleaners	14.50	15.27	576	611	39.7	29,965	31,762	2,066

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, Honolulu, HI, February 2008** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Building and grounds cleaning and maintenance occupations –Continued								
Grounds maintenance workers	\$13.44	\$13.05	\$537	\$522	40.0	\$27,948	\$27,144	2,080
Landscaping and groundskeeping workers	13.44	13.05	537	522	40.0	27,948	27,144	2,080
Personal care and service occupations	12.04	8.14	473	326	39.3	24,600	16,940	2,043
Baggage porters, bellhops, and concierges	10.11	7.35	400	294	39.5	20,776	15,288	2,056
Baggage porters and bellhops	7.52	7.35	298	294	39.7	15,520	15,288	2,063
Sales and related occupations	21.68	14.83	846	581	39.0	43,969	29,952	2,028
First-line supervisors/managers, sales workers	32.99	15.25	1,376	610	41.7	71,535	31,720	2,168
First-line supervisors/managers of retail sales workers	34.39	15.25	1,441	610	41.9	74,927	31,720	2,179
Retail sales workers	13.07	12.46	503	474	38.5	26,138	24,648	2,000
Cashiers, all workers	10.81	8.25	409	320	37.8	21,211	16,640	1,963
Cashiers	10.81	8.25	409	320	37.8	21,211	16,640	1,963
Counter and rental clerks and parts salespersons	15.37	14.83	615	593	40.0	31,975	30,846	2,080
Retail salespersons	14.07	11.83	540	456	38.4	28,091	23,712	1,997
Office and administrative support occupations	16.24	16.37	648	656	39.9	33,669	34,091	2,074
First-line supervisors/managers of office and administrative support workers	23.17	20.72	935	858	40.3	48,610	44,595	2,098
Financial clerks	14.44	13.00	577	520	39.9	29,991	27,040	2,077
Bookkeeping, accounting, and auditing clerks	14.90	15.58	596	623	40.0	30,995	32,402	2,080
Payroll and timekeeping clerks	14.75	11.46	590	458	40.0	30,666	23,831	2,078
Customer service representatives	17.09	15.71	684	629	40.0	35,554	32,683	2,080
File clerks	11.20	11.37	448	455	40.0	23,303	23,641	2,080
Hotel, motel, and resort desk clerks	18.04	18.16	715	726	39.7	37,202	37,773	2,063
Reservation and transportation ticket agents and travel clerks	15.35	16.21	614	648	40.0	31,936	33,717	2,080
Stock clerks and order fillers	17.26	18.89	690	756	40.0	35,897	39,291	2,080
Secretaries and administrative assistants	20.08	19.60	798	784	39.8	41,510	40,768	2,068
Executive secretaries and administrative assistants	21.21	20.81	845	832	39.8	43,921	43,285	2,071
Secretaries, except legal, medical, and executive	17.34	16.32	693	653	40.0	36,057	33,946	2,080
Office clerks, general	13.82	11.51	553	460	40.0	28,748	23,930	2,080
Construction and extraction occupations	28.08	30.02	1,123	1,201	40.0	56,261	62,400	2,003
First-line supervisors/managers of construction trades and extraction workers	32.94	32.00	1,318	1,280	40.0	68,521	66,560	2,080
Carpenters	32.11	34.95	1,284	1,398	40.0	58,065	72,696	1,808
Pipelayers, plumbers, pipefitters, and steamfitters	25.84	21.83	1,034	873	40.0	53,750	45,406	2,080
Plumbers, pipefitters, and steamfitters	25.84	21.83	1,034	873	40.0	53,750	45,406	2,080
Installation, maintenance, and repair occupations	27.37	29.86	1,093	1,194	39.9	56,819	62,109	2,076
Aircraft mechanics and service technicians	28.27	27.69	1,131	1,108	40.0	58,797	57,595	2,080
Production occupations	22.94	21.63	911	828	39.7	47,372	43,035	2,065
Transportation and material moving occupations	17.55	16.12	698	645	39.8	36,307	33,530	2,069

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, Honolulu, HI, February 2008 — 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								
Bus drivers	\$16.85	\$15.97	\$674	\$639	40.0	\$35,049	\$33,218	2,080
Driver/sales workers and truck drivers	15.88	16.12	635	645	40.0	33,029	33,530	2,080
Truck drivers, heavy and tractor-trailer	17.61	16.16	704	646	40.0	36,629	33,607	2,080
Truck drivers, light or delivery services	14.27	13.50	571	540	40.0	29,676	28,080	2,080
Industrial truck and tractor operators	21.77	21.12	871	845	40.0	45,286	43,921	2,080
Laborers and material movers, hand	13.00	11.44	516	458	39.7	26,853	23,795	2,066
Cleaners of vehicles and equipment	9.51	9.09	380	364	40.0	19,785	18,903	2,080
Laborers and freight, stock, and material movers, hand	14.75	14.80	584	592	39.6	30,369	30,784	2,059

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, Honolulu, HI, February 2008

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
	Mean					
All workers	\$23.30	\$21.72	\$25.38	\$19.25	\$18.92	\$30.59
Management, professional, and related	31.12	35.33	30.22	33.00	32.63	37.46
Management, business, and financial	34.34	—	35.86	34.98	35.34	—
Professional and related	30.57	36.68	29.16	31.61	30.64	41.22
Service	17.32	13.84	22.73	11.59	11.61	—
Sales and office	16.98	17.60	16.19	16.46	16.44	—
Sales and related	17.86	—	—	17.97	17.97	—
Office and administrative support	16.77	17.35	16.25	15.43	15.37	—
Natural resources, construction, and maintenance	28.63	28.99	—	21.81	21.68	—
Construction and extraction	28.33	28.52	—	21.91	21.91	—
Installation, maintenance, and repair	29.75	31.00	—	21.68	21.35	—
Production, transportation, and material moving	19.87	19.86	19.93	13.10	13.10	—
Production	28.71	29.86	—	12.12	12.12	—
Transportation and material moving	17.19	16.84	—	13.59	13.59	—
	Relative error ⁴ (percent)					
All workers	3.4	4.5	4.3	3.8	4.0	14.0
Management, professional, and related	6.2	3.9	7.7	5.0	5.4	13.8
Management, business, and financial	22.6	—	23.0	5.4	5.6	—
Professional and related	3.2	2.8	3.7	8.1	9.0	16.7
Service	10.2	1.1	10.7	2.6	2.6	—
Sales and office	3.3	4.2	4.4	6.1	6.2	—
Sales and related	5.6	—	—	11.5	11.5	—
Office and administrative support	3.3	4.8	4.5	3.3	3.3	—
Natural resources, construction, and maintenance	6.8	6.9	—	6.3	6.4	—
Construction and extraction	7.3	7.3	—	10.3	10.3	—
Installation, maintenance, and repair	7.4	8.3	—	4.9	5.3	—
Production, transportation, and material moving	8.9	10.4	2.7	4.9	4.9	—
Production	5.5	3.8	—	9.7	9.7	—
Transportation and material moving	8.9	10.1	—	5.3	5.3	—

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, Honolulu, HI, February 2008

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$20.01	\$18.85	\$33.17	\$33.17
Management, professional, and related	31.81	32.07	—	—
Management, business, and financial	35.09	35.32	—	—
Professional and related	30.26	29.96	—	—
Service	13.21	12.05	—	—
Sales and office	15.03	14.86	30.78	30.78
Sales and related	13.33	13.33	31.02	31.02
Office and administrative support	15.75	15.62	—	—
Natural resources, construction, and maintenance	25.84	25.97	24.97	24.97
Construction and extraction	—	26.23	—	—
Installation, maintenance, and repair	25.06	25.18	24.97	24.97
Production, transportation, and material moving	15.79	15.54	—	—
Production	17.39	17.18	—	—
Transportation and material moving	15.12	14.84	—	—
	Relative error ⁴ (percent)			
All workers	2.2	2.4	16.9	16.9
Management, professional, and related	3.2	3.4	—	—
Management, business, and financial	5.6	5.4	—	—
Professional and related	2.7	3.3	—	—
Service	5.6	2.3	—	—
Sales and office	2.2	2.4	12.9	12.9
Sales and related	5.0	5.0	12.9	12.9
Office and administrative support	2.4	2.7	—	—
Natural resources, construction, and maintenance	6.8	7.0	9.1	9.1
Construction and extraction	—	7.6	—	—
Installation, maintenance, and repair	6.4	6.9	9.1	9.1
Production, transportation, and material moving	5.2	5.5	—	—
Production	15.3	16.1	—	—
Transportation and material moving	5.0	5.3	—	—

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, Honolulu, HI, February 2008

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	\$29.89	–	\$16.35	\$26.42	\$19.69	–	\$24.14	–	\$14.91
Management, professional, and related	44.61	–	30.86	32.37	28.79	–	34.51	–	23.09
Management, business, and financial	45.09	–	31.20	–	28.63	–	32.18	–	25.29
Professional and related	–	–	30.01	29.84	–	–	34.89	–	19.56
Service	–	–	10.78	–	–	–	14.08	–	13.12
Sales and office	20.30	–	15.54	25.00	14.99	–	15.31	–	11.05
Sales and related	–	–	16.11	–	16.26	–	–	–	–
Office and administrative support	20.24	–	14.63	22.00	14.67	–	15.25	–	14.96
Natural resources, construction, and maintenance	28.05	–	23.26	–	–	–	24.21	–	–
Installation, maintenance, and repair ..	–	–	23.18	–	–	–	–	–	–
Production, transportation, and material moving	29.76	–	15.29	–	11.94	–	–	–	–
Production	–	–	20.52	–	–	–	–	–	–
Transportation and material moving ...	–	–	14.82	–	11.94	–	–	–	–
	Relative error ⁴ (percent)								
All workers	2.7	–	2.4	3.1	3.1	–	5.6	–	3.9
Management, professional, and related	9.4	–	8.8	7.0	4.5	–	9.9	–	12.0
Management, business, and financial	9.6	–	10.2	–	4.6	–	9.1	–	3.5
Professional and related	–	–	5.8	6.4	–	–	12.3	–	39.5
Service	–	–	11.8	–	–	–	1.3	–	2.9
Sales and office0	–	2.9	6.6	4.2	–	8.3	–	2.9
Sales and related	–	–	4.5	–	3.9	–	–	–	–
Office and administrative support2	–	1.3	8.9	5.4	–	8.5	–	10.5
Natural resources, construction, and maintenance	8.8	–	8.5	–	–	–	9.7	–	–
Installation, maintenance, and repair ..	–	–	8.5	–	–	–	–	–	–
Production, transportation, and material moving	2.8	–	4.3	–	12.1	–	–	–	–
Production	–	–	9.6	–	–	–	–	–	–
Transportation and material moving ...	–	–	3.5	–	12.1	–	–	–	–

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 Honolulu, HI, Metropolitan Statistical Area (MSA) consists of Honolulu County, HI.

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 assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

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

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

Each factor consists of several levels, and each level has an associated description and assigned points. 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, Honolulu, HI, February 2008**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	407,100	342,900	64,200
Management, professional, and related	106,600	71,000	35,600
Management, business, and financial	29,100	23,600	5,500
Professional and related	77,500	47,400	30,100
Service	106,700	93,000	13,700
Sales and office	115,700	104,200	11,400
Sales and related	44,600	44,300	–
Office and administrative support	71,100	59,900	11,200
Natural resources, construction, and maintenance	28,400	27,500	–
Construction and extraction	20,000	19,800	–
Installation, maintenance, and repair	8,500	7,700	–
Production, transportation, and material moving	49,700	47,200	2,500
Production	13,600	13,000	–
Transportation and material moving	36,100	34,200	–

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, Honolulu, HI, February 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	15,266	14,997	269
Total in sample	550	532	18
Responding	357	339	18
Refused or unable to provide data	107	107	0
Out of business or not in survey scope	86	86	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.