

**Table 18**

**Workers paid on time or incentive basis<sup>1</sup>: Mean hourly earnings<sup>2</sup> for civilian and private industry workers in major occupational groups**

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$23.20	\$22.56	\$27.05	\$27.05
Management, professional, and related .....	35.53	35.79	40.25	40.25
Management, business, and financial .....	39.59	39.93	38.79	38.79
Professional and related .....	33.61	33.54	–	–
Service .....	12.97	11.34	–	–
Sales and office .....	16.89	16.74	27.38	27.38
Sales and related .....	15.35	15.35	28.66	28.66
Office and administrative support .....	17.71	17.53	18.38	18.38
Natural resources, construction, and maintenance .....	23.39	23.43	29.37	29.37
Construction and extraction .....	–	24.50	–	–
Installation, maintenance, and repair .....	21.73	21.74	27.46	27.46
Production, transportation, and material moving .....	14.99	14.83	20.19	20.19
Production .....	15.76	15.68	17.73	17.73
Transportation and material moving .....	14.11	13.81	20.60	20.60
	Relative error			
<b>All workers</b> .....	1.3%	1.2%	5.6%	5.6%
Management, professional, and related .....	1.8	1.8	8.3	8.3
Management, business, and financial .....	2.1	2.1	10.1	10.1
Professional and related .....	1.6	1.5	–	–
Service .....	2.4	1.1	–	–
Sales and office .....	2.1	2.2	4.8	4.8
Sales and related .....	4.2	4.2	4.7	4.7
Office and administrative support .....	1.3	1.4	14.2	14.2
Natural resources, construction, and maintenance .....	4.5	4.9	5.6	5.6
Construction and extraction .....	–	5.5	–	–
Installation, maintenance, and repair .....	2.7	3.0	8.3	8.3
Production, transportation, and material moving .....	3.0	3.2	7.6	7.6
Production .....	4.6	4.7	25.3	25.3
Transportation and material moving .....	2.2	2.4	8.2	8.2

<sup>1</sup> 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.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighed by hours.

<sup>3</sup> A classification system including about 800 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.