Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours

2	Hou	$rly^3$		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
All workers	\$17.55	\$13.93	\$701	\$555	39.9	\$35,728	\$28,704	2,035
Management occupations General and operations	36.15	33.60	1,485	1,356	41.1	76,931	70,000	2,128
managers	46.52	40.08	2,045	1,500	44.0	106,252	78,000	2,284
Marketing and sales managers	40.64	36.06	1,739	1,442	42.8	90,438	75,005	2,225
Marketing managers	36.39	27.64	1,498	1,106	41.2	77,892	57,493	2,140
Sales managers	44.90	50.42	2,001	2,269	44.6	104,042	117,998	2,317
Computer and information			,	,		, , ,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,
systems managers	44.56	42.33	1,777	1,693	39.9	92,408	88,048	2,074
Financial managers	34.00	31.22	1,384	1,177	40.7	71,732	61,339	2,110
Industrial production			, , , , , , , , , , , , , , , , , , ,	,		,	,	,
managers	42.35	40.61	1,703	1,624	40.2	88,538	84,469	2,091
Transportation, storage, and			,	, -		,	,	,
distribution managers	48.96	60.51	2,251	2,606	46.0	116,315	135,491	2,376
Construction managers	33.21	30.00	1,378	1,346	41.5	71,647	70,000	2,157
Education administrators	25.08	23.81	983	843	39.2	49,647	45,353	1,980
Education administrators,						,	,	,
elementary and								
secondary school	39.72	38.91	1,553	1,556	39.1	74,125	77,175	1,866
Education administrators,				·		•	·	
postsecondary	32.07	29.63	1,220	1,119	38.0	62,479	58,183	1,948
Engineering managers	58.16	54.58	2,354	2,183	40.5	122,432	113,535	2,105
Lodging managers	17.39	13.85	696	554	40.0	36,180	28,808	2,080
Medical and health services								
managers	28.20	29.93	1,123	1,197	39.8	58,389	62,254	2,070
Property, real estate, and								
community association								
managers	23.18	19.71	927	788	40.0	48,223	41,001	2,080
Social and community service								
managers	19.87	19.27	825	606	41.5	42,877	31,508	2,158
Business and financial								
operations occupations	25.51	24.04	1,026	967	40.2	53,331	50,261	2,090
Buyers and purchasing agents	26.30	24.16	1,052	967	40.0	54,705	50,261	2,080
Wholesale and retail	20.50	27.10	1,052	707	10.0	31,703	30,201	2,000
buyers, except farm								
products	26.13	26.23	1,045	1,049	40.0	54,341	54,558	2,080
Claims adjusters, appraisers,	20.13	20.23	1,043	1,047	10.0	31,371	51,550	2,000
examiners, and								
investigators	21.85	22.75	868	910	39.7	45,138	47,328	2,066
Cost estimators	23.40	24.04	958	962	41.0	49,841	50,003	2,130
2-2						,,,,,,,	2 3,000	

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hou	$rly^3$		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Business and financial operations occupations -Continued Human resources, training, and labor relations								
specialists Employment, recruitment, and placement	\$23.64	\$21.13	\$953	\$924	40.3	\$49,457	\$48,071	2,092
specialists Training and development	18.16	18.40	707	721	39.0	36,788	37,475	2,026
specialists	23.90 36.68 21.38	21.85 45.15 19.47	956 1,443 849	874 1,806 751	40.0 39.3 39.7	49,471 75,032 44,134	45,454 93,912 39,073	2,070 2,045 2,064
Credit analystsFinancial analysts and	23.92	28.28	957	1,131	40.0	49,753	58,814	2,080
advisors Financial analysts	25.78 26.20	24.26 24.71	1,018 1,039	970 970	39.5 39.7	52,916 54,036	50,450 50,450	2,053 2,063
Loan counselors and officers Loan officers	26.39 28.10	22.84 23.65	1,056 1,124	914 946	40.0 40.0	54,895 58,456	47,503 49,194	2,080 2,080
Computer and mathematical								
science occupations	31.75	30.88	1,283	1,222	40.4	66,520	63,471	2,095
Computer programmers	27.58	26.94	1,110	1,155	40.3	57,746	60,050	2,093
Computer software engineers Computer software	43.18	42.24	1,785	1,671	41.3	92,805	86,867	2,149
engineers, applications Computer software	44.49	40.41	1,780	1,616	40.0	92,548	84,049	2,080
engineers, systems	40.70	40.40	4.505	4 505	40.0	00011	00040	2.104
software	42.52	43.43	1,787	1,737	42.0	92,941	90,343	2,186
Computer support specialists	23.61	18.75	934	750	39.5	47,446	36,000	2,010
Computer systems analysts Database administrators	31.62 32.05	30.26 28.37	1,263 1,280	1,195 1,135	40.0 39.9	65,699 65,969	62,150 58,999	2,078 2,058
Network and computer systems administrators Network systems and data	28.48	26.65	1,151	1,062	40.4	59,860	55,226	2,102
communications analysts	32.10	36.76	1,396	1,478	43.5	72,585	76,841	2,261
Architecture and engineering								
occupations	29.73	28.61	1,201	1,145	40.4	62,069	59,530	2,088
Engineers	37.25	32.73	1,524	1,360	40.9	78,227	70,678	2,100
Aerospace engineers	43.01 30.25	42.31 28.61	1,720 1,263	1,692 1,287	40.0 41.8	89,453 60,459	88,001 66,945	2,080 1,999

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

2	Hou	$rly^3$		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Architecture and engineering occupations –Continued Electrical and electronics								
engineers  Electrical engineers  Industrial engineers,  including health and	\$28.45 28.45	\$22.86 22.86	\$1,215 1,215	\$1,029 1,029	42.7 42.7	\$63,181 63,181	\$53,499 53,499	2,220 2,220
safety  Industrial engineers  Mechanical engineers	47.62 32.85 31.22	39.46 32.73 30.06	1,944 1,357 1,290	1,578 1,309 1,202	40.8 41.3 41.3	101,064 70,553 67,068	82,073 68,068 62,523	2,122 2,148 2,148
Drafters	19.20 19.76	17.08 18.27	768 790	683 731	40.0 40.0	39,930 41,099	35,524 38,000	2,080 2,080
Engineering technicians, except drafters	25.61	24.84	1,022	988	39.9	53,166	51,376	2,076
Life, physical, and social science occupations Life scientists Physical scientists	23.34 20.82 31.74	20.18 16.96 28.12	935 827 1,276	840 678 1,125	40.0 39.7 40.2	48,607 42,994 66,358	43,680 35,277 58,490	2,082 2,065 2,091
Chemists and materials scientists	25.23 25.23 29.75	28.12 28.12 32.93	1,020 1,020 1,195	1,125 1,125 1,338	40.4 40.4 40.2	53,059 53,059 62,133	58,490 58,490 69,570	2,103 2,103 2,088
Chemical technicians	23.51	25.09 22.24	913	953 986	38.8 41.6	47,466 53,663	49,578 51,293	2,019
Community and social services occupations	19.26 22.29	17.18 16.01	756 878	688 708	39.2 39.4	38,369 43,526	34,848 37,567	1,992 1,953
Educational, vocational, and school counselors Rehabilitation counselors Social workers	29.36 17.16 18.08	28.80 15.32 17.71	1,111 735 711	1,149 722 706	37.8 42.8 39.3	52,665 38,230 36,363	47,905 37,567 36,670	1,794 2,228 2,011
Child, family, and school social workers	18.51	18.49	722	722	39.0	36,410	36,773	1,967
specialists	16.92	17.18	653	644	38.6	33,790	33,499	1,997

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hou	$rly^3$		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Community and social services occupations  -Continued Probation officers and correctional treatment								
specialistsSocial and human service	\$16.51	\$17.39	\$646	\$651	39.1	\$33,576	\$33,852	2,034
assistants	15.86	15.56	614	595	38.7	31,065	30,930	1,959
Lawyers	29.10 41.83	23.44 32.86	1,192 1,767	938 1,643	41.0 42.2	61,978 91,898	48,751 85,444	2,130 2,197
Education, training, and								
library occupations	25.50	25.94	980	1,000	38.4	38,941	38,831	1,527
Postsecondary teachers Math and computer	42.60	32.92	1,632	1,265	38.3	64,867	52,159	1,523
teachers, postsecondary	33.70	34.38	1,316	1,351	39.0	51,664	53,631	1,533
Mathematical science teachers,				·			·	
postsecondary Arts, communications, and humanities teachers,	34.27	34.38	1,336	1,375	39.0	51,731	53,631	1,509
postsecondary	30.04	30.74	1,191	1,230	39.6	49,983	49,182	1,664
postsecondary teachers Primary, secondary, and	29.09	29.11	1,060	1,038	36.4	46,604	47,736	1,602
special education school teachers Preschool and kindergarten	26.38	27.41	1,015	1,056	38.5	39,705	40,595	1,505
teachers Kindergarten teachers,	13.26	7.00	522	280	39.4	24,100	14,560	1,817
except special education Elementary and middle	27.71	26.68	1,072	1,049	38.7	39,718	38,797	1,433
school teachers Elementary school	27.91	27.79	1,068	1,080	38.3	40,301	40,700	1,444
teachers, except special education Middle school teachers, except special and	27.93	27.79	1,065	1,068	38.1	40,142	40,351	1,437
vocational education Secondary school teachers	27.84 28.93	27.70 28.96	1,076 1,116	1,096 1,132	38.7 38.6	40,717 43,027	41,008 43,440	1,463 1,487

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

2 2	Hou	rly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean	Median	Mean	Median	Mean	Mean	Median	Mean
	earnings	earnings	earnings	earnings	hours	earnings	earnings	hours
Education, training, and library occupations  -Continued Secondary school teachers, except								
special and vocational education Special education teachers Special education teachers, preschool,	\$29.18	\$29.10	\$1,122	\$1,141	38.5	\$43,347	\$43,966	1,486
	29.20	27.85	1,111	1,066	38.1	44,170	43,334	1,513
kindergarten, and elementary school Other teachers and instructors Librarians Library technicians Instructional coordinators Teacher assistants	29.67	28.79	1,135	1,137	38.3	45,812	45,801	1,544
	24.26	25.02	936	1,001	38.6	39,407	37,030	1,624
	19.98	18.56	787	751	39.4	38,547	41,408	1,929
	14.25	14.13	537	515	37.7	23,859	20,894	1,675
	30.90	32.61	1,236	1,304	40.0	55,703	51,451	1,803
	9.75	9.41	368	356	37.8	14,188	13,348	1,456
Arts, design, entertainment, sports, and media	7.13	7.41	300	330	37.0	14,100	13,540	1,430
occupations  Designers  Graphic designers	19.04	17.54	774	716	40.6	40,146	37,255	2,108
	18.00	16.67	720	673	40.0	37,442	35,000	2,080
	19.19	16.83	768	673	40.0	39,915	35,000	2,080
News analysts, reporters and correspondents	23.74	19.96	950	799	40.0	49,386	41,523	2,080
correspondents  Public relations specialists  Writers and editors	17.86	16.83	714	673	40.0	37,149	35,000	2,080
	19.40	19.84	776	794	40.0	40,137	40,961	2,069
	19.50	18.40	851	838	43.6	44,247	43,570	2,269
Editors Miscellaneous media and communication workers Broadcast and sound	18.92	18.40	832	823	44.0	43,271	42,815	2,287
	16.11	14.31	630	572	39.1	32,758	29,763	2,034
engineering technicians and radio operators	15.76	16.46	630	658	40.0	32,774	34,237	2,080
Healthcare practitioner and technical occupations Dietitians and nutritionists Pharmacists Physicians and surgeons Registered nurses Therapists	24.32	21.93	961	864	39.5	49,415	44,720	2,032
	22.05	21.14	873	846	39.6	45,373	43,971	2,058
	49.73	49.50	1,986	1,980	39.9	103,253	102,962	2,076
	85.91	92.13	3,664	3,858	42.6	190,517	200,639	2,218
	26.81	24.45	1,054	953	39.3	54,631	49,384	2,038
	24.89	23.32	971	933	39.0	48,257	47,570	1,939

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

2	Hou	$rly^3$		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Healthcare practitioner and technical occupations  -Continued								
Physical therapists	\$29.87	\$30.76	\$1,188	\$1,203	39.8	\$61,785	\$62,562	2,068
Respiratory therapists Clinical laboratory technologists and	21.42	21.50	854	854	39.9	44,433	44,408	2,074
technicians  Medical and clinical	20.61	21.60	817	850	39.6	42,488	44,221	2,062
laboratory technologists Medical and clinical	21.36	22.13	854	885	40.0	44,423	46,030	2,080
laboratory technicians Diagnostic related	19.33	19.00	755	760	39.1	39,268	39,520	2,032
technologists and								
technicians Radiologic technologists	22.66	23.61	900	944	39.7	46,809	49,109	2,066
and technicians Health diagnosing and treating practitioner	22.44	23.63	890	945	39.6	46,259	49,150	2,062
support technicians	13.42	12.83	531	513	39.5	27,598	26,686	2,057
Pharmacy technicians Licensed practical and	13.12	12.50	520	500	39.7	27,062	26,000	2,063
licensed vocational nurses Medical records and health	16.15	16.00	637	621	39.5	31,948	31,346	1,979
information technicians Miscellaneous health	14.20	16.62	568	665	40.0	29,530	34,570	2,080
technologists and technicians	15.48	13.63	618	520	39.9	32,128	27,040	2,075
Healthcare support occupations	10.36	9.95	410	388	39.5	21,184	19,988	2,044
Nursing, psychiatric, and	0.26	0.05	260	262	20.4	10.070	10.720	2.020
Home health aides	9.36 8.91	9.05 7.66	369 356	362 306	39.4 40.0	19,079 18,537	18,720 15,933	2,038 2,080
Nursing aides, orderlies, and attendants	9.46	9.05	372	362	39.3	19,192	18,762	2,028
Psychiatric aides	9.01	10.07	360	400	39.9	18,702	20,794	2,028
Physical therapist assistants and aides	20.67	19.26	811	776	39.2	37,714	36,691	1,824
Miscellaneous healthcare	20.07	17.20	011	,,,	37.2	37,717	30,071	1,027
support occupations  Medical assistants	11.70 10.42	11.06 10.42	465 416	442 417	39.7 39.9	24,136 21,634	23,005 21,667	2,063 2,077
	10.42	10.42	416	417	39.9	21,634	21,667	2,077

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

02	Hou	rly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Healthcare support occupations –Continued Medical equipment preparers	\$12.08	\$9.77	\$481	\$391	39.8	\$24,995	\$20,324	2,069
Medical transcriptionists	13.28	13.59	530	544	39.9	27,561	28,267	2,075
Protective service occupations First-line supervisors/managers, law	12.98	11.19	533	452	41.0	27,352	23,296	2,107
enforcement workers  First-line  supervisors/managers	19.13	18.16	763	727	39.9	39,680	37,779	2,075
of correctional officers First-line	14.10	11.87	564	475	40.0	29,329	24,681	2,080
supervisors/managers of police and detectives First-line supervisors/managers of	24.24	24.27	965	1,000	39.8	50,154	52,000	2,069
fire fighting and								
prevention workers  Fire fighters  Bailiffs, correctional officers,	18.40 11.55	17.90 11.25	954 573	1,074 575	51.8 49.6	48,998 29,794	55,848 29,875	2,663 2,580
and jailers	12.23	10.99	491	441	40.2	25,558	22,936	2,090
jailers  Detectives and criminal	12.15	10.78	488	440	40.2	25,395	22,905	2,090
investigators Police officers	22.30 17.02	22.22 17.49	932 699	889 728	41.8 41.1	48,483 36,369	46,216 37,863	2,174 2,137
Police and sheriff's patrol officers	17.02	17.49	699	728	41.1	36,369	37,863	2,137
surveillance officers  Security guards	10.08 9.97	9.12 9.12	402 398	365 365	39.9 39.9	20,916 20,696	18,959 18,959	2,076 2,076
service workers	10.57	10.69	423	427	40.0	11,822	2,408	1,119
Food preparation and serving related occupations  First-line supervisors/managers,	7.85	7.31	305	276	38.9	15,129	13,650	1,927
food preparation and serving workers	12.72	11.88	524	500	41.2	24,376	22,880	1,916

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hou	rly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	3.5	3.5.31	3.5	3.5.31				
	Mean	Median	Mean	Median	Mean hours	Mean	Median	Mean
	earnings	earnings	earnings	earnings	nours	earnings	earnings	hours
Food preparation and serving related occupations								
-Continued								
First-line								
supervisors/managers								
of food preparation and								
serving workers	\$12.72	\$11.88	\$524	\$500	41.2	\$24,347	\$22,880	1,914
Cooks	9.42	9.86	363	368	38.5	17,774	17,056	1,887
Cooks, institution and								
cafeteria	9.27	8.48	348	312	37.6	15,917	14,018	1,718
Cooks, restaurant	10.68	11.34	419	454	39.2	21,802	23,596	2,041
Food preparation workers	9.76	10.50	345	336	35.4	14,940	12,932	1,530
Food service, tipped	5.40 5.21	5.75 5.50	212 205	226 220	39.3 39.3	10,998 10,640	11,770 11,440	2,039 2,044
Dining room and cafeteria	3.21	3.30	203	220	39.3	10,040	11,440	2,044
attendants and								
bartender helpers	6.24	4.41	228	225	36.6	11,233	10,240	1,800
Fast food and counter	0.21	1.11	220	223	50.0	11,233	10,210	1,000
workers	8.05	7.77	300	292	37.2	14,085	13,778	1,750
Combined food preparation						,	- ,	,
and serving workers,								
including fast food	7.82	7.49	298	263	38.1	14,626	13,639	1,871
Counter attendants,								
cafeteria, food								
concession, and coffee								
shop	8.82	8.95	304	355	34.5	12,707	13,778	1,441
Food servers, nonrestaurant	6.54	7.60	252	266	38.4	12,526	13,832	1,915
Dishwashers	8.29	8.25	331	330	40.0	17,236	17,160	2,080
Building and grounds cleaning								
and maintenance								
occupations	10.51	8.93	418	351	39.7	21,605	18,217	2,056
First-line			_			,	-, -	,
supervisors/managers,								
building and grounds								
cleaning and maintenance								
workers	17.29	18.16	694	760	40.1	36,036	39,520	2,084
First-line								
supervisors/managers								
of housekeeping and	17.29	10.60	602	788	40.0	35,959	40,955	2,079
janitorial workers Building cleaning workers	9.08	19.69 8.40	692 360	334	40.0 39.6	18,615	17,364	2,079
Dunuing cicaling workers	7.00	1 0. <del>4</del> 0	500	JJ+	57.0	10,013	17,504	2,0J1

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

Hou	$rly^3$		Weekly <sup>4</sup>			5	
			Weekly <sup>4</sup> Annual <sup>5</sup>				
Mean rnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
\$9.61	\$8.94	\$381	\$358	39.6	\$19,665	\$18,601	2,045
8.16	8.00	324	320	39.7	16,813	16,640	2,059
10.70	10.00	426	400	39.8	21,917	20,800	2,048
10.62	9.86	424	393	39.9	21,787	20,280	2,051
8.59	6.67	342	267	39.8	17,732	13,880	2,063
14.22	12.95	578	518	40.6	30,063	26,936	2,114
12.19 6.25 6.25	12.98 6.31 6.31	488 250 250	519 252 252	40.0 40.0 40.0	25,351 12,999 12,999	27,000 13,119 13,119	2,080 2,080 2,080
7.50	6.50	300	260	40.0	15,606	13,520	2,080
14.91 14.91	15.79 15.79	594 594	632 632	39.9 39.9	30,905 30,905	32,852 32,852	2,073 2,073
18.98	13.12	772	530	40.7	40,166	27,535	2,116
16.78	15.45	723	618	43.1	37,596	32,136	2,241
16.07	15.70	691	628	43.0	35,908	32,656	2,234
19.44 10.80 9.82 9.02	15.25 10.00 9.16 8.50	847 432 392 360	610 400 366 340	43.6 40.0 40.0 39.9	44,049 22,449 20,392 18,745	31,726 20,800 19,055 17,680	2,266 2,079 2,078 2,077
	8.16 10.70 10.62 8.59 14.22 12.19 6.25 6.25 7.50 14.91 14.91 18.98 16.78 16.07	8.16     8.00       10.70     10.00       10.62     9.86       8.59     6.67       14.22     12.95       12.19     12.98       6.25     6.31       6.25     6.31       7.50     6.50       14.91     15.79       14.98     13.12       16.78     15.45       16.07     15.70       19.44     15.25       10.80     10.00       9.82     9.16	8.16       8.00       324         10.70       10.00       426         10.62       9.86       424         8.59       6.67       342         14.22       12.95       578         12.19       12.98       488         6.25       6.31       250         6.25       6.31       250         7.50       6.50       300         14.91       15.79       594         14.91       15.79       594         18.98       13.12       772         16.78       15.45       723         16.07       15.70       691         19.44       15.25       847         10.80       10.00       432         9.82       9.16       392	8.16     8.00     324     320       10.70     10.00     426     400       10.62     9.86     424     393       8.59     6.67     342     267       14.22     12.95     578     518       12.19     12.98     488     519       6.25     6.31     250     252       7.50     6.50     300     260       14.91     15.79     594     632       14.91     15.79     594     632       18.98     13.12     772     530       16.78     15.45     723     618       16.07     15.70     691     628       19.44     15.25     847     610       10.80     10.00     432     400       9.82     9.16     392     366	8.16     8.00     324     320     39.7       10.70     10.00     426     400     39.8       10.62     9.86     424     393     39.9       8.59     6.67     342     267     39.8       14.22     12.95     578     518     40.6       12.19     12.98     488     519     40.0       6.25     6.31     250     252     40.0       7.50     6.50     300     260     40.0       14.91     15.79     594     632     39.9       18.98     13.12     772     530     40.7       16.78     15.45     723     618     43.1       16.07     15.70     691     628     43.0       19.44     15.25     847     610     43.6       10.80     10.00     432     400     40.0       9.82     9.16     392     366     40.0	8.16     8.00     324     320     39.7     16,813       10.70     10.00     426     400     39.8     21,917       10.62     9.86     424     393     39.9     21,787       8.59     6.67     342     267     39.8     17,732       14.22     12.95     578     518     40.6     30,063       12.19     12.98     488     519     40.0     25,351       6.25     6.31     250     252     40.0     12,999       7.50     6.50     300     260     40.0     15,606       14.91     15.79     594     632     39.9     30,905       18.98     13.12     772     530     40.7     40,166       16.78     15.45     723     618     43.1     37,596       16.07     15.70     691     628     43.0     35,908       19.44     15.25     847     610     43.6     44,049       10.80     10.00     432     400     40.0     22,449       9.82     9.16     392     366     40.0     20,392	8.16     8.00     324     320     39.7     16,813     16,640       10.70     10.00     426     400     39.8     21,917     20,800       10.62     9.86     424     393     39.9     21,787     20,280       8.59     6.67     342     267     39.8     17,732     13,880       14.22     12.95     578     518     40.6     30,063     26,936       12.19     12.98     488     519     40.0     25,351     27,000       6.25     6.31     250     252     40.0     12,999     13,119       7.50     6.50     300     260     40.0     12,999     13,119       14.91     15.79     594     632     39.9     30,905     32,852       18.98     13.12     772     530     40.7     40,166     27,535       16.78     15.45     723     618     43.1     37,596     32,136       16.07     15.70     691     628     43.0     35,908     32,656       19.44     15.25     847     610     43.6     44,049     31,726       10.80     10.00     432     400     40.0     22,449     20,800       9.82

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

2	Hou	rly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Sales and related occupations  -Continued  Counter and rental clerks								
and parts salespersons	\$13.51	\$12.52	\$538	\$501	39.8	\$27,991	\$26,042	2,072
Counter and rental clerks	9.89	9.30	368	372	37.2	19,133	19,344	1,934
Parts salespersons	14.27	13.34	577	534	40.4	30,005	27,756	2,103
Retail salespersons	11.64	10.59	466	415	40.0	24,232	21,570	2,082
Insurance sales agents	29.62	19.06	1,209	762	40.8	62,857	39,649	2,122
Sales representatives,								
wholesale and	26.70	22.06	1.004	015	41.0	<b>5</b> 6 00 <b>2</b>	47 601	2 121
manufacturing Sales representatives, wholesale and	26.70	22.86	1,094	915	41.0	56,893	47,601	2,131
manufacturing, technical and scientific	21.22	22.27	1.265	021	40.4	c5 771	40,402	2.100
products	31.32	23.27	1,265	931	40.4	65,771	48,402	2,100
products	25.57	22.51	1,052	900	41.1	54,688	46,825	2,139
Sales engineers	29.42	25.06	1,299	1,253	44.2	67,556	65,159	2,296
Miscellaneous sales and			,	,		,	, ,	,
related workers	13.46	10.00	538	400	40.0	27,990	20,800	2,080
Office and administrative support occupations First-line supervisors/managers of	13.29	12.23	528	486	39.8	27,184	25,214	2,045
office and administrative support workers	18.52	19.00	734	718	39.6	38,175	37,338	2,062
including answering								
service	10.83	9.66	433	386	40.0	22,523	20,091	2,079
Financial clerks	12.89	12.14	511	486	39.7	26,459	25,253	2,053
Bill and account collectors Billing and posting clerks	11.48	10.50	459	420	40.0	23,881	21,840	2,080
and machine operators Bookkeeping, accounting, and auditing clerks	12.88 14.14	12.50 13.55	519 557	500	39.4	27,005 28,718	25,990 28,059	2,097
Payroll and timekeeping				540		·	·	2,031
clerks Procurement clerks	15.78 15.04	16.29 15.84	624 601	652 634	39.5 40.0	31,943 31,274	32,992 32,947	2,025 2,080

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hou	rly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
066 1 1 1 1 1 4 4								
Office and administrative support occupations								
-Continued								
Tellers	\$10.30	\$10.00	\$406	\$382	39.4	\$21,121	\$19,885	2,050
Court, municipal, and license	\$10.50	\$10.00	φ+00	ψ302	37.4	φ21,121	ψ19,005	2,030
clerks	13.66	13.37	545	535	39.9	28,321	27,803	2,074
Customer service	13.00	13.37	343	333	39.9	20,321	27,003	2,074
representatives	12.98	11.72	516	469	39.8	26,843	24,384	2,068
Eligibility interviewers,	12.70	11.72	310	107	37.0	20,043	24,504	2,000
government programs	16.86	16.78	669	671	39.7	34,782	34,902	2,063
File clerks	11.84	10.58	468	423	39.5	24,314	22,000	2,053
Hotel, motel, and resort desk	11.01	10.50	100	123	37.3	21,311	22,000	2,033
clerks	9.70	9.58	385	383	39.7	20,009	19,922	2,063
Interviewers, except	<i>,,,,</i>	<b>7.0</b> 0			6717	20,000	12,222	2,000
eligibility and loan	13.96	12.89	553	502	39.6	28,737	26,083	2,059
Loan interviewers and clerks	14.40	14.91	572	596	39.7	29,719	31,002	2,063
Order clerks	12.48	11.83	498	473	39.9	25,900	24,606	2,076
Human resources assistants, except payroll and						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	,
timekeeping	14.78	14.43	584	577	39.5	29,936	29,697	2,025
Receptionists and information								
clerks	11.41	11.00	457	440	40.0	23,711	22,880	2,078
Reservation and								
transportation ticket								
agents and travel clerks	12.37	13.43	484	537	39.1	25,165	27,941	2,034
Dispatchers	15.02	14.79	638	592	42.4	33,155	30,765	2,207
Police, fire, and ambulance								
dispatchers	12.76	12.18	513	495	40.2	26,678	25,763	2,091
Dispatchers, except police,								
fire, and ambulance	16.63	17.50	735	875	44.2	38,208	45,500	2,298
Production, planning, and								
expediting clerks	18.09	14.36	723	574	40.0	37,619	29,869	2,080
Shipping, receiving, and	44.00	44 = -			46.5			• • • •
traffic clerks	11.83	11.73	473	469	40.0	24,566	24,357	2,077
Stock clerks and order fillers	12.17	11.75	484	470	39.8	25,184	24,440	2,069
Secretaries and administrative	15.50	15.00			20.7	21.770	20.045	2.050
assistants	15.50	15.00	616	598	39.7	31,778	30,846	2,050
Executive secretaries and								
administrative	10 51	10.10	720	710	20.0	20 200	27.256	2.072
assistants	18.51	18.18	739	718	39.9	38,380	37,356	2,073
Legal secretaries	16.58	16.04	642	642	38.7	33,370	33,367	2,013
Medical secretaries	12.42	11.66	495	460	39.8	25,658	23,910	2,067

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

2	Hou	$rly^3$		Weekly <sup>4</sup>			Annual <sup>5</sup>	
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Office and administrative support occupations -Continued Secretaries, except legal,								
medical, and executive	\$14.20	\$13.50	\$565	\$540	39.8	\$28,845	\$27,720	2,032
Computer operators  Data entry and information	12.46	11.16	497	446	39.9	25,866	23,207	2,076
processing workers	12.27	12.05	491	482	40.0	25,527	25,070	2,080
Data entry keyers	11.97	12.05	479	482	40.0	24,894	25,070	2,080
Insurance claims and policy processing clerks Mail clerks and mail machine	14.84	13.46	583	522	39.3	30,305	27,167	2,042
operators, except postal service	9.31	9.75	372	390	40.0	19,355	20,280	2,080
Office clerks, general	12.55	11.79	498	390 459	39.7	24,133	20,280	1,922
orrice ererns, general	12.00	11.77	.,,	.07		2 1,100	20,001	1,>
Construction and extraction occupations First-line supervisors/managers of construction trades and	15.59	14.50	622	580	39.9	32,215	30,160	2,066
extraction workers	22.16	22.06	887	882	40.0	45,794	45,760	2,067
Carpenters	17.28	17.00	691	680	40.0	35,939	35,360	2,080
Construction laborers Construction equipment	11.43	10.50	457	420	40.0	23,767	21,840	2,080
operators Operating engineers and other construction	16.75	14.85	670	594	40.0	34,830	30,888	2,080
equipment operators	21.36	17.48	854	699	40.0	44,408	36,358	2,079
Electricians	17.77	18.00	711	720	40.0	36,957	37,440	2,080
Painters and paperhangers Painters, construction and	14.62	14.00	585	560	40.0	30,403	29,120	2,080
maintenance Pipelayers, plumbers, pipefitters, and	14.62	14.00	585	560	40.0	30,403	29,120	2,080
steamfitters	17.54	17.00	701	680	40.0	36,475	35,360	2,080
steamfitters	17.54	17.00	701	680	40.0	36,475	35,360	2,080
Sheet metal workers	15.03	15.50	601	620	40.0	31,266	32,240	2,080
workers Helpers, construction trades	17.19 12.09	16.00 12.05	688 480	640 480	40.0 39.7	35,764 24,704	33,280 24,960	2,080 2,043

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hourly <sup>3</sup>			Weekly <sup>4</sup>		Annual <sup>5</sup>		
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
					nours		curinigs	nours
Construction and extraction								
occupations –Continued								
Helperspipelayers,								
plumbers, pipefitters, and steamfitters	\$12.56	\$13.00	\$502	\$520	40.0	\$26,122	\$27,040	2,080
Highway maintenance	\$12.50	\$13.00	\$302	\$320	40.0	\$20,122	\$27,040	2,000
workers	12.25	12.15	482	474	39.4	25,070	24,648	2,047
						,,,,,,	,	,-
Installation, maintenance, and								
repair occupations	19.87	18.00	798	720	40.1	41,436	37,440	2,085
First-line								
supervisors/managers of mechanics, installers, and								
repairers	23.22	19.58	953	824	41.0	49,561	42,869	2,134
Miscellaneous electrical and	23.22	17.50	)33	024	41.0	47,501	42,007	2,134
electronic equipment								
mechanics, installers, and								
repairers	23.35	26.26	934	1,050	40.0	48,561	54,621	2,080
Automotive technicians and								
repairers	19.19	17.20	770	690	40.1	40,062	35,880	2,087
Automotive body and	19.02	17.25	757	600	40.0	20.262	25 000	2.090
related repairers Automotive service	18.92	17.23	131	690	40.0	39,362	35,880	2,080
technicians and								
mechanics	19.32	17.00	776	720	40.2	40,377	37,440	2,090
Bus and truck mechanics and						.,	, ,	,
diesel engine specialists	17.23	16.83	691	673	40.1	35,799	35,006	2,077
Heavy vehicle and mobile								
equipment service								
technicians and	16.00	15.05	600	624	10.6	25 927	22.064	2.100
mechanics  Mobile heavy equipment	16.99	15.85	689	634	40.6	35,837	32,964	2,109
mechanics, except								
engines	17.97	18.54	719	742	40.0	37,387	38,569	2,080
Heating, air conditioning, and						,	,	ŕ
refrigeration mechanics								
and installers	16.82	16.18	673	647	40.0	34,971	33,648	2,079
Industrial machinery								
installation, repair, and maintenance workers	10.10	19.00	767	720	40.0	20 951	37 440	2.077
Industrial machinery	19.19	18.00	767	720	40.0	39,851	37,440	2,077
mechanics	23.64	23.13	945	925	40.0	49,149	48,100	2,079
						,	15,100	_,~,~

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hourly <sup>3</sup>			Weekly <sup>4</sup>		Annual <sup>5</sup>		
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Installation, maintenance, and repair occupations  -Continued  Maintenance and repair								
workers, general Maintenance workers,	\$16.70	\$14.58	\$668	\$583	40.0	\$34,598	\$30,326	2,072
machinery Millwrights Line installers and repairers	15.17 25.26 25.23	15.27 28.06 27.69	607 1,010 1,006	611 1,122 1,108	40.0 40.0 39.9	31,560 52,542 52,294	31,762 58,365 57,591	2,080 2,080 2,073
Electrical power-line installers and repairers Miscellaneous installation,	26.35	27.74	1,054	1,110	40.0	54,813	57,699	2,080
maintenance, and repair workers	14.67	13.33	586	533	39.9	30,162	27,735	2,056
<b>Production occupations</b> First-line	15.00	13.00	597	518	39.8	31,012	26,936	2,067
supervisors/managers of production and operating workers	19.94	19.20	800	768	40.1	41,584	39,926	2,086
electromechanical assemblers Electrical and electronic	11.01	10.79	438	423	39.8	22,769	21,986	2,068
equipment assemblers Structural metal fabricators	10.96	10.10	438	404	40.0	22,798	21,008	2,080
and fitters Miscellaneous assemblers and	14.71	15.10	588	604	40.0	30,590	31,408	2,080
fabricators Butchers and other meat, poultry, and fish	17.39	13.40	696	536	40.0	36,178	27,872	2,080
processing workers Butchers and meat cutters Miscellaneous food	8.39 11.09	7.70 12.00	327 439	292 480	39.0 39.6	17,009 22,813	15,184 24,960	2,027 2,057
processing workers Machine tool cutting setters, operators, and tenders,	14.13	14.40	554	576	39.2	28,796	29,952	2,038
metal and plastic	15.71	15.70	628	628	40.0	32,643	32,656	2,078
metal and plastic	15.38	15.70	614	628	40.0	31,945	32,656	2,077

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hourly <sup>3</sup> Weekly <sup>4</sup>				Annual <sup>5</sup>			
Occupation <sup>2</sup>								
•	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Production occupations								
–Continued								
Lathe and turning machine								
tool setters, operators,								
and tenders, metal and	<b>0.1.0. 7.0</b>	<b>#</b> 10.00	<b>#</b>	<b>\$5.45</b>	40.0	A 40 740	A20.522	2.050
plastic	\$19.59	\$19.09	\$783	\$745	40.0	\$40,712	\$38,723	2,079
Machinists	18.38	19.00	734	760	39.9	38,155	39,520	2,076
Molders and molding								
machine setters,								
operators, and tenders, metal and plastic	11.37	10.70	453	428	39.8	23,545	22,256	2,071
Molding, coremaking, and	11.57	10.70	433	420	37.0	25,545	22,230	2,071
casting machine setters,								
operators, and tenders,								
metal and plastic	11.37	10.70	453	428	39.8	23,545	22,256	2,071
Multiple machine tool setters,	11.57	10.70	155	120	37.0	23,313	22,230	2,071
operators, and tenders,								
metal and plastic	17.93	17.55	716	702	39.9	37,215	36,504	2,075
Tool and die makers	20.79	20.36	832	814	40.0	43,241	42,349	2,080
Welding, soldering, and						,	,	,
brazing workers	16.33	16.89	653	676	40.0	33,965	35,131	2,079
Welders, cutters, solderers,							·	
and brazers	16.17	16.50	647	660	40.0	33,625	34,320	2,079
Welding, soldering, and								
brazing machine								
setters, operators, and								
tenders	16.75	16.89	670	676	40.0	34,842	35,131	2,080
Miscellaneous metalworkers								
and plastic workers	14.78	15.00	591	600	40.0	30,738	31,200	2,079
Printers	22.86	24.88	873	896	38.2	45,421	46,575	1,987
Printing machine operators	22.38	23.95	862	862	38.5	44,837	44,834	2,004
Laundry and dry-cleaning	0.00	0.20	251	226	20.5	10.221	15.451	2.052
workers	8.89	8.39	351	336	39.5	18,231	17,451	2,052
Sewing machine operators	9.78	9.10	381	360	39.0	19,516	18,695	1,995
Woodworking machine								
setters, operators, and tenders	10.63	9.28	425	371	40.0	21,854	19,302	2,055
Sawing machine setters,	10.03	9.20	423	3/1	40.0	21,034	19,302	2,033
operators, and tenders,								
wood	9.58	9.00	383	360	40.0	19,567	18,720	2,043
Woodworking machine	7.50	7.00	] 303	300	10.0	17,507	10,720	2,043
setters, operators, and								
tenders, except sawing	12.66	13.25	506	530	40.0	26,336	27,560	2,080
.,						,	,	

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

0 " 2	Hourly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>		
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Production occupations  -Continued  Water and liquid waste								
treatment plant and system operators Miscellaneous plant and	\$16.41	\$17.11	\$656	\$684	40.0	\$34,138	\$35,589	2,080
system operators	22.97	26.08	913	996	39.7	47,478	51,815	2,067
operators Chemical processing machine	25.36	26.08	1,005	996	39.6	52,239	51,815	2,060
setters, operators, and tenders	13.59	12.93	542	517	39.9	28,190	26,896	2,075
operators and tenders Crushing, grinding, polishing,	13.99	10.50	558	420	39.8	28,995	21,840	2,072
mixing, and blending workers Mixing and blending	17.57	18.57	703	743	40.0	36,541	38,621	2,080
machine setters, operators, and tenders Extruding, forming, pressing,	18.39	19.53	736	781	40.0	38,261	40,622	2,080
and compacting machine setters, operators, and	12.26	12.56	517	T 40	20.0	26,000	20.205	2.020
tenders Inspectors, testers, sorters,	13.26	13.56	517	542	39.0	26,900	28,205	2,028
samplers, and weighers Painting workers Coating, painting, and	17.17 12.15	14.85 10.50	689 486	594 420	40.1 40.0	35,825 25,271	30,880 21,840	2,087 2,080
spraying machine setters, operators, and tenders	11.96	10.50	478	420	40.0	24,881	21,840	2,080
Miscellaneous production workers Paper goods machine	13.04	11.00	520	440	39.9	27,034	22,880	2,073
setters, operators, and tenders  Helpersproduction	17.81	14.87	712	595	40.0	37,050	30,930	2,080
workers	10.81	10.93	427	449	39.5	22,192	23,358	2,053
Transportation and material moving occupations	14.18	12.71	565	500	39.8	28,904	25,813	2,039

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

	Hourly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>		
Occupation <sup>2</sup>	Mean earnings	Median earnings	Mean earnings	Median earnings	Mean hours	Mean earnings	Median earnings	Mean hours
Transportation and material moving occupations  -Continued  First-line  supervisors/managers of helpers, laborers, and material movers, hand  First-line	\$19.30	\$18.03	\$821	\$831	42.5	\$42,680	\$43,217	2,211
supervisors/managers of transportation and material-moving machine								
and vehicle operators  Aircraft pilots and flight	19.90	18.14	805	726	40.5	41,881	37,731	2,105
engineers	75.07	77.98	1,537	1,620	20.5	79,938	84,262	1,065
flight engineers	75.07	77.98	1,537	1,620	20.5	79,938	84,262	1,065
Bus drivers	13.25	12.85	403	386	30.4	17,245	12,115	1,302
Bus drivers, school Driver/sales workers and	12.29	12.13	303	243	24.7	11,734	8,976	955
truck drivers	15.11	14.50	631	580	41.8	32,808	30,160	2,172
Driver/sales workers	15.03	15.25	637	610	42.4	33,113	31,720	2,203
Truck drivers, heavy and								
tractor-trailer	15.32	14.50	659	600	43.0	34,277	31,200	2,237
Truck drivers, light or delivery services	14.83	14.05	593	562	40.0	30,849	29,224	2,080
Crane and tower operators	18.82	17.00	753	680	40.0	39,137	35,360	2,080
Dredge, excavating, and								
loading machine operators Excavating and loading	16.81	15.90	672	636	40.0	34,969	33,072	2,080
machine and dragline operators	16.81	15.90	672	636	40.0	34,969	33,072	2,080
operatorsLaborers and material	12.80	12.46	511	496	39.9	26,579	25,813	2,077
movers, hand	10.66	10.48	423	418	39.7	21,958	21,736	2,060
Cleaners of vehicles and equipmentLaborers and freight, stock,	10.13	9.98	405	399	40.0	21,069	20,752	2,080
and material movers, hand Machine feeders and	11.05	11.00	437	440	39.5	22,656	22,880	2,050
offbearers	10.28	11.24	411	450	40.0	21,388	23,379	2,080

Table 11 Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours — Continued

2 : 2	Hourly <sup>3</sup>		Weekly <sup>4</sup>			Annual <sup>5</sup>		
Occupation <sup>2</sup>	Mean	Median	Mean	Median	Mean	Mean	Median	Mean
	earnings	earnings	earnings	earnings	hours	earnings	earnings	hours
Transportation and material moving occupations  -Continued Packers and packagers, hand	\$9.69	\$9.47	\$388	\$379	40.0	\$20,155	\$19,704	2,080
	11.74	10.05	470	402	40.0	24,417	20,906	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

paid the same as or more than the rate shown and half are paid the same as or less 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 agraines

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. 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, 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.

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

employees. Median weekly earnings designate position - one-half of the earnings are

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