

# News

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## **HIGHLIGHTS OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT NATIONAL COMPENSATION SURVEY SEPTEMBER 2003**

Workers in the Boston-Worcester-Lawrence metropolitan area averaged \$23.46 per hour during September 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Denis M. McSweeney reported that white-collar workers averaged \$27.52 per hour and accounted for 64 percent of the workers in the area. Blue-collar employees averaged \$17.84 per hour and represented 20 percent of the workforce, while the remaining 16 percent worked in service occupations and earned \$13.64 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 428 firms representing 1,361,200 workers in the Boston-Worcester-Lawrence metropolitan area, which is comprised of 282 cities and towns in Massachusetts, New Hampshire, Maine, and Connecticut. Eighty-two percent of those represented worked in private industry.

In the Boston-Worcester-Lawrence metropolitan area, average hourly wages were published for 115 detailed occupations. (See table 1.) Among white-collar workers, financial managers averaged \$39.24 per hour; civil engineers, \$33.91; and registered nurses, \$30.31. Blue-collar occupations included electricians earning \$32.23 per hour, truck drivers at \$19.16, and assemblers at \$13.24. In the service occupations, janitors and cleaners averaged \$13.09 per hour; cooks, \$12.37; and nursing aides, orderlies and attendants, \$11.98.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Boston area averaged \$24.83 per hour, about \$11.00 more than part-timers at \$13.51. Unionized workers in blue-collar (\$22.18) and service jobs (\$18.42) averaged more per hour than their nonunion counterparts who averaged \$14.16 and \$10.69, respectively. There was no significant difference in average hourly earnings for white collar workers by union status.

## National Compensation Survey, Boston, MA, September 2003 (continued)

In addition, establishment size may impact occupational earnings. (See table 3.) Private industry workers at establishments employing 50-99 workers averaged \$18.67 per hour and those in establishments with 500 or more employees earned \$27.00. Among occupational groups in the 50-99 worker establishment size, average hourly wages for white collar (\$24.39) and service workers (\$8.65) were all lower than their counterparts in the 500 or more workers establishment size, at \$30.38 and \$13.18, respectively. There was no significant difference in average hourly earnings for blue collar workers by establishment employment size.

In addition, geographic location may impact occupational earnings. The Springfield, MA wage survey was also released in September 2003. Workers in Springfield (\$19.31) averaged a lower level of wages than workers in Boston-Worcester-Lawrence (\$23.46). Comparing wages among occupations in the two metropolitan areas, engineers, architects, and surveyors in Boston-Worcester-Lawrence (\$36.11) earned higher average hourly wages than their counterparts in Springfield (\$32.07). The same was true for secretaries (\$18.18, \$15.03), as well as janitors and cleaners (\$13.09, \$10.29). In the Springfield metropolitan area, union members (\$22.16) earned higher average hourly wages than their non-union counterparts (\$17.95). There was no significant difference in average hourly earnings among union and non-union workers in the Boston-Worcester-Lawrence metropolitan region.

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

### **Survey Availability**

Complete survey results are contained in the [Boston-Worcester-Lawrence, MA-NH-ME-CT National Compensation Survey September 2003](#) (Bulletin 3120-58). While supplies last, single copies of the bulletin are available from the Boston Information Office by calling 617-565-2327. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/comhome.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Boston by dialing 617-565-9167 and requesting document 9810.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Boston Information Office at 617-565-2327 from 8:30 a.m. to 12:00 p.m. and 1:30 p.m. to 4:00 p.m. e.t.

### Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. 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 the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$23.46	2.0	\$23.04	2.5	\$25.50	3.4
All excluding sales .....	23.63	1.9	23.20	2.2	25.57	3.4
<b>White collar</b> .....	27.52	2.1	27.22	2.3	29.04	5.4
White collar excluding sales .....	28.25	1.9	28.04	1.9	29.21	5.5
<b>Professional specialty and technical</b> .....	32.14	3.1	31.30	3.8	35.60	3.9
Professional specialty .....	34.50	2.7	34.04	3.3	36.05	4.0
Engineers, architects, and surveyors .....	36.11	1.6	36.31	1.8	—	—
Civil engineers .....	33.91	5.0	—	—	—	—
Electrical and electronic engineers .....	39.85	2.8	39.85	2.8	—	—
Industrial engineers .....	30.04	3.9	30.04	3.9	—	—
Engineers, n.e.c. ....	36.36	5.6	37.88	7.3	—	—
Mathematical and computer scientists .....	38.83	6.8	39.30	6.8	—	—
Computer systems analysts and scientists .....	36.86	3.9	37.21	3.8	—	—
Operations and systems researchers and analysts .....	47.16	18.5	—	—	—	—
Natural scientists .....	23.68	7.1	23.66	7.1	—	—
Health related .....	30.00	3.2	30.04	3.6	29.66	4.7
Physicians .....	31.18	23.0	32.83	23.8	—	—
Registered nurses .....	30.31	3.2	30.34	3.5	29.95	3.8
Physical therapists .....	25.85	5.0	25.85	5.0	—	—
Teachers, college and university .....	46.95	5.4	49.43	5.6	—	—
Medical science teachers .....	44.59	11.2	44.59	11.2	—	—
Art, drama, and music teachers .....	44.00	32.3	44.00	32.3	—	—
Other post-secondary teachers .....	39.28	14.0	43.74	18.0	—	—
Teachers, except college and university .....	37.32	6.0	21.79	6.4	39.73	6.0
Elementary school teachers .....	40.91	3.6	—	—	41.12	3.5
Secondary school teachers .....	39.19	5.2	28.19	5.5	41.15	4.6
Teachers, special education .....	27.55	20.3	—	—	—	—
Teachers, n.e.c. ....	33.27	1.6	29.69	8.8	—	—
Vocational and educational counselors .....	33.74	11.4	—	—	39.82	7.0
Librarians, archivists, and curators .....	30.06	8.0	30.15	10.7	29.83	8.9
Librarians .....	30.29	11.3	—	—	29.83	8.9
Social scientists and urban planners .....	26.39	11.0	26.39	11.0	—	—
Social, recreation, and religious workers .....	22.06	5.6	19.92	4.6	23.97	9.4
Social workers .....	22.05	5.6	18.85	1.7	—	—
Lawyers and judges .....	42.95	12.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	26.36	4.5	26.83	4.9	—	—
Athletes .....	19.96	5.7	19.96	5.7	—	—
Technical .....	20.69	8.5	20.50	9.0	24.74	9.5
Clinical laboratory technologists and technicians .....	17.50	6.0	17.47	6.0	—	—
Radiological technicians .....	27.74	6.6	27.74	6.6	—	—
Licensed practical nurses .....	20.12	2.8	20.37	3.3	—	—
Health technologists and technicians, n.e.c. ....	15.81	14.2	15.68	14.5	—	—
Drafters .....	24.31	5.5	24.31	5.5	—	—
Computer programmers .....	27.00	12.9	26.78	14.2	—	—
Technical and related, n.e.c. ....	23.45	9.0	23.45	9.0	—	—
<b>Executive, administrative, and managerial</b> .....	35.11	4.0	35.29	4.3	33.72	12.4
Executives, administrators, and managers .....	40.60	5.0	40.64	5.6	40.31	10.5
Administrators and officials, public administration .....	33.27	10.5	—	—	33.27	10.5
Financial managers .....	39.24	7.0	39.14	7.1	—	—
Managers, marketing, advertising, and public relations .....	44.55	5.1	44.55	5.1	—	—
Administrators, education and related fields .....	40.31	11.0	37.57	13.9	46.22	10.8
Managers, medicine and health .....	38.77	17.4	38.77	17.4	—	—
Managers, service organizations, n.e.c. ....	26.06	7.3	26.06	7.3	—	—
Managers and administrators, n.e.c. ....	44.31	5.5	44.21	6.0	—	—
Management related .....	27.18	5.7	27.62	6.2	23.76	6.1
Accountants and auditors .....	22.82	4.8	22.78	5.5	—	—
Other financial officers .....	37.53	11.0	38.32	10.1	—	—
Management analysts .....	32.36	14.9	—	—	—	—
Personnel, training, and labor relations specialists .....	27.73	7.9	27.91	8.1	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2003 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> –Continued						
<b>Executive, administrative, and managerial</b> –Continued						
Management related –Continued						
Purchasing agents and buyers, n.e.c. ....	\$30.09	10.9	\$30.09	10.9	–	–
Construction inspectors .....	23.87	7.3	–	–	\$27.08	5.5
Management related, n.e.c. ....	23.20	12.6	22.72	16.4	24.76	9.5
<b>Sales</b> .....	21.04	13.6	21.07	13.9	19.70	2.0
Supervisors, sales .....	16.48	10.7	16.46	11.0	–	–
Sales, other business services .....	21.68	4.5	21.68	4.5	–	–
Sales representatives, mining, manufacturing, and wholesale .....	41.89	9.8	41.89	9.8	–	–
Sales workers, apparel .....	8.73	4.4	8.73	4.4	–	–
Sales workers, hardware and building supplies ...	12.01	5.2	12.01	5.2	–	–
Sales workers, other commodities .....	13.83	11.4	13.83	11.4	–	–
Cashiers .....	9.66	3.6	8.77	3.5	19.89	1.5
<b>Administrative support, including clerical</b> .....	16.48	2.2	16.46	2.7	16.56	1.3
Supervisors, general office .....	20.59	19.5	20.58	19.9	–	–
Supervisors, financial records processing .....	25.61	8.5	25.61	8.5	–	–
Secretaries .....	18.18	2.5	17.44	2.6	20.92	4.4
Typists .....	15.28	4.1	–	–	–	–
Interviewers .....	13.14	1.9	–	–	–	–
Transportation ticket and reservation agents .....	14.86	6.2	14.86	6.2	–	–
Receptionists .....	12.36	4.1	12.31	4.3	–	–
Information clerks, n.e.c. ....	13.15	.8	13.11	.5	–	–
Order clerks .....	15.46	7.8	15.46	7.8	–	–
Library clerks .....	15.70	10.9	–	–	15.46	11.3
Records clerks, n.e.c. ....	14.97	3.2	14.97	3.3	–	–
Bookkeepers, accounting and auditing clerks .....	16.88	7.8	16.29	10.5	–	–
Payroll and timekeeping clerks .....	16.71	7.1	–	–	–	–
Billing clerks .....	13.43	8.4	13.43	8.4	–	–
Telephone operators .....	11.41	.6	11.41	.6	–	–
Mail clerks, except postal service .....	12.21	12.1	11.85	13.8	–	–
Dispatchers .....	15.08	7.0	–	–	–	–
Traffic, shipping and receiving clerks .....	17.22	6.7	17.22	6.7	–	–
Stock and inventory clerks .....	13.73	12.6	12.57	11.8	–	–
Insurance adjusters, examiners, and investigators .....	20.76	7.7	20.76	7.7	–	–
Investigators and adjusters, except insurance .....	17.41	17.8	17.41	17.8	–	–
General office clerks .....	16.18	2.7	16.19	3.8	16.17	4.3
Data entry keyers .....	12.76	2.8	11.69	2.9	–	–
Teachers' aides .....	12.99	1.0	–	–	12.99	1.0
Administrative support, n.e.c. ....	17.89	4.9	17.97	5.0	–	–
<b>Blue collar</b> .....	17.84	1.7	17.56	1.9	20.71	1.9
<b>Precision production, craft, and repair</b> .....	23.91	2.6	24.03	2.9	22.93	5.3
Industrial machinery repairers .....	19.12	2.8	19.12	2.8	–	–
Mechanics and repairers, n.e.c. ....	20.59	6.2	20.25	8.3	–	–
Supervisors, electricians and power transmission installers .....	33.93	7.8	–	–	–	–
Carpenters .....	26.52	8.9	–	–	–	–
Electricians .....	32.23	7.3	32.50	7.7	–	–
Plumbers, pipefitters and steamfitters .....	21.87	6.7	–	–	–	–
Construction trades, n.e.c. ....	16.15	8.7	–	–	16.36	10.6
Supervisors, production .....	21.52	1.6	21.52	1.6	–	–
Machinists .....	22.39	5.0	22.39	5.0	–	–
Electrical and electronic equipment assemblers ..	17.13	3.4	17.13	3.4	–	–
<b>Machine operators, assemblers, and inspectors</b> .....	13.72	4.1	13.39	4.0	–	–
Molding and casting machine operators .....	10.71	11.4	10.71	11.4	–	–
Printing press operators .....	20.40	9.6	20.40	9.6	–	–
Packaging and filling machine operators .....	11.80	18.7	11.80	18.7	–	–

See footnotes at end of table.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2003 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Machine operators, assemblers, and inspectors</b>						
—Continued						
Miscellaneous machine operators, n.e.c. ....	\$13.23	6.5	\$12.40	2.7	—	—
Assemblers .....	13.24	12.5	13.24	12.5	—	—
Production inspectors, checkers and examiners ..	13.81	5.5	13.81	5.5	—	—
<b>Transportation and material moving</b> .....	17.96	4.8	17.59	6.1	\$20.03	8.4
Truck drivers .....	19.16	6.7	19.29	6.8	—	—
Bus drivers .....	16.51	12.9	13.22	4.6	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b>	11.90	3.8	11.53	4.0	16.61	7.1
Groundskeepers and gardeners, except farm .....	14.25	7.7	—	—	—	—
Construction laborers .....	19.45	13.0	—	—	—	—
Stock handlers and baggers .....	10.34	3.7	10.34	3.7	—	—
Freight, stock, and material handlers, n.e.c. ....	13.47	17.0	13.46	17.1	—	—
Hand packers and packagers .....	9.96	4.9	9.96	4.9	—	—
Laborers, except construction, n.e.c. ....	13.08	14.2	9.95	3.0	18.74	10.9
<b>Service</b> .....	13.64	1.9	10.95	1.6	19.44	1.2
Protective service .....	19.51	5.0	12.02	6.3	22.23	.9
Supervisors, firefighters and fire prevention .....	24.56	1.6	—	—	24.56	1.6
Supervisors, police and detectives .....	30.95	11.7	—	—	31.05	11.9
Firefighting .....	21.32	2.1	—	—	21.32	2.1
Police and detectives, public service .....	21.78	7.2	—	—	21.78	7.2
Guards and police, except public service .....	11.88	5.9	11.73	5.8	—	—
Protective service, n.e.c. ....	9.15	4.8	—	—	—	—
Food service .....	8.41	5.7	8.24	6.1	14.05	4.1
Waiters, waitresses, and bartenders .....	3.89	7.5	3.89	7.5	—	—
Bartenders .....	5.80	17.2	5.80	17.2	—	—
Waiters and waitresses .....	3.24	11.9	3.24	11.9	—	—
Other food service .....	10.48	4.8	10.33	5.2	14.05	4.1
Supervisors, food preparation and service .....	14.14	9.2	—	—	—	—
Cooks .....	12.37	2.1	12.09	2.0	—	—
Kitchen workers, food preparation .....	10.25	23.5	10.25	23.5	—	—
Food preparation, n.e.c. ....	8.86	2.5	8.85	2.5	—	—
Health service .....	11.98	3.1	11.77	3.5	12.95	1.6
Health aides, except nursing .....	11.09	2.6	11.08	2.8	—	—
Nursing aides, orderlies and attendants .....	11.98	3.1	11.74	3.6	12.99	1.4
Cleaning and building service .....	12.88	3.6	11.47	3.3	15.76	5.7
Janitors and cleaners .....	13.09	3.8	11.56	3.7	15.77	5.7
Personal service .....	14.41	6.9	14.32	7.1	15.34	20.8
Public transportation attendants .....	28.20	12.2	28.51	13.6	—	—
Child care workers, n.e.c. ....	10.23	13.3	10.03	14.5	—	—
Service, n.e.c. ....	10.77	7.8	10.69	9.5	—	—

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

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 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 no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. **Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2003**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$24.83	\$13.51	\$23.73	\$23.36	\$23.23	\$30.97
All excluding sales .....	24.68	14.57	24.21	23.40	23.62	24.36
<b>White collar</b> .....	28.59	17.54	27.36	27.55	27.17	40.75
White-collar excluding sales .....	28.66	22.58	28.81	28.11	28.14	–
Professional specialty and technical .....	32.50	28.18	35.39	31.17	32.14	–
Professional specialty .....	34.79	30.77	35.81	34.03	34.50	–
Technical .....	20.62	21.19	28.59	20.02	20.69	–
Executive, administrative, and managerial .....	35.25	23.40	31.16	35.28	34.77	–
Sales .....	27.71	9.09	11.50	22.83	16.42	39.34
Administrative support, including clerical .....	16.80	12.94	17.88	16.02	16.48	–
<b>Blue collar</b> .....	18.55	10.09	22.18	14.16	17.76	19.07
Precision production, craft, and repair .....	23.92	–	26.44	19.14	23.82	–
Machine operators, assemblers, and inspectors .....	13.89	–	16.81	12.64	13.63	14.27
Transportation and material moving .....	18.73	13.76	22.50	14.98	16.65	–
Handlers, equipment cleaners, helpers, and laborers .....	12.81	9.10	13.49	10.92	11.91	–
<b>Service</b> .....	15.48	8.78	18.42	10.69	13.64	–
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	2.0	3.3	1.9	2.6	2.0	17.5
All excluding sales .....	1.8	3.6	1.8	2.4	1.9	16.4
<b>White collar</b> .....	2.2	3.7	3.8	2.3	2.0	15.0
White-collar excluding sales .....	2.0	3.8	3.9	2.0	1.8	–
Professional specialty and technical .....	3.5	4.2	3.5	3.7	3.1	–
Professional specialty .....	3.0	5.8	3.6	3.3	2.7	–
Technical .....	9.8	4.0	15.7	7.7	8.5	–
Executive, administrative, and managerial .....	4.0	4.3	13.6	4.1	4.0	–
Sales .....	14.2	2.4	8.0	14.6	10.0	20.5
Administrative support, including clerical .....	2.1	8.1	3.9	2.4	2.2	–
<b>Blue collar</b> .....	1.8	5.4	3.0	3.0	2.2	11.2
Precision production, craft, and repair .....	2.6	–	2.9	2.3	2.8	–
Machine operators, assemblers, and inspectors .....	4.0	–	10.1	6.6	4.9	15.3
Transportation and material moving .....	5.6	5.0	6.9	2.6	4.8	–
Handlers, equipment cleaners, helpers, and laborers .....	5.0	2.8	7.5	3.6	3.9	–
<b>Service</b> .....	2.0	2.9	2.7	2.3	1.9	–

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

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an 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>6</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 no data were reported or that data did not meet publication criteria.

Table 3. **Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
<b>All occupations</b> .....	\$23.04	\$18.67	\$24.25	\$21.78	\$27.00
All excluding sales .....	23.20	19.05	24.30	21.77	26.85
<b>White collar</b> .....	27.22	24.39	27.76	24.89	30.38
White-collar excluding sales .....	28.04	26.92	28.22	25.55	30.27
Professional specialty and technical .....	31.30	39.55	30.63	27.63	32.48
Professional specialty .....	34.04	40.56	33.42	31.54	34.36
Technical .....	20.50	—	20.33	18.94	22.08
Executive, administrative, and managerial .....	35.29	31.43	36.21	35.17	37.03
Sales .....	21.07	15.58	23.48	21.85	35.30
Administrative support, including clerical .....	16.46	15.90	16.61	15.95	17.39
<b>Blue collar</b> .....	17.56	15.87	18.37	18.68	17.62
Precision production, craft, and repair .....	24.03	23.22	24.34	25.28	22.35
Machine operators, assemblers, and inspectors .....	13.39	11.89	13.88	13.75	14.38
Transportation and material moving .....	17.59	16.02	19.21	19.60	17.67
Handlers, equipment cleaners, helpers, and laborers .....	11.53	10.21	12.41	12.45	12.34
<b>Service</b> .....	10.95	8.65	12.02	10.99	13.18
Relative error <sup>4</sup> (percent)					
<b>All occupations</b> .....	2.5	5.4	3.0	4.5	2.8
All excluding sales .....	2.2	6.5	2.7	4.2	2.7
<b>White collar</b> .....	2.3	7.6	2.6	5.2	1.9
White-collar excluding sales .....	1.9	7.7	2.3	4.9	1.7
Professional specialty and technical .....	3.8	18.5	3.1	5.1	3.4
Professional specialty .....	3.3	17.0	2.5	3.1	2.8
Technical .....	9.0	—	9.2	12.7	6.0
Executive, administrative, and managerial .....	4.3	9.3	4.6	9.1	3.0
Sales .....	13.9	19.6	16.0	19.8	11.2
Administrative support, including clerical .....	2.7	5.6	2.8	5.5	3.2
<b>Blue collar</b> .....	1.9	9.2	4.3	5.6	5.7
Precision production, craft, and repair .....	2.9	8.5	5.3	6.2	3.9
Machine operators, assemblers, and inspectors .....	4.0	14.7	2.2	5.6	11.0
Transportation and material moving .....	6.1	10.2	13.0	16.2	8.9
Handlers, equipment cleaners, helpers, and laborers .....	4.0	5.3	5.7	7.9	7.2
<b>Service</b> .....	1.6	3.8	2.0	2.9	4.9

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

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<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 no data were reported or that data did not meet publication criteria.