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HIGHLIGHTS OF CHARLOTTE-GASTONIA-ROCK HILL, NC-SC NATIONAL COMPENSATION SURVEY JUNE 2003

Workers in the Charlotte-Gastonia-Rock Hill metropolitan area averaged \$18.55 per hour during June 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin reported that white-collar workers averaged \$22.51 per hour and accounted for 52 percent of the workers in the area. Blue-collar employees averaged \$15.05 per hour and represented 37 percent of the workforce, while the remainder worked in service occupations and earned \$11.65 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 238 firms representing 332,800 workers in the Charlotte metropolitan area, which includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties in North Carolina; and York County in South Carolina. Eighty-one percent of those represented worked in private industry.

In the Charlotte metropolitan area, average hourly wages were published for 70 detailed occupations. (See table 1.) Among white-collar workers, electrical and electronic engineers averaged \$37.66 per hour; secretaries, \$17.56; and cashiers, \$8.16. Blue-collar occupations included production supervisors earning \$21.76 per hour, industrial truck and tractor equipment operators at \$13.82, and stock handlers and baggers at \$10.34. In the service occupations, public service police and detectives averaged \$18.24 per hour; nursing aides, orderlies and attendants, \$9.84; and cooks, \$8.72.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Charlotte area averaged \$19.03 per hour and part-timers earned \$11.61. Union workers in blue-collar jobs averaged \$19.55 per hour, while their nonunion counterparts made \$14.03. Private industry workers at establishments employing 50-99 workers averaged \$14.11 per hour, while those in establishments with 500 or more employees earned \$22.60.

The NCS is part of a statistical program that has integrated three 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 judgement, supervision received, and other factors required on the job.

Survey Availability

Complete survey results are contained in the Charlotte-Gastonia-Rock Hill, NC-SC National Compensation Survey June 2003 (Bulletin 3120-53). While supplies last, single copies of the bulletin are available from the Atlanta Information Office by calling 404-331-3415. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Atlanta by dialing 404-331-3403 and requesting document 9450.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Atlanta Information Office at 404-331-3415 from 9:30 a.m. to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.55	3.2	\$18.65	3.7	\$18.08	4.1
All excluding sales	18.46	2.8	18.53	3.2	18.11	4.1
White collar	22.51	4.5	23.29	5.5	19.99	4.6
White collar excluding sales	22.72	4.0	23.66	4.9	20.04	4.5
Professional specialty and technical	27.09	2.4	29.28	3.1	23.59	3.6
Professional specialty	26.72	3.3	28.60	4.2	24.39	4.0
Engineers, architects, and surveyors	31.95	4.0	31.98	4.1	—	—
Electrical and electronic engineers	37.66	4.9	37.66	4.9	—	—
Engineers, n.e.c.	41.14	6.5	41.14	6.5	—	—
Mathematical and computer scientists	30.54	6.7	30.56	6.7	—	—
Computer systems analysts and scientists	30.62	6.8	30.64	6.8	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.97	11.9	26.80	15.4	25.06	18.2
Registered nurses	24.18	10.6	26.55	15.3	21.30	1.5
Teachers, college and university	33.49	6.4	30.08	2.5	—	—
Other post-secondary teachers	29.05	9.3	—	—	—	—
Teachers, except college and university	24.52	2.7	—	—	24.67	2.7
Prekindergarten and kindergarten	21.96	8.8	—	—	—	—
Elementary school teachers	24.04	1.2	25.26	12.2	23.99	1.1
Secondary school teachers	24.42	3.5	—	—	24.20	3.3
Teachers, special education	28.46	8.8	—	—	28.46	8.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.92	4.3	—	—	17.65	4.4
Social workers	17.92	4.3	—	—	17.65	4.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.18	17.9	16.19	18.0	—	—
Technical	28.38	6.4	30.82	8.2	16.13	7.4
Licensed practical nurses	17.21	2.7	17.21	2.7	—	—
Health technologists and technicians, n.e.c.	14.85	4.6	16.09	7.8	12.44	4.3
Electrical and electronic technicians	18.30	9.6	—	—	—	—
Engineering technicians, n.e.c.	24.38	7.8	25.81	5.4	—	—
Executive, administrative, and managerial	30.98	5.3	31.10	6.0	30.05	7.2
Executives, administrators, and managers	35.60	5.4	35.92	6.1	33.79	6.3
Administrators and officials, public administration	37.86	16.3	—	—	37.86	16.3
Financial managers	38.81	4.7	38.80	4.7	—	—
Managers, marketing, advertising, and public relations	24.80	13.1	24.76	13.1	—	—
Administrators, education and related fields	31.78	1.0	—	—	31.78	1.0
Managers and administrators, n.e.c.	36.31	10.0	36.30	10.2	—	—
Management related	24.89	4.6	25.20	4.9	21.70	11.5
Accountants and auditors	21.75	10.0	22.07	10.0	—	—
Personnel, training, and labor relations specialists	23.31	10.8	—	—	—	—
Management related, n.e.c.	24.19	16.6	24.19	16.6	—	—
Sales	20.42	20.5	20.57	20.6	—	—
Supervisors, sales	29.77	17.3	29.77	17.3	—	—
Sales workers, other commodities	8.98	3.3	8.98	3.3	—	—
Cashiers	8.16	1.1	8.13	1.1	—	—
Administrative support, including clerical	13.97	2.8	14.62	3.6	11.82	.8
Secretaries	17.56	5.7	18.99	4.7	13.23	4.8
Receptionists	11.03	8.4	11.03	8.4	—	—
Order clerks	13.90	12.0	13.90	12.0	—	—
Library clerks	11.51	4.0	—	—	11.70	4.4
Records clerks, n.e.c.	12.91	7.9	13.77	7.6	—	—
Bookkeepers, accounting and auditing clerks	12.91	3.0	12.88	3.3	—	—
Dispatchers	15.84	5.7	—	—	12.93	4.1
Traffic, shipping and receiving clerks	13.13	4.9	13.13	4.9	—	—
Stock and inventory clerks	12.76	7.1	13.17	6.2	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Material recording, scheduling, and distribution clerks, n.e.c.	\$13.53	15.1	\$13.53	15.1	—	—
Eligibility clerks, social welfare	13.67	.9	—	—	—	—
General office clerks	11.71	6.5	11.32	10.5	\$12.30	2.2
Teachers' aides	9.93	1.5	—	—	9.88	1.3
Administrative support, n.e.c.	14.55	6.6	—	—	—	—
Blue collar	15.05	1.9	15.14	2.0	13.22	3.2
Precision production, craft, and repair						
Supervisors, mechanics and repairers	22.89	8.7	22.86	9.4	—	—
Bus, truck, and stationary engine mechanics	17.01	5.7	—	—	—	—
Industrial machinery repairers	19.52	5.5	19.52	5.5	—	—
Machinery maintenance	13.49	3.5	—	—	—	—
Mechanics and repairers, n.e.c.	20.63	2.8	21.00	2.7	—	—
Electrical power installers and repairers	21.34	5.1	21.56	5.6	—	—
Construction trades, n.e.c.	12.40	7.4	—	—	11.91	5.4
Supervisors, production	21.76	3.9	21.80	4.0	—	—
Inspectors, testers, and graders	15.78	10.6	15.78	10.6	—	—
Machine operators, assemblers, and inspectors						
Winding and twisting machine operators	9.28	1.7	9.28	1.7	—	—
Miscellaneous machine operators, n.e.c.	16.55	7.3	16.55	7.3	—	—
Assemblers	12.29	12.4	12.29	12.4	—	—
Production inspectors, checkers and examiners ..	14.82	4.6	14.82	4.6	—	—
Transportation and material moving						
Truck drivers	15.16	7.3	15.71	8.2	—	—
Bus drivers	—	—	—	—	9.98	.4
Industrial truck and tractor equipment operators ..	13.82	4.6	13.82	4.6	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.31	3.4	—	—	—	—
Stock handlers and baggers	10.34	4.9	10.34	4.9	—	—
Machine feeders and offbearers	9.89	25.8	9.89	25.8	—	—
Freight, stock, and material handlers, n.e.c.	12.95	7.1	13.01	7.3	—	—
Hand packers and packagers	9.94	10.2	9.94	10.2	—	—
Laborers, except construction, n.e.c.	9.69	3.6	9.66	3.7	—	—
Service						
Protective service	16.74	3.3	—	—	17.17	1.5
Supervisors, police and detectives	25.00	8.6	—	—	25.00	8.6
Police and detectives, public service	18.24	4.2	—	—	18.24	4.2
Correctional institution officers	13.07	3.2	—	—	13.07	3.2
Food service	7.00	8.7	6.82	10.3	8.63	1.9
Waiters, waitresses, and bartenders	3.14	22.5	3.14	22.5	—	—
Waiters and waitresses	2.95	20.9	2.95	20.9	—	—
Other food service	8.62	11.0	8.62	12.9	8.63	1.9
Cooks	8.72	4.5	8.83	5.4	—	—
Food preparation, n.e.c.	8.03	2.7	7.77	2.5	—	—
Health service	10.01	3.5	10.12	3.8	9.65	9.4
Health aides, except nursing	10.24	6.3	10.89	6.7	9.65	9.4
Nursing aides, orderlies and attendants	9.84	4.1	9.84	4.1	—	—
Cleaning and building service	8.96	5.4	8.91	7.7	9.08	2.7
Janitors and cleaners	8.67	5.2	8.51	8.1	8.91	2.5
Personal service	—	—	—	—	10.24	2.9

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

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.

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 earnings¹ by occupational group,² National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$19.03	\$11.61	\$23.74	\$18.04	\$18.22	\$24.63
All excluding sales	18.81	12.46	23.73	17.91	18.40	19.99
White collar	23.06	14.49	–	21.98	21.91	33.02
White-collar excluding sales	22.95	17.98	–	22.14	22.53	29.27
Professional specialty and technical	27.25	24.33	–	25.34	27.09	–
Professional specialty	26.70	26.96	–	26.72	26.72	–
Technical	29.10	–	–	20.04	28.38	–
Executive, administrative, and managerial	30.98	–	–	30.98	30.61	34.72
Sales	24.43	7.57	–	20.42	13.27	36.42
Administrative support, including clerical	13.98	13.82	18.32	13.78	14.00	–
Blue collar	15.22	9.98	19.55	14.03	15.06	14.85
Precision production, craft, and repair	18.32	–	22.76	17.42	18.32	–
Machine operators, assemblers, and inspectors	14.07	–	21.01	12.76	14.22	13.34
Transportation and material moving	15.27	11.15	–	14.25	14.61	–
Handlers, equipment cleaners, helpers, and laborers	11.43	8.74	15.52	10.27	11.19	–
Service	12.57	7.54	–	10.26	11.65	–
	Relative error ⁶ (percent)					
All occupations	3.3	7.5	6.5	3.6	2.7	14.2
All excluding sales	3.0	8.5	6.5	3.1	2.7	10.3
White collar	4.5	11.5	–	4.7	4.0	12.6
White-collar excluding sales	4.0	12.0	–	4.2	3.9	9.8
Professional specialty and technical	2.2	14.7	–	2.6	2.4	–
Professional specialty	3.0	19.1	–	3.3	3.3	–
Technical	6.7	–	–	3.7	6.4	–
Executive, administrative, and managerial	5.3	–	–	5.3	4.3	24.2
Sales	19.1	2.7	–	20.5	10.3	19.4
Administrative support, including clerical	2.9	7.9	4.8	2.9	2.7	–
Blue collar	1.9	8.7	5.8	2.0	2.1	4.8
Precision production, craft, and repair	3.5	–	4.1	2.5	3.6	–
Machine operators, assemblers, and inspectors	3.6	–	1.9	4.5	4.3	.7
Transportation and material moving	4.5	6.2	–	3.8	3.8	–
Handlers, equipment cleaners, helpers, and laborers	3.7	11.4	13.4	3.4	3.2	–
Service	5.6	5.9	–	2.7	5.0	–

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

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

⁵ 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.

⁶ 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.

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Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Charlotte-Gastonia-Rock Hill, NC-SC, June 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$18.65	\$14.11	\$19.71	\$17.16	\$22.60
All excluding sales	18.53	14.31	19.40	16.92	22.16
White collar	23.29	16.36	24.59	21.79	27.46
White-collar excluding sales	23.66	18.37	24.33	21.75	26.82
Professional specialty and technical	29.28	24.71	29.66	26.61	33.30
Professional specialty	28.60	25.46	28.96	28.66	29.39
Technical	30.82	—	31.11	21.17	39.65
Executive, administrative, and managerial	31.10	22.71	32.26	31.78	32.51
Sales	20.57	12.97	28.08	22.20	41.26
Administrative support, including clerical	14.62	13.00	14.87	14.03	15.93
Blue collar	15.14	13.60	15.54	14.39	16.82
Precision production, craft, and repair	18.56	18.55	18.56	17.67	19.81
Machine operators, assemblers, and inspectors	14.05	9.98	14.91	12.73	16.78
Transportation and material moving	15.44	14.01	15.65	14.54	16.70
Handlers, equipment cleaners, helpers, and laborers	11.15	9.60	11.68	10.80	12.73
Service	10.59	8.49	11.35	7.50	—
	Relative error ⁴ (percent)				
All occupations	3.7	7.7	4.2	6.5	5.8
All excluding sales	3.2	7.6	3.6	6.8	4.1
White collar	5.5	9.2	5.8	8.9	8.1
White-collar excluding sales	4.9	7.4	5.3	9.8	5.9
Professional specialty and technical	3.1	15.8	3.4	6.7	5.0
Professional specialty	4.2	15.5	4.8	7.8	6.4
Technical	8.2	—	8.3	8.0	11.7
Executive, administrative, and managerial	6.0	15.0	5.8	4.0	8.2
Sales	20.6	19.3	23.7	19.1	28.2
Administrative support, including clerical	3.6	6.0	3.9	4.5	4.1
Blue collar	2.0	5.9	2.2	5.4	3.0
Precision production, craft, and repair	3.7	3.8	5.2	9.0	3.7
Machine operators, assemblers, and inspectors	3.6	6.9	1.9	5.5	4.4
Transportation and material moving	4.7	6.8	4.2	7.7	1.7
Handlers, equipment cleaners, helpers, and laborers	3.3	5.8	4.4	6.9	6.1
Service	7.4	17.1	13.8	9.1	—

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain

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

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.

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