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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 ocltinfo@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 Reading, PA, Metropolitan Statistical Area. Data were collected between June 2006 and July 2007; the average reference month is January 2007. 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 ag-

gregations 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, Reading, PA, January 2007

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	\$18.05	3.2	35.4	\$17.25	3.7	35.6	\$24.93	1.3	33.5
Worker characteristics^{4,5}									
Management, professional, and related	30.44	3.8	36.3	29.75	4.8	36.8	32.64	2.4	34.7
Management, business, and financial	33.98	6.7	39.6	34.16	7.2	40.5	31.90	16.5	31.4
Professional and related	28.30	5.3	34.5	26.03	8.8	34.1	32.74	1.3	35.2
Service	11.17	6.8	30.6	10.32	7.2	29.8	15.15	12.1	35.0
Sales and office	14.54	3.7	33.8	14.45	3.9	34.2	16.74	2.5	26.7
Sales and related	13.98	12.4	31.5	13.98	12.4	31.5	—	—	—
Office and administrative support	14.85	2.4	35.3	14.73	2.5	36.0	16.74	2.5	26.7
Natural resources, construction, and maintenance	18.27	8.1	38.9	18.31	8.6	39.6	17.57	5.4	30.6
Construction and extraction	17.50	2.7	36.6	17.38	2.8	38.3	—	—	—
Installation, maintenance, and repair	19.10	12.3	40.3	19.26	12.8	40.4	—	—	—
Production, transportation, and material moving	14.49	3.4	39.7	14.49	3.5	39.8	—	—	—
Production	15.39	1.4	38.2	15.39	1.4	38.2	—	—	—
Transportation and material moving	13.48	6.0	41.5	13.48	6.1	41.7	—	—	—
Full time	19.29	3.2	39.8	18.46	3.7	40.2	25.93	1.7	37.1
Part time	9.62	13.3	20.1	9.51	14.4	20.6	11.58	16.4	14.6
Union	21.87	3.1	37.4	16.00	4.3	39.1	25.80	1.4	36.4
Nonunion	17.39	3.9	35.1	17.34	4.0	35.4	20.04	5.6	23.1
Time	17.78	3.1	34.8	16.87	3.7	35.0	24.93	1.3	34.0
Incentive	21.10	16.5	43.1	21.10	16.6	44.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.20	2.5	39.5	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	16.61	5.9	34.4	16.61	5.9	34.8	—	—	—
100-499 workers	18.48	4.8	35.5	17.44	5.7	35.6	25.72	4.0	35.2
500 workers or more	20.70	3.7	37.7	18.98	4.3	38.7	24.63	1.2	35.7

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, Reading, PA, January 2007**

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	\$18.05	3.2	\$19.29	3.2	\$9.62	13.3
Management occupations	40.49	15.6	40.62	15.7	—	—
Level 9	30.00	5.6	30.00	5.6	—	—
Not able to be leveled	48.60	9.2	49.31	9.0	—	—
Industrial production managers	37.72	48.8	37.72	48.8	—	—
Education administrators	40.24	17.4	40.24	17.4	—	—
Business and financial operations occupations	28.82	6.7	28.82	6.7	—	—
Level 7	21.16	2.3	21.16	2.3	—	—
Level 9	34.75	9.3	34.75	9.3	—	—
Computer and mathematical science occupations	26.95	5.8	26.95	5.8	—	—
Computer systems analysts	29.55	8.5	29.55	8.5	—	—
Industrial engineers, including health and safety	34.59	11.0	34.59	11.0	—	—
Industrial engineers	34.59	11.0	34.59	11.0	—	—
Community and social services occupations	21.53	21.0	21.53	21.0	—	—
Education, training, and library occupations	31.86	7.0	33.27	7.4	14.41	24.0
Level 9	38.28	1.5	38.41	1.8	—	—
Postsecondary teachers	41.00	3.4	41.26	3.5	—	—
Primary, secondary, and special education school teachers	34.19	6.7	35.16	6.7	—	—
Level 9	38.45	2.0	38.58	2.4	—	—
Elementary and middle school teachers	35.70	5.7	35.81	5.7	—	—
Level 9	39.06	2.0	39.29	2.7	—	—
Elementary school teachers, except special education	37.36	3.2	37.56	2.8	—	—
Level 9	38.86	.9	39.13	1.7	—	—
Healthcare practitioner and technical occupations	23.87	3.0	24.16	6.5	—	—
Level 6	21.39	2.0	—	—	—	—
Level 8	—	—	27.65	5.3	—	—
Registered nurses	—	—	30.68	22.6	—	—
Healthcare support occupations	12.12	3.5	12.37	3.4	10.20	10.7
Level 3	12.10	4.9	12.61	3.8	—	—
Level 4	13.77	1.6	—	—	—	—
Nursing, psychiatric, and home health aides	11.77	1.7	11.78	1.7	—	—
Nursing aides, orderlies, and attendants	11.44	2.7	—	—	—	—
Miscellaneous healthcare support occupations	12.89	7.1	—	—	—	—
Protective service occupations	19.38	11.1	19.91	12.9	—	—
Food preparation and serving related occupations	7.41	3.5	9.39	5.9	5.67	8.3
Level 1	5.24	14.5	—	—	4.72	18.1
Level 2	6.87	16.3	—	—	5.90	31.4
Level 3	9.26	8.1	—	—	—	—
Cooks	10.40	9.1	—	—	—	—
Food service, tipped	3.85	17.2	—	—	4.12	17.8
Level 1	3.02	3.8	—	—	3.14	9.2
Waiters and waitresses	3.57	16.7	—	—	3.78	18.4
Level 1	2.92	1.9	—	—	—	—
Fast food and counter workers	9.44	11.6	—	—	7.37	9.0
Combined food preparation and serving workers, including fast food	9.66	11.8	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.60	10.8	13.80	9.0	—	—
Level 1	9.86	9.9	11.14	3.8	—	—
Level 3	12.25	6.9	—	—	—	—
Building cleaning workers	11.05	6.9	12.49	3.6	—	—
Level 1	9.66	12.7	11.47	4.8	—	—
Level 3	12.25	6.9	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2007** — 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)
Janitors and cleaners, except maids and housekeeping cleaners	\$11.97	3.7	\$12.70	3.5	—	—
Level 1	10.95	5.8	11.47	4.8	—	—
Level 3	12.25	6.9	—	—	—	—
Personal care and service occupations	11.49	18.7	—	—	\$8.36	7.4
Sales and related occupations	13.98	12.4	17.57	17.7	7.49	6.7
Level 2	7.30	3.9	—	—	7.12	1.9
Level 3	8.86	7.9	8.91	8.0	—	—
Level 4	23.38	24.8	23.38	24.8	—	—
Retail sales workers	12.13	13.5	14.77	18.3	7.45	9.4
Level 2	7.19	6.0	—	—	6.86	5.3
Level 3	8.86	7.9	8.91	8.0	—	—
Cashiers, all workers	7.26	3.7	—	—	6.76	2.2
Level 2	6.88	.0	—	—	—	—
Cashiers	7.26	3.7	—	—	6.76	2.2
Level 2	6.88	.0	—	—	—	—
Retail salespersons	15.69	33.9	17.65	30.1	—	—
Office and administrative support occupations	14.85	2.4	15.19	3.0	11.46	10.8
Level 1	8.19	8.7	—	—	—	—
Level 2	11.03	3.8	11.57	4.0	—	—
Level 3	12.89	4.1	12.99	4.2	11.49	3.8
Level 4	16.14	5.1	16.05	5.3	—	—
Level 5	18.31	5.3	18.82	4.5	—	—
Level 6	18.02	6.5	17.88	6.7	—	—
Financial clerks	15.99	8.4	16.22	8.6	—	—
Level 4	15.12	4.5	15.12	4.5	—	—
Bookkeeping, accounting, and auditing clerks	16.22	13.4	16.58	13.5	—	—
Customer service representatives	14.87	8.0	15.39	9.1	—	—
Order clerks	16.09	23.6	16.09	23.6	—	—
Receptionists and information clerks	11.76	6.2	—	—	—	—
Production, planning, and expediting clerks	16.27	7.0	16.27	7.0	—	—
Shipping, receiving, and traffic clerks	13.40	7.3	13.40	7.3	—	—
Level 3	13.32	7.5	13.32	7.5	—	—
Stock clerks and order fillers	10.00	8.1	—	—	—	—
Secretaries and administrative assistants	16.41	5.5	16.53	5.7	—	—
Level 4	14.66	4.9	14.66	4.9	—	—
Executive secretaries and administrative assistants	17.64	6.1	17.64	6.1	—	—
Secretaries, except legal, medical, and executive	16.04	7.8	16.04	7.9	—	—
Level 4	14.57	5.3	14.57	5.3	—	—
Office clerks, general	14.07	6.6	14.06	6.8	—	—
Construction and extraction occupations	17.50	2.7	17.51	2.9	—	—
Installation, maintenance, and repair occupations	19.10	12.3	19.10	12.3	—	—
Level 5	15.39	10.3	15.39	10.3	—	—
Level 6	18.28	8.0	18.28	8.0	—	—
Industrial machinery installation, repair, and maintenance workers	20.05	3.4	20.05	3.4	—	—
Production occupations	15.39	1.4	15.79	1.3	—	—
Level 1	8.58	2.5	8.63	2.6	—	—
Level 2	12.04	5.4	12.24	5.3	—	—
Level 3	13.57	7.9	14.61	4.4	—	—
Level 4	15.85	3.8	15.85	3.8	—	—
Level 5	17.22	2.9	17.22	2.9	—	—
Level 6	20.81	1.8	20.81	1.8	—	—
Level 7	23.04	9.2	23.04	9.2	—	—
First-line supervisors/managers of production and operating workers	23.52	2.1	23.52	2.1	—	—
Electrical, electronics, and electromechanical assemblers	14.58	2.5	14.58	2.5	—	—
Electrical and electronic equipment assemblers	14.58	2.5	14.58	2.5	—	—
Miscellaneous assemblers and fabricators	13.34	8.4	13.53	7.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2007** — 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)
Molders and molding machine setters, operators, and tenders, metal and plastic	\$17.81	3.0	\$17.81	3.0	—	—
Miscellaneous metalworkers and plastic workers	18.27	16.6	18.27	16.6	—	—
Printers	17.46	4.1	17.46	4.1	—	—
Printing machine operators	17.54	4.3	17.54	4.3	—	—
Cutting workers	13.14	6.2	13.14	6.2	—	—
Cutting and slicing machine setters, operators, and tenders	13.14	6.2	13.14	6.2	—	—
Packaging and filling machine operators and tenders	14.72	5.9	14.72	5.9	—	—
Miscellaneous production workers	13.53	7.2	13.53	7.2	—	—
Level 3	16.52	8.8	16.52	8.8	—	—
Helpers--production workers	13.51	5.5	13.51	5.5	—	—
Transportation and material moving occupations	13.48	6.0	13.59	5.9	—	—
Level 1	9.36	2.4	9.34	1.8	—	—
Level 2	11.37	6.1	11.37	6.1	—	—
Level 3	15.13	1.6	15.13	1.6	—	—
Level 4	15.33	6.7	15.33	6.7	—	—
Level 5	16.94	2.6	16.94	2.6	—	—
Driver/sales workers and truck drivers	14.81	6.3	14.93	6.0	—	—
Level 5	16.91	2.0	16.91	2.0	—	—
Truck drivers, heavy and tractor-trailer	16.27	3.2	16.27	3.2	—	—
Industrial truck and tractor operators	14.14	1.6	14.14	1.6	—	—
Laborers and material movers, hand	13.54	2.7	13.77	3.2	—	—
Level 1	9.83	2.5	9.82	2.0	—	—
Level 3	15.07	1.7	15.07	1.7	—	—
Laborers and freight, stock, and material movers, hand	15.12	4.4	15.59	2.6	—	—
Level 3	15.57	4.8	15.57	4.8	—	—
Packers and packagers, hand	13.06	5.2	—	—	—	—
Level 1	9.82	4.1	9.31	3.2	—	—

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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2007

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	\$17.25	3.7	\$18.46	3.7	\$9.51	14.4
Management occupations	42.28	18.3	42.28	18.3	—	—
Level 9	29.33	5.9	29.33	5.9	—	—
Not able to be leveled	49.31	9.0	49.31	9.0	—	—
Industrial production managers	37.72	48.8	37.72	48.8	—	—
Business and financial operations occupations	28.82	6.7	28.82	6.7	—	—
Level 7	21.16	2.3	21.16	2.3	—	—
Level 9	34.75	9.3	34.75	9.3	—	—
Computer and mathematical science occupations	27.47	5.7	27.47	5.7	—	—
Industrial engineers, including health and safety	34.59	11.0	34.59	11.0	—	—
Industrial engineers	34.59	11.0	34.59	11.0	—	—
Education, training, and library occupations	16.57	16.2	—	—	—	—
Postsecondary teachers	40.71	8.4	41.48	9.1	—	—
Healthcare practitioner and technical occupations	24.23	2.8	24.83	8.3	—	—
Level 6	20.93	.8	—	—	—	—
Level 8	—	—	27.69	6.3	—	—
Healthcare support occupations	11.94	3.9	12.20	3.7	10.20	10.7
Level 3	11.73	6.6	—	—	—	—
Level 4	13.77	1.6	—	—	—	—
Nursing, psychiatric, and home health aides	11.40	1.8	—	—	—	—
Nursing aides, orderlies, and attendants	11.34	3.3	—	—	—	—
Miscellaneous healthcare support occupations	12.89	7.1	—	—	—	—
Food preparation and serving related occupations	7.17	2.2	9.17	4.7	5.46	8.4
Level 1	5.24	14.5	—	—	4.72	18.1
Level 2	6.73	16.5	—	—	5.61	33.7
Food service, tipped	3.75	17.7	—	—	3.99	18.8
Level 1	3.02	3.8	—	—	3.14	9.2
Waiters and waitresses	3.57	16.7	—	—	3.78	18.4
Level 1	2.92	1.9	—	—	—	—
Fast food and counter workers	7.99	7.8	—	—	—	—
Combined food preparation and serving workers, including fast food	8.20	7.8	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.17	14.7	13.50	12.4	—	—
Level 1	9.72	10.4	11.05	4.0	—	—
Building cleaning workers	9.91	8.1	11.41	3.9	—	—
Level 1	9.47	13.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.91	4.3	11.61	4.3	—	—
Level 1	10.80	6.5	—	—	—	—
Personal care and service occupations	12.00	19.7	—	—	8.45	7.9
Sales and related occupations	13.98	12.4	17.57	17.7	7.49	6.7
Level 2	7.30	3.9	—	—	7.12	1.9
Level 3	8.86	7.9	8.91	8.0	—	—
Level 4	23.38	24.8	23.38	24.8	—	—
Retail sales workers	12.13	13.5	14.77	18.3	7.45	9.4
Level 2	7.19	6.0	—	—	6.86	5.3
Level 3	8.86	7.9	8.91	8.0	—	—
Cashiers, all workers	7.26	3.7	—	—	6.76	2.2
Level 2	6.88	.0	—	—	—	—
Cashiers	7.26	3.7	—	—	6.76	2.2
Level 2	6.88	.0	—	—	—	—
Retail salespersons	15.69	33.9	17.65	30.1	—	—
Office and administrative support occupations	14.73	2.5	15.08	3.2	11.40	10.9
Level 1	8.19	8.7	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2007 — 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						
Level 2	\$11.03	3.8	\$11.57	4.0	–	–
Level 3	12.89	4.2	12.99	4.2	–	–
Level 4	16.17	5.8	16.07	6.1	–	–
Level 5	18.43	5.6	19.00	4.8	–	–
Level 6	18.00	7.5	17.84	7.7	–	–
Financial clerks	15.99	8.4	16.22	8.6	–	–
Level 4	15.12	4.5	15.12	4.5	–	–
Bookkeeping, accounting, and auditing clerks	16.22	13.4	16.58	13.5	–	–
Customer service representatives	14.87	8.0	15.39	9.1	–	–
Order clerks	16.09	23.6	16.09	23.6	–	–
Receptionists and information clerks	11.76	6.2	–	–	–	–
Production, planning, and expediting clerks	16.27	7.0	16.27	7.0	–	–
Shipping, receiving, and traffic clerks	13.40	7.3	13.40	7.3	–	–
Level 3	13.32	7.5	13.32	7.5	–	–
Stock clerks and order fillers	10.00	8.1	–	–	–	–
Secretaries and administrative assistants	16.21	6.4	16.35	6.8	–	–
Level 4	14.28	5.5	14.28	5.5	–	–
Executive secretaries and administrative assistants	17.25	7.3	17.25	7.3	–	–
Secretaries, except legal, medical, and executive	15.98	9.5	15.98	9.5	–	–
Level 4	14.06	6.2	14.06	6.2	–	–
Office clerks, general	13.27	4.0	13.23	3.9	–	–
Construction and extraction occupations	17.38	2.8	17.34	3.0	–	–
Installation, maintenance, and repair occupations	19.26	12.8	19.26	12.8	–	–
Level 6	18.36	8.0	18.36	8.0	–	–
Industrial machinery installation, repair, and maintenance workers	20.78	4.5	20.78	4.5	–	–
Production occupations	15.39	1.4	15.79	1.3	–	–
Level 1	8.58	2.5	8.63	2.6	–	–
Level 2	12.04	5.4	12.24	5.3	–	–
Level 3	13.57	7.9	14.61	4.4	–	–
Level 4	15.85	3.8	15.85	3.8	–	–
Level 5	17.22	2.9	17.22	2.9	–	–
Level 6	20.81	1.8	20.81	1.8	–	–
Level 7	23.04	9.2	23.04	9.2	–	–
First-line supervisors/managers of production and operating workers	23.52	2.1	23.52	2.1	–	–
Electrical, electronics, and electromechanical assemblers	14.58	2.5	14.58	2.5	–	–
Electrical and electronic equipment assemblers	14.58	2.5	14.58	2.5	–	–
Miscellaneous assemblers and fabricators	13.34	8.4	13.53	7.7	–	–
Molders and molding machine setters, operators, and tenders, metal and plastic	17.81	3.0	17.81	3.0	–	–
Miscellaneous metalworkers and plastic workers	18.27	16.6	18.27	16.6	–	–
Printers	17.46	4.1	17.46	4.1	–	–
Printing machine operators	17.54	4.3	17.54	4.3	–	–
Cutting workers	13.14	6.2	13.14	6.2	–	–
Cutting and slicing machine setters, operators, and tenders	13.14	6.2	13.14	6.2	–	–
Packaging and filling machine operators and tenders	14.72	5.9	14.72	5.9	–	–
Miscellaneous production workers	13.53	7.2	13.53	7.2	–	–
Level 3	16.52	8.8	16.52	8.8	–	–
Helpers--production workers	13.51	5.5	13.51	5.5	–	–
Transportation and material moving occupations	13.48	6.1	13.59	5.9	–	–
Level 1	9.36	2.4	9.34	1.8	–	–
Level 2	11.37	6.1	11.37	6.1	–	–
Level 3	15.18	1.6	15.18	1.6	–	–
Level 4	15.33	6.7	15.33	6.7	–	–
Level 5	16.94	2.6	16.94	2.6	–	–
Driver/sales workers and truck drivers	14.81	6.3	14.93	6.0	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2007 — 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)
Driver/sales workers and truck drivers —Continued						
Level 5	\$16.91	2.0	\$16.91	2.0	—	—
Truck drivers, heavy and tractor-trailer	16.27	3.2	16.27	3.2	—	—
Industrial truck and tractor operators	14.14	1.6	14.14	1.6	—	—
Laborers and material movers, hand	13.54	2.7	13.77	3.2	—	—
Level 1	9.83	2.5	9.82	2.0	—	—
Level 3	15.07	1.7	15.07	1.7	—	—
Laborers and freight, stock, and material movers, hand	15.12	4.4	15.59	2.6	—	—
Level 3	15.57	4.8	15.57	4.8	—	—
Packers and packagers, hand	13.06	5.2	—	—	—	—
Level 1	9.82	4.1	9.31	3.2	—	—

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Reading, PA, January 2007**

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	\$24.93	1.3	\$25.93	1.7	\$11.58	16.4
Management occupations	31.90	16.5	–	–	–	–
Education, training, and library occupations	35.37	1.7	36.50	1.1	–	–
Level 9	38.38	1.5	38.50	1.9	–	–
Primary, secondary, and special education school teachers	37.63	.3	37.74	.0	–	–
Level 9	38.45	2.0	38.58	2.4	–	–
Elementary and middle school teachers	37.76	1.7	37.94	1.3	–	–
Level 9	39.06	2.0	39.29	2.7	–	–
Elementary school teachers, except special education	37.36	3.2	37.56	2.8	–	–
Level 9	38.86	.9	39.13	1.7	–	–
Protective service occupations	18.60	15.5	19.30	18.2	–	–
Building and grounds cleaning and maintenance occupations	14.25	7.9	–	–	–	–
Office and administrative support occupations	16.74	2.5	16.73	2.6	–	–

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 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2007

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	\$18.05	3.2	\$19.29	3.2	\$9.62	13.3
Management occupations	40.49	15.6	40.62	15.7	—	—
Group II	24.40	7.9	—	—	—	—
Group III	42.84	24.3	—	—	—	—
Industrial production managers	37.72	48.8	37.72	48.8	—	—
Education administrators	40.24	17.4	40.24	17.4	—	—
Business and financial operations occupations	28.82	6.7	28.82	6.7	—	—
Group II	23.09	7.2	—	—	—	—
Group III	36.01	8.6	—	—	—	—
Computer and mathematical science occupations	26.95	5.8	26.95	5.8	—	—
Group II	24.14	8.8	—	—	—	—
Computer systems analysts	29.55	8.5	29.55	8.5	—	—
Industrial engineers, including health and safety	34.59	11.0	34.59	11.0	—	—
Industrial engineers	34.59	11.0	34.59	11.0	—	—
Community and social services occupations	21.53	21.0	21.53	21.0	—	—
Group II	18.12	11.0	—	—	—	—
Education, training, and library occupations	31.86	7.0	33.27	7.4	14.41	24.0
Group II	14.90	10.7	—	—	—	—
Group III	38.72	1.5	—	—	—	—
Postsecondary teachers	41.00	3.4	41.26	3.5	—	—
Primary, secondary, and special education school teachers	34.19	6.7	35.16	6.7	—	—
Group III	38.45	2.0	—	—	—	—
Elementary and middle school teachers	35.70	5.7	35.81	5.7	—	—
Group III	39.06	2.0	—	—	—	—
Elementary school teachers, except special education	37.36	3.2	37.56	2.8	—	—
Group III	38.86	.9	39.13	1.7	—	—
Healthcare practitioner and technical occupations	23.87	3.0	24.16	6.5	—	—
Group II	21.96	3.1	—	—	—	—
Registered nurses	—	—	30.68	22.6	—	—
Healthcare support occupations	12.12	3.5	12.37	3.4	10.20	10.7
Group I	12.32	4.0	—	—	—	—
Nursing, psychiatric, and home health aides	11.77	1.7	11.78	1.7	—	—
Group I	11.94	2.3	—	—	—	—
Nursing aides, orderlies, and attendants	11.44	2.7	—	—	—	—
Group I	11.44	2.7	—	—	—	—
Miscellaneous healthcare support occupations	12.89	7.1	—	—	—	—
Group I	12.89	7.1	—	—	—	—
Protective service occupations	19.38	11.1	19.91	12.9	—	—
Group II	23.43	3.6	—	—	—	—
Food preparation and serving related occupations	7.41	3.5	9.39	5.9	5.67	8.3
Group I	6.85	5.1	—	—	—	—
Cooks	10.40	9.1	—	—	—	—
Food service, tipped	3.85	17.2	—	—	4.12	17.8
Group I	3.85	17.2	—	—	—	—
Waiters and waitresses	3.57	16.7	—	—	3.78	18.4
Group I	3.57	16.7	—	—	3.78	18.4
Fast food and counter workers	9.44	11.6	—	—	7.37	9.0
Group I	9.47	11.7	—	—	—	—
Combined food preparation and serving workers, including fast food	9.66	11.8	—	—	—	—
Group I	9.70	12.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.60	10.8	13.80	9.0	—	—
Group I	11.29	6.0	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2007 — 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)
Building cleaning workers	\$11.05	6.9	\$12.49	3.6	—	—
Group I	11.05	6.9	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.97	3.7	12.70	3.5	—	—
Group I	11.97	3.7	12.70	3.5	—	—
Personal care and service occupations	11.49	18.7	—	—	\$8.36	7.4
Group I	8.66	5.8	—	—	—	—
Sales and related occupations	13.98	12.4	17.57	17.7	7.49	6.7
Group I	11.56	11.8	—	—	—	—
Group II	23.69	9.5	—	—	—	—
Retail sales workers	12.13	13.5	14.77	18.3	7.45	9.4
Group I	12.00	13.7	—	—	—	—
Cashiers, all workers	7.26	3.7	—	—	6.76	2.2
Group I	7.26	3.7	—	—	—	—
Cashiers	7.26	3.7	—	—	6.76	2.2
Group I	7.26	3.7	—	—	6.76	2.2
Retail salespersons	15.69	33.9	17.65	30.1	—	—
Group I	15.69	33.9	17.65	30.1	—	—
Office and administrative support occupations	14.85	2.4	15.19	3.0	11.46	10.8
Group I	13.54	2.6	—	—	—	—
Group II	18.19	4.0	—	—	—	—
Financial clerks	15.99	8.4	16.22	8.6	—	—
Group I	13.93	2.8	—	—	—	—
Bookkeeping, accounting, and auditing clerks	16.22	13.4	16.58	13.5	—	—
Customer service representatives	14.87	8.0	15.39	9.1	—	—
Group II	17.40	10.6	17.40	10.6	—	—
Order clerks	16.09	23.6	16.09	23.6	—	—
Group I	16.29	24.3	16.29	24.3	—	—
Receptionists and information clerks	11.76	6.2	—	—	—	—
Group I	11.76	6.2	—	—	—	—
Production, planning, and expediting clerks	16.27	7.0	16.27	7.0	—	—
Shipping, receiving, and traffic clerks	13.40	7.3	13.40	7.3	—	—
Group I	13.40	7.3	13.40	7.3	—	—
Stock clerks and order fillers	10.00	8.1	—	—	—	—
Group I	9.82	7.8	—	—	—	—
Secretaries and administrative assistants	16.41	5.5	16.53	5.7	—	—
Group I	14.67	4.9	—	—	—	—
Group II	18.85	8.8	—	—	—	—
Executive secretaries and administrative assistants	17.64	6.1	17.64	6.1	—	—
Secretaries, except legal, medical, and executive	16.04	7.8	16.04	7.9	—	—
Group I	14.58	5.3	14.57	5.3	—	—
Office clerks, general	14.07	6.6	14.06	6.8	—	—
Group I	13.27	4.0	13.23	3.9	—	—
Construction and extraction occupations	17.50	2.7	17.51	2.9	—	—
Group I	13.55	2.1	—	—	—	—
Group II	21.46	5.8	—	—	—	—
Installation, maintenance, and repair occupations	19.10	12.3	19.10	12.3	—	—
Group II	20.30	11.6	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	20.05	3.4	20.05	3.4	—	—
Group II	20.24	3.2	—	—	—	—
Production occupations	15.39	1.4	15.79	1.3	—	—
Group I	13.36	4.0	—	—	—	—
Group II	19.63	1.3	—	—	—	—
First-line supervisors/managers of production and operating workers	23.52	2.1	23.52	2.1	—	—
Electrical, electronics, and electromechanical assemblers	14.58	2.5	14.58	2.5	—	—
Electrical and electronic equipment assemblers	14.58	2.5	14.58	2.5	—	—
Miscellaneous assemblers and fabricators	13.34	8.4	13.53	7.7	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Reading, PA, January 2007 — 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)
Miscellaneous assemblers and fabricators—Continued						
Group I	\$12.02	5.3	—	—	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	17.81	3.0	\$17.81	3.0	—	—
Miscellaneous metalworkers and plastic workers	18.27	16.6	18.27	16.6	—	—
Printers	17.46	4.1	17.46	4.1	—	—
Printing machine operators	17.54	4.3	17.54	4.3	—	—
Cutting workers	13.14	6.2	13.14	6.2	—	—
Group I	13.14	6.2	—	—	—	—
Cutting and slicing machine setters, operators, and tenders	13.14	6.2	13.14	6.2	—	—
Group I	13.14	6.2	13.14	6.2	—	—
Packaging and filling machine operators and tenders	14.72	5.9	14.72	5.9	—	—
Group I	14.72	5.9	14.72	5.9	—	—
Miscellaneous production workers	13.53	7.2	13.53	7.2	—	—
Group I	12.93	12.2	—	—	—	—
Helpers—production workers	13.51	5.5	13.51	5.5	—	—
Group I	13.51	5.5	13.51	5.5	—	—
Transportation and material moving occupations	13.48	6.0	13.59	5.9	—	—
Group I	12.66	5.6	—	—	—	—
Group II	16.97	2.7	—	—	—	—
Driver/sales workers and truck drivers	14.81	6.3	14.93	6.0	—	—
Group I	13.05	9.8	—	—	—	—
Group II	16.91	2.0	—	—	—	—
Truck drivers, heavy and tractor-trailer	16.27	3.2	16.27	3.2	—	—
Group I	15.19	3.8	15.19	3.8	—	—
Industrial truck and tractor operators	14.14	1.6	14.14	1.6	—	—
Laborers and material movers, hand	13.54	2.7	13.77	3.2	—	—
Group I	13.54	2.7	—	—	—	—
Laborers and freight, stock, and material movers, hand	15.12	4.4	15.59	2.6	—	—
Group I	15.12	4.4	15.59	2.6	—	—
Packers and packagers, hand	13.06	5.2	—	—	—	—
Group I	13.06	5.2	—	—	—	—

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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. **Civilian workers: Hourly wage percentiles¹, Reading, PA, January 2007**

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$11.05	\$15.40	\$21.70	\$31.25
Management occupations	21.81	27.55	33.97	51.60	78.61
Industrial production managers	11.06	11.06	34.44	43.71	78.61
Education administrators	22.37	24.92	36.05	51.60	51.60
Business and financial operations occupations	19.02	21.16	27.40	33.65	45.27
Computer and mathematical science occupations	20.54	23.09	23.63	33.69	36.55
Computer systems analysts	20.54	25.10	29.73	34.48	37.84
Industrial engineers, including health and safety	23.06	28.38	36.93	39.03	44.64
Industrial engineers	23.06	28.38	36.93	39.03	44.64
Community and social services occupations	9.74	17.46	17.74	26.18	35.13
Education, training, and library occupations	11.63	16.55	32.07	41.73	51.35
Postsecondary teachers	27.07	30.78	36.27	56.27	65.18
Primary, secondary, and special education school teachers	12.14	28.23	33.93	42.80	51.81
Elementary and middle school teachers	12.14	28.97	34.30	45.07	53.31
Elementary school teachers, except special education	27.30	30.01	35.45	46.49	54.47
Healthcare practitioner and technical occupations	17.28	21.07	23.24	24.45	32.00
Healthcare support occupations	10.51	11.45	11.48	13.10	14.95
Nursing, psychiatric, and home health aides	10.51	11.17	11.48	11.97	13.34
Nursing aides, orderlies, and attendants	10.25	10.51	11.76	11.98	13.34
Miscellaneous healthcare support occupations	8.06	11.67	13.13	14.95	15.50
Protective service occupations	11.44	12.20	19.33	26.27	29.33
Food preparation and serving related occupations	2.83	2.85	7.50	10.00	13.11
Cooks	8.93	8.93	9.00	10.40	14.00
Food service, tipped	2.83	2.83	2.83	3.25	8.49
Waiters and waitresses	2.83	2.83	2.83	3.25	3.25
Fast food and counter workers	6.35	7.14	9.53	11.37	13.11
Combined food preparation and serving workers, including fast food	7.00	7.14	10.52	11.41	13.11
Building and grounds cleaning and maintenance occupations	7.00	9.16	11.50	15.97	20.19
Building cleaning workers	6.50	8.79	10.95	12.10	16.61
Janitors and cleaners, except maids and housekeeping cleaners	8.79	9.42	11.50	14.25	16.75
Personal care and service occupations	6.50	7.96	8.84	10.61	21.46
Sales and related occupations	6.68	7.17	9.10	16.72	29.18
Retail sales workers	6.68	7.11	8.00	12.77	22.90
Cashiers, all workers	6.00	6.68	7.17	7.86	8.00
Cashiers	6.00	6.68	7.17	7.86	8.00
Retail salespersons	7.32	8.21	11.94	15.08	29.28
Office and administrative support occupations	10.20	12.00	13.90	17.73	20.83
Financial clerks	11.17	13.00	14.60	18.60	21.70
Bookkeeping, accounting, and auditing clerks	10.86	13.00	15.36	20.83	21.70
Customer service representatives	9.67	12.95	14.04	16.98	21.63
Order clerks	11.26	12.75	13.00	19.00	26.47
Receptionists and information clerks	8.80	9.39	13.00	13.00	13.00
Production, planning, and expediting clerks	12.00	12.00	16.80	18.56	18.56
Shipping, receiving, and traffic clerks	10.71	11.36	12.00	15.34	17.75
Stock clerks and order fillers	6.85	7.50	10.20	12.27	12.27
Secretaries and administrative assistants	12.68	13.26	15.50	18.65	22.14
Executive secretaries and administrative assistants	13.26	14.55	17.20	19.71	21.22
Secretaries, except legal, medical, and executive	11.00	13.95	15.50	18.65	25.00
Office clerks, general	11.75	12.23	14.00	16.20	17.33
Construction and extraction occupations	11.25	13.00	16.38	22.74	27.91

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Reading, PA, January 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$11.75	\$14.61	\$16.50	\$21.30	\$24.75
Industrial machinery installation, repair, and maintenance workers	15.57	17.85	18.31	22.90	23.19
Production occupations	8.50	11.15	15.45	17.90	22.05
First-line supervisors/managers of production and operating workers	18.27	21.87	24.00	24.48	27.16
Electrical, electronics, and electromechanical assemblers	11.40	13.44	14.41	14.73	16.77
Electrical and electronic equipment assemblers	11.40	13.44	14.41	14.73	16.77
Miscellaneous assemblers and fabricators	8.76	10.00	13.78	15.80	17.70
Molders and molding machine setters, operators, and tenders, metal and plastic	15.40	15.40	15.85	19.29	24.28
Miscellaneous metalworkers and plastic workers	13.50	13.82	19.08	22.05	23.19
Printers	13.59	16.25	17.00	19.75	19.79
Printing machine operators	12.41	16.25	17.59	19.75	19.79
Cutting workers	7.50	8.50	13.25	17.50	17.68
Cutting and slicing machine setters, operators, and tenders	7.50	8.50	13.25	17.50	17.68
Packaging and filling machine operators and tenders	12.20	13.40	15.25	15.65	17.12
Miscellaneous production workers	7.50	9.41	15.09	16.98	18.29
Helpers--production workers	8.50	11.52	13.42	17.20	17.20
Transportation and material moving occupations	8.81	10.21	14.25	16.08	18.03
Driver/sales workers and truck drivers	9.50	12.48	15.66	16.66	18.73
Truck drivers, heavy and tractor-trailer	13.50	15.50	16.00	17.15	18.73
Industrial truck and tractor operators	12.00	12.50	13.45	16.09	17.65
Laborers and material movers, hand	9.80	10.65	14.25	16.06	17.70
Laborers and freight, stock, and material movers, hand	10.30	14.60	16.25	17.13	18.13
Packers and packagers, hand	9.16	10.90	14.25	14.40	15.75

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Reading, PA, January 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.70	\$10.65	\$15.00	\$20.21	\$29.18
Management occupations	22.09	28.09	35.21	53.39	80.73
Industrial production managers	11.06	11.06	34.44	43.71	78.61
Business and financial operations occupations	19.02	21.16	27.40	33.65	45.27
Computer and mathematical science occupations	20.30	23.09	25.10	34.14	36.78
Industrial engineers, including health and safety	23.06	28.38	36.93	39.03	44.64
Industrial engineers	23.06	28.38	36.93	39.03	44.64
Education, training, and library occupations	9.50	11.37	12.34	16.55	30.22
Postsecondary teachers	21.30	26.59	34.92	61.35	66.00
Healthcare practitioner and technical occupations	17.28	21.09	23.24	24.45	32.61
Healthcare support occupations	10.35	11.17	11.48	12.84	14.95
Nursing, psychiatric, and home health aides	10.51	10.77	11.48	11.48	12.24
Nursing aides, orderlies, and attendants	10.25	10.51	11.00	11.78	13.34
Miscellaneous healthcare support occupations	8.06	11.67	13.13	14.95	15.50
Food preparation and serving related occupations	2.83	2.85	7.08	9.50	13.64
Food service, tipped	2.83	2.83	2.83	3.25	6.41
Waiters and waitresses	2.83	2.83	2.83	3.25	3.25
Fast food and counter workers	6.00	7.00	7.25	9.50	10.52
Combined food preparation and serving workers, including fast food	6.35	7.14	7.35	9.53	10.52
Building and grounds cleaning and maintenance occupations	6.89	8.75	11.50	15.25	20.19
Building cleaning workers	6.25	7.39	9.60	11.50	12.05
Janitors and cleaners, except maids and housekeeping cleaners	8.00	9.00	11.25	11.50	15.33
Personal care and service occupations	6.50	8.00	8.94	11.00	21.46
Sales and related occupations	6.68	7.17	9.10	16.72	29.18
Retail sales workers	6.68	7.11	8.00	12.77	22.90
Cashiers, all workers	6.00	6.68	7.17	7.86	8.00
Cashiers	6.00	6.68	7.17	7.86	8.00
Retail salespersons	7.32	8.21	11.94	15.08	29.28
Office and administrative support occupations	10.09	12.00	13.43	17.40	20.83
Financial clerks	11.17	13.00	14.60	18.60	21.70
Bookkeeping, accounting, and auditing clerks	10.86	13.00	15.36	20.83	21.70
Customer service representatives	9.67	12.95	14.04	16.98	21.63
Order clerks	11.26	12.75	13.00	19.00	26.47
Receptionists and information clerks	8.80	9.39	13.00	13.00	13.00
Production, planning, and expediting clerks	12.00	12.00	16.80	18.56	18.56
Shipping, receiving, and traffic clerks	10.71	11.36	12.00	15.34	17.75
Stock clerks and order fillers	6.85	7.50	10.20	12.27	12.27
Secretaries and administrative assistants	12.68	13.26	15.50	17.88	22.14
Executive secretaries and administrative assistants	13.26	13.90	16.93	19.40	21.44
Secretaries, except legal, medical, and executive	10.00	14.25	15.50	16.10	25.00
Office clerks, general	10.78	12.23	12.23	15.50	16.20
Construction and extraction occupations	11.25	12.58	15.03	21.37	27.91
Installation, maintenance, and repair occupations	11.75	14.50	16.50	21.75	24.75
Industrial machinery installation, repair, and maintenance workers	16.22	18.31	19.50	23.19	23.19
Production occupations	8.50	11.15	15.45	17.90	22.05
First-line supervisors/managers of production and operating workers	18.27	21.87	24.00	24.48	27.16
Electrical, electronics, and electromechanical assemblers	11.40	13.44	14.41	14.73	16.77
Electrical and electronic equipment assemblers	11.40	13.44	14.41	14.73	16.77
Miscellaneous assemblers and fabricators	8.76	10.00	13.78	15.80	17.70

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Reading, PA, January 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Molders and molding machine setters, operators, and tenders, metal and plastic	\$15.40	\$15.40	\$15.85	\$19.29	\$24.28
Miscellaneous metalworkers and plastic workers	13.50	13.82	19.08	22.05	23.19
Printers	13.59	16.25	17.00	19.75	19.79
Printing machine operators	12.41	16.25	17.59	19.75	19.79
Cutting workers	7.50	8.50	13.25	17.50	17.68
Cutting and slicing machine setters, operators, and tenders	7.50	8.50	13.25	17.50	17.68
Packaging and filling machine operators and tenders	12.20	13.40	15.25	15.65	17.12
Miscellaneous production workers	7.50	9.41	15.09	16.98	18.29
Helpers--production workers	8.50	11.52	13.42	17.20	17.20
Transportation and material moving occupations	8.81	10.16	14.25	16.08	18.03
Driver/sales workers and truck drivers	9.50	12.48	15.66	16.66	18.73
Truck drivers, heavy and tractor-trailer	13.50	15.50	16.00	17.15	18.73
Industrial truck and tractor operators	12.00	12.50	13.45	16.09	17.65
Laborers and material movers, hand	9.80	10.65	14.25	16.06	17.70
Laborers and freight, stock, and material movers, hand	10.30	14.60	16.25	17.13	18.13
Packers and packagers, hand	9.16	10.90	14.25	14.40	15.75

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Reading, PA, January 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.50	\$14.35	\$21.63	\$32.75	\$45.28
Management occupations	20.77	21.81	24.64	36.05	51.60
Education, training, and library occupations	14.26	28.56	34.55	44.09	51.99
Primary, secondary, and special education school teachers	27.37	30.15	36.08	44.87	52.18
Elementary and middle school teachers	27.37	30.11	35.98	46.49	54.27
Elementary school teachers, except special education	27.30	30.01	35.45	46.49	54.47
Protective service occupations	10.89	11.85	19.71	26.27	26.79
Building and grounds cleaning and maintenance occupations	9.30	11.25	14.29	16.75	17.82
Office and administrative support occupations	12.65	15.34	16.81	18.31	21.21

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Reading, PA, January 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.50	\$12.20	\$16.11	\$22.74	\$33.64
Management occupations	21.81	27.55	33.97	51.60	78.61
Industrial production managers	11.06	11.06	34.44	43.71	78.61
Education administrators	22.37	24.92	36.05	51.60	51.60
Business and financial operations occupations	19.02	21.16	27.40	33.65	45.27
Computer and mathematical science occupations	20.54	23.09	23.63	33.69	36.55
Computer systems analysts	20.54	25.10	29.73	34.48	37.84
Industrial engineers, including health and safety	23.06	28.38	36.93	39.03	44.64
Industrial engineers	23.06	28.38	36.93	39.03	44.64
Community and social services occupations	9.74	17.46	17.74	26.18	35.13
Education, training, and library occupations	12.21	25.17	33.01	42.80	51.95
Postsecondary teachers	27.07	31.33	36.27	57.31	65.18
Primary, secondary, and special education school teachers	12.34	28.73	34.63	43.30	51.95
Elementary and middle school teachers	12.14	29.22	35.22	45.53	53.91
Elementary school teachers, except special education	27.37	30.01	35.95	46.83	54.54
Healthcare practitioner and technical occupations	16.51	19.95	21.63	25.76	34.67
Registered nurses	14.00	23.67	27.90	29.24	67.98
Healthcare support occupations	10.51	11.48	11.67	13.13	14.95
Nursing, psychiatric, and home health aides	10.51	11.33	11.48	11.97	13.34
Protective service occupations	11.79	12.70	20.15	26.27	29.33
Food preparation and serving related occupations	2.83	8.00	9.50	13.00	13.64
Building and grounds cleaning and maintenance occupations	9.05	11.00	12.25	16.75	20.19
Building cleaning workers	9.35	10.52	11.50	15.15	16.94
Janitors and cleaners, except maids and housekeeping cleaners	9.37	10.95	11.50	15.33	16.98
Sales and related occupations	7.17	8.00	13.41	24.41	29.18
Retail sales workers	7.17	7.86	9.65	15.08	24.81
Retail salespersons	7.63	9.50	13.41	20.21	37.89
Office and administrative support occupations	10.60	12.27	14.25	17.87	20.85
Financial clerks	11.79	13.00	15.36	19.56	21.70
Bookkeeping, accounting, and auditing clerks	11.52	13.00	16.98	20.83	21.70
Customer service representatives	11.20	13.00	14.25	17.33	21.77
Order clerks	11.26	12.75	13.00	19.00	26.47
Production, planning, and expediting clerks	12.00	12.00	16.80	18.56	18.56
Shipping, receiving, and traffic clerks	10.71	11.36	12.00	15.34	17.75
Secretaries and administrative assistants	11.93	13.90	15.50	18.65	22.49
Executive secretaries and administrative assistants	13.26	14.55	17.20	19.71	21.22
Secretaries, except legal, medical, and executive	11.00	13.95	15.50	18.65	25.00
Office clerks, general	11.75	12.23	14.00	16.20	17.33
Construction and extraction occupations	11.50	13.00	16.38	22.74	27.91
Installation, maintenance, and repair occupations	11.75	14.61	16.50	21.30	24.75
Industrial machinery installation, repair, and maintenance workers	15.57	17.85	18.31	22.90	23.19
Production occupations	9.25	12.13	15.72	18.27	22.05
First-line supervisors/managers of production and operating workers	18.27	21.87	24.00	24.48	27.16
Electrical, electronics, and electromechanical assemblers	11.40	13.44	14.41	14.73	16.77
Electrical and electronic equipment assemblers	11.40	13.44	14.41	14.73	16.77
Miscellaneous assemblers and fabricators	8.76	10.56	14.00	15.98	17.70

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Reading, PA, January 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Molders and molding machine setters, operators, and tenders, metal and plastic	\$15.40	\$15.40	\$15.85	\$19.29	\$24.28
Miscellaneous metalworkers and plastic workers	13.50	13.82	19.08	22.05	23.19
Printers	13.59	16.25	17.00	19.75	19.79
Printing machine operators	12.41	16.25	17.59	19.75	19.79
Cutting workers	7.50	8.50	13.25	17.50	17.68
Cutting and slicing machine setters, operators, and tenders	7.50	8.50	13.25	17.50	17.68
Packaging and filling machine operators and tenders	12.20	13.40	15.25	15.65	17.12
Miscellaneous production workers	7.50	9.41	15.09	16.98	18.29
Helpers--production workers	8.50	11.52	13.42	17.20	17.20
Transportation and material moving occupations	9.00	10.33	14.25	16.12	18.03
Driver/sales workers and truck drivers	9.50	12.51	15.66	16.72	18.73
Truck drivers, heavy and tractor-trailer	13.50	15.50	16.00	17.15	18.73
Industrial truck and tractor operators	12.00	12.50	13.45	16.09	17.65
Laborers and material movers, hand	9.95	10.81	14.25	16.22	18.03
Laborers and freight, stock, and material movers, hand	12.15	14.60	16.25	18.03	18.13

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Reading, PA, January 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$3.25	\$6.50	\$7.80	\$10.71	\$21.72
Education, training, and library occupations	9.50	9.50	11.15	12.52	28.71
Healthcare support occupations	7.50	8.06	11.02	11.90	12.50
Food preparation and serving related occupations	2.83	2.83	5.48	8.00	10.00
Food service, tipped	2.83	2.83	2.85	3.25	10.00
Waiters and waitresses	2.83	2.83	2.83	3.25	9.75
Fast food and counter workers	6.00	6.35	7.14	7.14	10.62
Personal care and service occupations	6.25	6.70	8.00	9.00	11.00
Sales and related occupations	6.00	6.68	7.00	8.00	9.50
Retail sales workers	6.00	6.50	7.00	8.00	9.25
Cashiers, all workers	5.50	6.25	6.68	7.35	7.73
Cashiers	5.50	6.25	6.68	7.35	7.73
Office and administrative support occupations	7.13	8.80	10.50	13.03	18.64

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2007

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	\$19.29	\$16.11	\$769	\$646	39.8	\$39,016	\$33,622	2,023
Management occupations	40.62	33.97	1,648	1,359	40.6	85,681	70,649	2,109
Industrial production managers	37.72	34.44	1,509	1,378	40.0	78,465	71,639	2,080
Education administrators	40.24	36.05	1,580	1,442	39.3	82,184	74,986	2,043
Business and financial operations occupations	28.82	27.40	1,162	1,067	40.3	60,447	55,494	2,098
Computer and mathematical science occupations	26.95	23.63	1,069	945	39.6	55,578	49,148	2,062
Computer systems analysts	29.55	29.73	1,159	1,152	39.2	60,310	59,904	2,041
Industrial engineers, including health and safety	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Industrial engineers	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Community and social services occupations	21.53	17.74	848	710	39.4	43,418	36,901	2,017
Education, training, and library occupations	33.27	33.01	1,208	1,181	36.3	46,237	45,143	1,390
Postsecondary teachers	41.26	36.27	1,580	1,365	38.3	62,223	55,867	1,508
Primary, secondary, and special education school teachers	35.16	34.63	1,256	1,238	35.7	47,242	46,043	1,344
Elementary and middle school teachers	35.81	35.22	1,255	1,207	35.1	47,199	45,619	1,318
Elementary school teachers, except special education	37.56	35.95	1,317	1,261	35.1	49,276	46,948	1,312
Healthcare practitioner and technical occupations	24.16	21.63	932	840	38.6	47,710	42,973	1,975
Registered nurses	30.68	27.90	1,166	1,116	38.0	55,872	57,658	1,821
Healthcare support occupations	12.37	11.67	474	459	38.3	24,657	23,885	1,993
Nursing, psychiatric, and home health aides	11.78	11.48	464	459	39.4	24,119	23,885	2,047
Protective service occupations	19.91	20.15	788	788	39.6	40,978	41,001	2,058
Food preparation and serving related occupations	9.39	9.50	362	380	38.6	18,845	19,760	2,007
Building and grounds cleaning and maintenance occupations	13.80	12.25	555	484	40.2	27,823	23,920	2,016
Building cleaning workers	12.49	11.50	498	460	39.9	25,891	23,920	2,073
Janitors and cleaners, except maids and housekeeping cleaners	12.70	11.50	506	460	39.9	26,328	23,920	2,072
Sales and related occupations	17.57	13.41	689	536	39.2	35,845	27,891	2,040
Retail sales workers	14.77	9.65	570	361	38.6	29,620	18,772	2,005
Retail salespersons	17.65	13.41	715	536	40.5	37,188	27,891	2,107
Office and administrative support occupations	15.19	14.25	600	556	39.5	31,035	28,912	2,044
Financial clerks	16.22	15.36	647	590	39.9	33,653	30,664	2,075
Bookkeeping, accounting, and auditing clerks	16.58	16.98	661	637	39.8	34,351	33,117	2,071
Customer service representatives	15.39	14.25	613	567	39.8	31,852	29,483	2,069
Order clerks	16.09	13.00	668	520	41.5	34,727	27,040	2,158
Production, planning, and expediting clerks	16.27	16.80	669	672	41.1	34,782	34,944	2,138
Shipping, receiving, and traffic clerks	13.40	12.00	536	480	40.0	27,869	24,960	2,080

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, Reading, PA, January 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Secretaries and administrative assistants	\$16.53	\$15.50	\$632	\$620	38.2	\$32,858	\$32,240	1,988
Executive secretaries and administrative assistants	17.64	17.20	685	677	38.9	35,634	35,219	2,020
Secretaries, except legal, medical, and executive	16.04	15.50	607	570	37.9	31,576	29,640	1,969
Office clerks, general	14.06	14.00	522	528	37.1	27,141	27,437	1,931
Construction and extraction occupations	17.51	16.38	690	650	39.4	35,898	33,800	2,050
Installation, maintenance, and repair occupations	19.10	16.50	770	660	40.3	40,057	34,320	2,097
Industrial machinery installation, repair, and maintenance workers	20.05	18.31	802	732	40.0	41,708	38,081	2,080
Production occupations	15.79	15.72	631	628	40.0	32,838	32,656	2,079
First-line supervisors/managers of production and operating workers	23.52	24.00	990	1,080	42.1	51,487	56,167	2,189
Electrical, electronics, and electromechanical assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Electrical and electronic equipment assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Miscellaneous assemblers and fabricators	13.53	14.00	541	560	40.0	28,139	29,120	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	17.81	15.85	713	634	40.0	37,055	32,968	2,080
Miscellaneous metalworkers and plastic workers	18.27	19.08	731	763	40.0	38,004	39,682	2,080
Printers	17.46	17.00	698	680	40.0	36,317	35,360	2,080
Printing machine operators	17.54	17.59	702	704	40.0	36,491	36,587	2,080
Cutting workers	13.14	13.25	526	530	40.0	27,337	27,560	2,080
Cutting and slicing machine setters, operators, and tenders	13.14	13.25	526	530	40.0	27,337	27,560	2,080
Packaging and filling machine operators and tenders	14.72	15.25	589	610	40.0	30,627	31,720	2,080
Miscellaneous production workers	13.53	15.09	541	604	40.0	28,137	31,387	2,080
Helpers--production workers	13.51	13.42	540	537	40.0	28,104	27,914	2,080
Transportation and material moving occupations	13.59	14.25	582	570	42.8	30,087	29,640	2,213
Driver/sales workers and truck drivers	14.93	15.66	657	682	44.0	34,149	35,464	2,288
Truck drivers, heavy and tractor-trailer	16.27	16.00	744	749	45.7	38,688	38,958	2,377
Industrial truck and tractor operators ..	14.14	13.45	566	538	40.0	29,409	27,976	2,080
Laborers and material movers, hand ..	13.77	14.25	554	570	40.3	28,832	29,640	2,093
Laborers and freight, stock, and material movers, hand	15.59	16.25	624	650	40.0	32,424	33,800	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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2007

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	\$18.46	\$15.76	\$743	\$630	40.2	\$38,361	\$32,562	2,078
Management occupations	42.28	35.21	1,725	1,408	40.8	89,687	73,231	2,121
Industrial production managers	37.72	34.44	1,509	1,378	40.0	78,465	71,639	2,080
Business and financial operations occupations	28.82	27.40	1,162	1,067	40.3	60,447	55,494	2,098
Computer and mathematical science occupations	27.47	25.10	1,094	1,004	39.8	56,900	52,202	2,071
Industrial engineers, including health and safety	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Industrial engineers	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Education, training, and library occupations								
Postsecondary teachers	41.48	35.41	1,659	1,416	40.0	63,261	59,506	1,525
Healthcare practitioner and technical occupations	24.83	21.92	968	845	39.0	50,353	43,930	2,028
Healthcare support occupations	12.20	11.48	466	459	38.2	24,219	23,885	1,986
Food preparation and serving related occupations	9.17	9.24	355	360	38.7	18,457	18,743	2,012
Building and grounds cleaning and maintenance occupations	13.50	12.25	546	460	40.4	27,083	23,920	2,006
Building cleaning workers	11.41	11.50	457	460	40.0	23,739	23,920	2,080
Janitors and cleaners, except maids and housekeeping cleaners	11.61	11.50	464	460	40.0	24,143	23,920	2,080
Sales and related occupations	17.57	13.41	689	536	39.2	35,845	27,891	2,040
Retail sales workers	14.77	9.65	570	361	38.6	29,620	18,772	2,005
Retail salespersons	17.65	13.41	715	536	40.5	37,188	27,891	2,107
Office and administrative support occupations	15.08	14.00	600	546	39.8	31,015	28,289	2,057
Financial clerks	16.22	15.36	647	590	39.9	33,653	30,664	2,075
Bookkeeping, accounting, and auditing clerks	16.58	16.98	661	637	39.8	34,351	33,117	2,071
Customer service representatives	15.39	14.25	613	567	39.8	31,852	29,483	2,069
Order clerks	16.09	13.00	668	520	41.5	34,727	27,040	2,158
Production, planning, and expediting clerks	16.27	16.80	669	672	41.1	34,782	34,944	2,138
Shipping, receiving, and traffic clerks	13.40	12.00	536	480	40.0	27,869	24,960	2,080
Secretaries and administrative assistants	16.35	15.50	638	620	39.0	33,182	32,240	2,030
Executive secretaries and administrative assistants	17.25	16.93	689	677	39.9	35,811	35,219	2,076
Secretaries, except legal, medical, and executive	15.98	15.50	616	570	38.6	32,052	29,640	2,006
Office clerks, general	13.23	12.23	500	489	37.8	25,980	25,432	1,963
Construction and extraction occupations	17.34	15.00	685	580	39.5	35,605	30,160	2,053
Installation, maintenance, and repair occupations	19.26	16.50	778	660	40.4	40,451	34,320	2,100
Industrial machinery installation, repair, and maintenance workers	20.78	19.50	831	780	40.0	43,232	40,560	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, Reading, PA, January 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$15.79	\$15.72	\$631	\$628	40.0	\$32,838	\$32,656	2,079
First-line supervisors/managers of production and operating workers	23.52	24.00	990	1,080	42.1	51,487	56,167	2,189
Electrical, electronics, and electromechanical assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Electrical and electronic equipment assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Miscellaneous assemblers and fabricators	13.53	14.00	541	560	40.0	28,139	29,120	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	17.81	15.85	713	634	40.0	37,055	32,968	2,080
Miscellaneous metalworkers and plastic workers	18.27	19.08	731	763	40.0	38,004	39,682	2,080
Printers	17.46	17.00	698	680	40.0	36,317	35,360	2,080
Printing machine operators	17.54	17.59	702	704	40.0	36,491	36,587	2,080
Cutting workers	13.14	13.25	526	530	40.0	27,337	27,560	2,080
Cutting and slicing machine setters, operators, and tenders	13.14	13.25	526	530	40.0	27,337	27,560	2,080
Packaging and filling machine operators and tenders	14.72	15.25	589	610	40.0	30,627	31,720	2,080
Miscellaneous production workers	13.53	15.09	541	604	40.0	28,137	31,387	2,080
Helpers--production workers	13.51	13.42	540	537	40.0	28,104	27,914	2,080
Transportation and material moving occupations	13.59	14.25	586	572	43.1	30,455	29,765	2,240
Driver/sales workers and truck drivers	14.93	15.66	657	682	44.0	34,149	35,464	2,288
Truck drivers, heavy and tractor-trailer	16.27	16.00	744	749	45.7	38,688	38,958	2,377
Industrial truck and tractor operators ..	14.14	13.45	566	538	40.0	29,409	27,976	2,080
Laborers and material movers, hand ..	13.77	14.25	554	570	40.3	28,832	29,640	2,093
Laborers and freight, stock, and material movers, hand	15.59	16.25	624	650	40.0	32,424	33,800	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Reading, PA, January 2007

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	\$25.93	\$22.49	\$961	\$831	37.1	\$43,215	\$41,240	1,667
Education, training, and library occupations	36.50	35.63	1,301	1,264	35.6	49,140	47,630	1,346
Primary, secondary, and special education school teachers	37.74	36.08	1,333	1,292	35.3	49,827	48,063	1,320
Elementary and middle school teachers	37.94	36.08	1,316	1,261	34.7	49,237	46,918	1,298
Elementary school teachers, except special education	37.56	35.95	1,317	1,261	35.1	49,276	46,948	1,312
Protective service occupations	19.30	20.45	760	818	39.4	39,557	42,526	2,049
Office and administrative support occupations	16.73	16.81	602	607	36.0	31,304	31,541	1,872

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Reading, PA, January 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.25	\$16.61	\$17.44	\$18.98
Management, professional, and related	29.75	31.04	27.64	30.25
Management, business, and financial	34.16	35.58	30.10	44.27
Professional and related	26.03	27.58	24.14	24.74
Service	10.32	9.46	12.37	—
Sales and office	14.45	14.63	13.25	16.52
Sales and related	13.98	14.50	9.43	—
Office and administrative support	14.73	14.75	14.73	14.68
Natural resources, construction, and maintenance	18.31	18.23	16.52	—
Construction and extraction	17.38	17.67	—	—
Installation, maintenance, and repair	19.26	19.14	18.25	—
Production, transportation, and material moving	14.49	12.62	14.88	16.53
Production	15.39	13.17	15.52	17.22
Transportation and material moving	13.48	12.28	13.11	15.70
	Relative error ³ (percent)			
All workers	3.7	5.9	5.7	4.3
Management, professional, and related	4.8	7.6	7.9	5.4
Management, business, and financial	7.2	10.8	6.7	7.7
Professional and related	8.8	13.8	11.2	3.3
Service	7.2	9.5	14.7	—
Sales and office	3.9	5.1	8.5	6.7
Sales and related	12.4	12.1	6.8	—
Office and administrative support	2.5	5.2	4.1	6.2
Natural resources, construction, and maintenance	8.6	10.3	6.2	—
Construction and extraction	2.8	2.7	—	—
Installation, maintenance, and repair	12.8	17.2	2.0	—
Production, transportation, and material moving	3.5	7.7	6.5	6.4
Production	1.4	12.1	4.0	9.5
Transportation and material moving	6.1	9.8	10.7	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. 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.

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 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, Reading, PA, January 2007

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	\$18.37	\$15.32	\$744	\$603	40.5	\$38,382	\$31,200	2,089
Management occupations	43.90	31.22	1,857	1,322	42.3	96,569	68,752	2,200
Business and financial operations occupations ...	31.57	30.58	1,298	1,180	41.1	67,520	61,360	2,139
Food preparation and serving related occupations	9.15	9.01	353	360	38.6	18,361	18,743	2,007
Sales and related occupations	18.15	15.08	708	603	39.0	36,816	31,368	2,029
Retail sales workers	16.12	12.50	615	438	38.2	31,994	22,750	1,985
Retail salespersons	21.36	15.08	870	603	40.7	45,237	31,368	2,118
Office and administrative support occupations	15.50	13.50	612	528	39.5	31,486	27,352	2,031
Secretaries and administrative assistants	16.00	15.50	615	620	38.5	31,999	32,240	2,000
Construction and extraction occupations	17.64	16.82	696	673	39.4	36,169	34,975	2,050
Installation, maintenance, and repair occupations	19.14	16.30	775	652	40.5	40,301	33,904	2,106
Production occupations	14.12	13.91	560	556	39.7	29,144	28,933	2,065
Transportation and material moving occupations	12.44	11.33	577	519	46.4	29,991	26,964	2,412
Driver/sales workers and truck drivers	14.44	15.62	646	626	44.7	33,602	32,562	2,326
Truck drivers, heavy and tractor-trailer	15.92	15.81	752	784	47.2	39,110	40,742	2,456

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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, Reading, PA, January 2007

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	\$18.56	\$16.20	\$741	\$642	39.9	\$38,338	\$33,405	2,066
Management occupations	41.31	37.56	1,650	1,502	39.9	85,803	78,121	2,077
Business and financial operations occupations ...	25.93	24.52	1,026	960	39.6	53,337	49,942	2,057
Computer and mathematical science occupations	27.44	25.10	1,093	1,004	39.8	56,829	52,202	2,071
Architecture and engineering occupations	30.82	33.58	1,233	1,343	40.0	64,106	69,842	2,080
Engineers	34.57	35.88	1,383	1,435	40.0	71,911	74,620	2,080
Industrial engineers, including health and safety	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Industrial engineers	34.59	36.93	1,383	1,477	40.0	71,942	76,812	2,080
Education, training, and library occupations	26.56	11.51	1,062	460	40.0	46,097	42,712	1,736
Healthcare practitioner and technical occupations	23.08	21.12	923	845	40.0	47,996	43,930	2,080
Healthcare support occupations	12.11	11.78	474	471	39.2	24,668	24,502	2,037
Building and grounds cleaning and maintenance occupations	11.51	10.17	459	407	39.9	23,890	21,154	2,076
Building cleaning workers	11.36	10.12	454	405	40.0	23,626	21,050	2,080
Janitors and cleaners, except maids and housekeeping cleaners	11.69	10.17	468	407	40.0	24,318	21,154	2,080
Sales and related occupations	15.61	10.50	625	420	40.0	32,475	21,840	2,080
Office and administrative support occupations	14.73	14.25	589	570	40.0	30,608	29,640	2,078
Financial clerks	15.05	14.47	599	579	39.8	31,141	30,093	2,069
Customer service representatives	15.29	15.06	607	596	39.7	31,565	30,993	2,065
Production, planning, and expediting clerks	16.27	16.80	669	672	41.1	34,782	34,944	2,138
Shipping, receiving, and traffic clerks	12.61	11.87	504	475	40.0	26,219	24,690	2,080
Secretaries and administrative assistants	16.87	14.25	674	570	39.9	35,042	29,640	2,077
Installation, maintenance, and repair occupations	19.68	18.31	787	732	40.0	40,941	38,081	2,080
Industrial machinery installation, repair, and maintenance workers	19.93	18.95	797	758	40.0	41,453	39,416	2,080
Production occupations	16.40	15.85	658	634	40.1	34,197	32,968	2,085
Electrical, electronics, and electromechanical assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Electrical and electronic equipment assemblers	14.58	14.41	583	576	40.0	30,331	29,973	2,080
Miscellaneous assemblers and fabricators	13.01	13.00	520	520	40.0	27,057	27,040	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	17.81	15.85	713	634	40.0	37,055	32,968	2,080
Packaging and filling machine operators and tenders	14.72	15.25	589	610	40.0	30,627	31,720	2,080
Miscellaneous production workers	14.05	15.24	562	610	40.0	29,228	31,699	2,080

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, Reading, PA, January 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Helpers--production workers	\$14.49	\$15.08	\$580	\$603	40.0	\$30,143	\$31,366	2,080
Transportation and material moving occupations	14.85	14.71	594	588	40.0	30,889	30,597	2,080
Laborers and material movers, hand	14.27	14.60	571	584	40.0	29,673	30,368	2,080
Laborers and freight, stock, and material movers, hand	15.59	16.25	624	650	40.0	32,424	33,800	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Reading, PA, January 2007

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
All workers	\$21.87	\$16.00	\$25.80	\$17.39	\$17.34	\$20.04
Management, professional, and related	31.17	–	32.93	30.22	30.22	30.26
Management, business, and financial	–	–	–	34.41	34.16	–
Professional and related	31.70	–	33.65	26.39	26.69	–
Service	15.75	–	15.93	10.26	10.29	9.04
Sales and office	16.87	–	–	14.45	14.42	–
Sales and related	–	–	–	13.98	13.98	–
Office and administrative support	16.87	–	–	14.73	14.69	–
Natural resources, construction, and maintenance	18.83	20.02	–	18.21	18.24	–
Construction and extraction	21.02	–	–	16.94	16.97	–
Installation, maintenance, and repair	–	–	–	19.31	19.35	–
Production, transportation, and material moving	15.85	15.85	–	14.16	14.17	–
Production	15.32	15.32	–	15.41	15.41	–
Transportation and material moving	–	–	–	12.98	12.97	–
	Relative error ⁴ (percent)					
All workers	3.1	4.3	1.4	3.9	4.0	5.6
Management, professional, and related	4.9	–	3.3	4.4	4.6	5.3
Management, business, and financial	–	–	–	7.0	7.2	–
Professional and related	4.8	–	2.5	8.5	8.3	–
Service	14.0	–	14.7	7.1	7.3	6.4
Sales and office	4.7	–	–	3.9	3.9	–
Sales and related	–	–	–	12.4	12.4	–
Office and administrative support	4.7	–	–	2.6	2.6	–
Natural resources, construction, and maintenance	9.5	13.2	–	8.2	8.3	–
Construction and extraction	8.5	–	–	5.4	5.4	–
Installation, maintenance, and repair	–	–	–	12.8	13.0	–
Production, transportation, and material moving	4.4	4.4	–	4.2	4.3	–
Production	5.7	5.7	–	2.2	2.2	–
Transportation and material moving	–	–	–	6.3	6.4	–

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.

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 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Reading, PA, January 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.78	\$16.87	\$21.10	\$21.10
Management, professional, and related	30.23	29.44	—	—
Management, business, and financial	33.58	33.73	—	—
Professional and related	28.37	26.10	—	—
Service	11.17	10.32	—	—
Sales and office	13.11	12.94	24.20	24.22
Sales and related	9.88	9.88	25.57	25.57
Office and administrative support	14.53	14.38	20.48	20.51
Natural resources, construction, and maintenance	17.26	17.24	—	—
Construction and extraction	—	17.38	—	—
Installation, maintenance, and repair	17.44	17.51	—	—
Production, transportation, and material moving	14.86	14.87	12.25	12.25
Production	15.55	15.55	—	—
Transportation and material moving	13.84	13.84	—	—
	Relative error ⁴ (percent)			
All workers	3.1	3.7	16.5	16.6
Management, professional, and related	4.3	5.7	—	—
Management, business, and financial	8.4	9.1	—	—
Professional and related	5.3	8.8	—	—
Service	6.8	7.2	—	—
Sales and office	2.9	3.0	11.2	11.2
Sales and related	7.1	7.1	13.6	13.6
Office and administrative support	2.4	2.5	10.8	10.9
Natural resources, construction, and maintenance	3.6	3.8	—	—
Construction and extraction	—	2.8	—	—
Installation, maintenance, and repair	6.0	6.4	—	—
Production, transportation, and material moving	2.2	2.3	14.6	14.6
Production	1.6	1.6	—	—
Transportation and material moving	3.2	3.2	—	—

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.

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 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Reading, PA, January 2007

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	-	\$18.14	\$16.56	-	-	\$20.51	-	-	\$13.01
Management, professional, and related	-	31.34	44.41	-	-	31.80	-	-	-
Management, business, and financial	-	34.30	48.68	-	-	-	-	-	-
Professional and related	-	27.02	-	-	-	-	-	-	-
Service	-	-	13.97	-	-	-	-	-	-
Sales and office	-	17.28	13.74	-	-	15.90	-	-	-
Sales and related	-	-	14.02	-	-	-	-	-	-
Office and administrative support	-	17.02	13.23	-	-	15.78	-	-	-
Natural resources, construction, and maintenance	-	20.37	14.47	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	20.51	13.87	-	-	-	-	-	-
Production, transportation, and material moving	-	15.37	14.57	-	-	11.14	-	-	-
Production	-	15.84	-	-	-	-	-	-	-
Transportation and material moving ...	-	14.24	14.89	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	2.8	5.1	-	-	10.5	-	-	18.8
Management, professional, and related	-	9.2	18.2	-	-	8.5	-	-	-
Management, business, and financial	-	11.9	34.4	-	-	-	-	-	-
Professional and related	-	4.1	-	-	-	-	-	-	-
Service	-	-	19.8	-	-	-	-	-	-
Sales and office	-	1.5	8.7	-	-	4.4	-	-	-
Sales and related	-	-	14.4	-	-	-	-	-	-
Office and administrative support	-	.3	6.1	-	-	4.3	-	-	-
Natural resources, construction, and maintenance	-	1.8	5.2	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	2.1	4.6	-	-	-	-	-	-
Production, transportation, and material moving	-	1.2	7.0	-	-	9.0	-	-	-
Production	-	.0	-	-	-	-	-	-	-
Transportation and material moving ...	-	3.1	6.8	-	-	-	-	-	-

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 Reading, PA, Metropolitan Statistical Area consists of Berks County, PA.

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, Reading, PA, January 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	168,500	147,300	21,100
Management, professional, and related	40,500	28,500	12,000
Management, business, and financial	13,000	11,700	1,200
Professional and related	27,500	16,800	10,700
Service	34,100	28,500	5,600
Sales and office	45,400	43,300	2,100
Sales and related	17,300	17,300	–
Office and administrative support	28,100	26,000	2,100
Natural resources, construction, and maintenance	14,400	13,300	1,100
Construction and extraction	5,500	4,900	–
Installation, maintenance, and repair	8,300	7,800	–
Production, transportation, and material moving	34,100	33,800	–
Production	18,700	18,700	–
Transportation and material moving	15,400	15,100	–

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Reading, PA, January 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	8,271	7,996	275
Total in sample	235	221	14
Responding	137	123	14
Refused or unable to provide data	61	61	0
Out of business or not in survey scope	37	37	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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.