

News

United States
Department
of Labor



Bureau of Labor Statistics

Chicago, Ill. 60604

General Information: (312) 353-1880
Media Contact: Ronald M. Guzicki
(312) 353-1138
Fax-on-Demand Document No. 9980
<http://www.bls.gov/ro5>

For Immediate Release:
Wednesday, July 28, 2004

HIGHLIGHTS OF MILWAUKEE-RACINE, WI NATIONAL COMPENSATION SURVEY OCTOBER 2003

Workers in the Milwaukee-Racine metropolitan area averaged \$20.54 per hour during October 2003, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Jay A. Mousa reported that white-collar workers averaged \$25.11 per hour and accounted for 50 percent of the workers in the area. Blue-collar employees averaged \$17.01 per hour and represented 34 percent of the workforce, while the remainder worked in service occupations and earned \$12.29 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 412 firms representing 498,000 workers in the Milwaukee-Racine metropolitan area, which is comprised of Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties in Wisconsin. Eighty-five percent of those represented worked in private industry.

In the Milwaukee-Racine metropolitan area, average hourly wages were published for 57 detailed occupations. Among white-collar workers, public administration administrators and officials averaged \$37.91 per hour; industrial engineers, \$26.39; and secretaries, \$15.29. Blue-collar occupations included electricians earning \$26.50 per hour; welders and cutters at \$20.74; and punching and stamping press operators at \$14.92. In the service occupations, nursing aides, orderlies and attendants averaged \$10.09 per hour and maids and housemen, \$8.32.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Milwaukee-Racine area averaged \$21.64 per hour and part-timers earned \$11.38. Union workers in blue-collar jobs averaged \$20.48 per hour, while their non-union counterparts made \$14.18. Private industry workers at establishments employing 50-99 workers averaged \$17.65 per hour and those in establishments with 500 or more employees earned \$23.65.

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

Survey Availability

Complete survey results are contained in the Milwaukee-Racine, WI National Compensation Survey October 2003 (Bulletin 3120-77). While supplies last, single copies of the bulletin are available from the BLS Information Office in Chicago by calling (312) 353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm. Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to five documents at a time may be selected and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
Document no.	National Compensation Survey Milwaukee-Racine, WI, October 2003	Pages
9980	News Release	6
9981	Table 1-1, 2-1, 2-2, 2-3. Mean hourly earnings by occupation, industry, for full-time and part-time workers. Table 3-1 and 3-2. Mean weekly and mean annual earnings and hours	12
9982	Tables 4-1, 4-2, to 4-3. Hourly earnings for selected occupations and levels.	11
9983	Tables 5-1, 5-2, to 5-3. Hourly earnings by worker characteristics. Tables 6-1, 6-2, 6-3, 6-4, 6-5. Hourly wage percentiles for selected occupations.	11
9984	Appendix A. Technical Note containing survey procedures & concepts Table 1. Number of workers represented by survey	5
9455	Appendix B. Occupational Classifications	8
9456	Appendix C. Occupational Leveling Criteria Appendix D. Evaluating Your Firm's Jobs	8

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 8:00 a.m. to 4:00 p.m. CT.

###

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.54	3.0	\$20.06	3.5	\$23.69	1.2
All excluding sales	20.55	3.3	20.03	3.8	23.69	1.2
White collar	25.11	2.5	24.87	3.0	26.36	1.5
White collar excluding sales	25.73	2.8	25.59	3.4	26.36	1.5
Professional specialty and technical	28.34	2.8	28.36	3.5	28.28	2.5
Professional specialty	30.20	2.9	30.66	3.8	28.94	2.7
Engineers, architects, and surveyors	33.56	4.2	33.80	4.3	—	—
Electrical and electronic engineers	36.28	11.7	36.28	11.7	—	—
Industrial engineers	26.39	2.5	26.39	2.5	—	—
Mathematical and computer scientists	30.93	2.2	30.93	2.2	—	—
Computer systems analysts and scientists	30.91	2.1	30.91	2.1	—	—
Natural scientists	29.50	11.4	31.95	17.2	—	—
Health related	26.48	6.2	27.45	6.4	21.39	1.0
Registered nurses	25.18	1.4	25.34	1.6	—	—
Teachers, college and university	51.36	12.0	57.33	17.7	—	—
Other post-secondary teachers	39.96	2.8	—	—	—	—
Teachers, except college and university	30.44	1.5	22.86	3.6	30.82	1.3
Elementary school teachers	30.04	1.7	—	—	30.24	1.7
Secondary school teachers	32.08	1.9	—	—	32.52	1.2
Teachers, n.e.c.	31.70	3.8	—	—	31.70	3.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.73	8.3	17.70	13.5	17.79	4.4
Social workers	18.15	9.3	—	—	18.74	5.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.60	14.7	26.82	14.6	—	—
Technical	19.82	5.5	19.70	6.2	20.83	6.3
Clinical laboratory technologists and technicians	14.05	4.7	14.05	4.7	—	—
Licensed practical nurses	16.98	2.6	17.04	3.2	—	—
Health technologists and technicians, n.e.c.	13.51	12.0	13.51	12.0	—	—
Electrical and electronic technicians	25.31	13.1	25.31	13.1	—	—
Engineering technicians, n.e.c.	24.47	2.3	—	—	—	—
Executive, administrative, and managerial	34.52	6.1	34.17	7.0	36.96	3.6
Executives, administrators, and managers	39.80	7.1	40.16	8.5	38.10	3.5
Administrators and officials, public administration	37.91	.4	—	—	37.91	.4
Administrators, education and related fields	38.73	5.9	—	—	40.06	4.6
Managers and administrators, n.e.c.	42.82	11.1	43.14	11.2	—	—
Management related	25.47	3.5	25.46	3.6	—	—
Purchasing agents and buyers, n.e.c.	25.69	3.3	25.69	3.3	—	—
Management related, n.e.c.	26.61	6.5	26.63	6.6	—	—
Sales	20.46	7.6	20.46	7.6	—	—
Supervisors, sales	21.58	25.7	21.58	25.7	—	—
Sales representatives, mining, manufacturing, and wholesale	25.37	6.0	25.37	6.0	—	—
Sales workers, other commodities	10.82	14.9	10.82	14.9	—	—
Cashiers	8.01	6.0	8.01	6.0	—	—
Administrative support, including clerical	15.59	3.3	15.81	3.7	14.13	3.4
Secretaries	15.29	3.1	15.45	3.6	14.44	5.2
Records clerks, n.e.c.	15.31	3.2	15.31	3.2	—	—
Bookkeepers, accounting and auditing clerks	15.49	4.6	15.35	5.0	—	—
Payroll and timekeeping clerks	14.52	6.4	14.52	6.4	—	—
Traffic, shipping and receiving clerks	11.92	16.6	11.92	16.6	—	—
Investigators and adjusters, except insurance	17.83	12.6	17.83	12.6	—	—
General office clerks	12.92	5.3	12.61	9.2	13.26	5.0
Teachers' aides	12.19	9.9	—	—	12.19	9.9
Administrative support, n.e.c.	15.81	2.9	15.81	2.9	—	—
Blue collar	17.01	3.6	16.89	3.8	18.76	5.0
Precision production, craft, and repair	22.12	4.4	22.25	4.6	20.33	2.0

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Milwaukee-Racine, WI, October 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Industrial machinery repairers	\$24.18	9.2	\$24.18	9.2	—	—
Electricians	26.50	2.3	26.60	2.4	—	—
Supervisors, production	22.66	4.6	22.66	4.6	—	—
Tool and die makers	26.66	6.4	26.66	6.4	—	—
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	14.98	5.7	14.98	5.7	—	—
Numerical control machine operators	14.92	2.1	14.92	2.1	—	—
Molding and casting machine operators	19.04	11.3	19.04	11.3	—	—
Mixing and blending machine operators	11.58	6.4	11.58	6.4	—	—
Miscellaneous machine operators, n.e.c.	20.99	10.1	20.99	10.1	—	—
Welders and cutters	14.72	4.8	14.72	4.8	—	—
Assemblers	20.74	1.7	20.74	1.7	—	—
Assemblers	14.25	12.9	14.25	12.9	—	—
Transportation and material moving						
Truck drivers	17.83	4.4	17.76	4.7	—	—
Industrial truck and tractor equipment operators ..	16.05	9.7	15.68	10.9	—	—
Industrial truck and tractor equipment operators ..	17.36	11.5	17.36	11.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	12.03	9.4	10.61	6.7	\$17.80	11.8
Hand packers and packagers	14.24	24.3	—	—	—	—
Laborers, except construction, n.e.c.	12.32	18.2	12.32	18.2	—	—
Laborers, except construction, n.e.c.	12.04	5.0	10.78	7.4	—	—
Service						
Protective service	12.29	5.1	10.13	4.7	19.79	1.4
Police and detectives, public service	20.77	3.7	13.26	11.7	22.92	2.1
Guards and police, except public service	24.08	5.7	—	—	24.08	5.7
Food service	13.26	11.7	13.26	11.7	—	—
Waiters, waitresses, and bartenders	8.17	7.6	7.75	5.8	10.76	.8
Other food service	5.50	37.5	5.50	37.5	—	—
Kitchen workers, food preparation	8.74	7.7	8.32	6.5	10.76	.8
Health service	8.94	8.1	—	—	—	—
Health aides, except nursing	10.44	3.5	10.38	3.5	—	—
Nursing aides, orderlies and attendants	13.61	11.1	13.61	11.1	—	—
Cleaning and building service	10.09	3.9	10.01	3.9	—	—
Maids and housemen	11.89	10.0	10.39	9.4	17.87	9.6
Janitors and cleaners	8.32	4.0	8.32	4.0	—	—
Personal service	11.03	10.1	10.46	11.9	14.09	3.3
Attendants, amusement, and recreation facilities	10.67	7.8	10.81	8.2	—	—
Service, n.e.c.	7.67	7.6	—	—	—	—
Service, n.e.c.	11.17	8.0	11.29	8.0	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-77.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Milwaukee-Racine, WI, October 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$21.64	\$11.38	\$21.36	\$20.19	\$20.39	\$25.02
All excluding sales	21.50	11.91	21.44	20.14	20.59	15.23
White collar	26.04	15.17	24.60	25.22	25.01	26.93
White-collar excluding sales	26.23	18.65	25.10	25.89	25.78	—
Professional specialty and technical	28.70	23.74	29.61	27.95	28.34	—
Professional specialty	30.61	24.86	29.99	30.27	30.20	—
Technical	19.91	18.63	26.50	18.71	19.82	—
Executive, administrative, and managerial	34.70	24.52	—	34.70	34.65	—
Sales	24.30	7.76	—	20.82	15.06	27.92
Administrative support, including clerical	16.01	11.24	16.85	15.22	15.58	—
Blue collar	17.45	8.15	20.48	14.18	16.99	—
Precision production, craft, and repair	22.12	—	24.85	19.22	22.10	—
Machine operators, assemblers, and inspectors	15.05	—	18.59	12.90	14.98	—
Transportation and material moving	18.00	—	20.33	14.60	17.79	—
Handlers, equipment cleaners, helpers, and laborers	13.34	7.94	15.21	9.57	12.01	—
Service	14.24	9.04	17.45	9.83	12.38	—
	Relative error ⁶ (percent)					
All occupations	3.3	5.3	3.4	4.1	3.3	11.0
All excluding sales	3.6	5.2	3.3	4.5	3.3	20.7
White collar	2.5	5.4	2.6	3.1	2.8	11.5
White-collar excluding sales	2.8	5.1	2.1	3.5	2.8	—
Professional specialty and technical	2.9	1.6	2.6	3.4	2.8	—
Professional specialty	3.1	1.8	2.3	3.8	2.9	—
Technical	5.9	8.5	9.0	6.3	5.5	—
Executive, administrative, and managerial	6.0	12.7	—	6.2	6.1	—
Sales	8.3	8.3	—	8.5	9.5	11.5
Administrative support, including clerical	3.2	4.9	4.6	3.9	3.3	—
Blue collar	3.5	6.0	5.7	5.1	3.6	—
Precision production, craft, and repair	4.4	—	3.5	6.1	4.4	—
Machine operators, assemblers, and inspectors	5.8	—	4.5	7.9	5.7	—
Transportation and material moving	5.0	—	3.1	3.5	4.5	—
Handlers, equipment cleaners, helpers, and laborers	8.7	3.7	12.1	5.1	9.5	—
Service	5.9	7.4	5.8	5.2	5.0	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-77.

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

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Milwaukee-Racine, WI, October 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$20.06	\$17.65	\$20.72	\$18.55	\$23.65
All excluding sales	20.03	17.24	20.74	18.37	23.64
White collar	24.87	21.71	25.63	22.79	28.80
White-collar excluding sales	25.59	22.19	26.24	23.40	28.83
Professional specialty and technical	28.36	32.29	27.92	24.86	30.27
Professional specialty	30.66	32.93	30.36	26.90	32.98
Technical	19.70	—	19.57	18.06	20.77
Executive, administrative, and managerial	34.17	26.32	35.42	32.39	38.01
Sales	20.46	20.53	20.42	20.29	—
Administrative support, including clerical	15.81	15.17	16.04	15.56	16.65
Blue collar	16.89	16.25	17.09	15.96	19.01
Precision production, craft, and repair	22.25	21.97	22.32	21.92	22.92
Machine operators, assemblers, and inspectors	14.98	13.99	15.34	14.31	17.40
Transportation and material moving	17.76	15.94	18.57	16.92	20.41
Handlers, equipment cleaners, helpers, and laborers	10.61	11.49	10.51	9.37	12.79
Service	10.13	8.82	10.59	10.19	11.12
Relative error ⁴ (percent)					
All occupations	3.5	5.8	3.9	4.7	4.7
All excluding sales	3.8	5.6	4.3	5.7	4.7
White collar	3.0	6.4	2.9	3.6	4.7
White-collar excluding sales	3.4	10.3	3.2	4.2	4.7
Professional specialty and technical	3.5	15.7	3.3	7.1	2.8
Professional specialty	3.8	16.0	3.4	6.5	2.6
Technical	6.2	—	6.4	12.3	5.3
Executive, administrative, and managerial	7.0	12.1	7.6	5.7	10.9
Sales	7.6	21.9	8.4	8.7	—
Administrative support, including clerical	3.7	7.1	4.1	6.0	4.2
Blue collar	3.8	7.4	3.9	6.5	3.9
Precision production, craft, and repair	4.6	8.8	4.4	6.1	6.2
Machine operators, assemblers, and inspectors	5.7	7.9	5.9	6.0	3.7
Transportation and material moving	4.7	9.9	4.9	9.7	5.5
Handlers, equipment cleaners, helpers, and laborers	6.7	15.9	7.0	6.6	9.7
Service	4.7	9.8	3.8	6.4	2.9

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-77.

³ Establishments classified with 50-99 workers may contain

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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