

Detroit–Ann Arbor–Flint, MI National Compensation Survey March 2003



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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 firms and government jurisdictions 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, or call (202) 691-6199, or send 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 in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also 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 Detroit–Ann Arbor–Flint, MI, metropolitan area. Data were collected between September 2002 and October 2003; the average reference month is March 2003. 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 several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

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 480 detailed occupations 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 1–1 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 major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay.

Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6–1 through 6–5 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Worker and establishment characteristics	Total			Private industry			State and local government		
	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)	
Total	\$22.41	3.2	36.7	\$21.87	3.8	37.0	\$24.81	3.4	35.4
Worker characteristics:⁴									
White-collar occupations ⁵	26.90	3.4	37.0	26.26	4.3	37.4	29.05	3.9	35.6
Professional specialty and technical	33.06	3.7	35.9	32.36	5.0	36.8	34.52	4.8	34.3
Executive, administrative, and managerial	36.03	3.3	40.1	36.31	3.7	40.3	34.20	5.9	39.0
Sales	18.35	7.1	35.9	18.36	7.1	35.9	—	—	—
Administrative support	15.27	2.5	37.6	15.33	3.1	37.6	15.07	3.5	37.7
Blue-collar occupations ⁵	19.52	2.8	38.1	19.63	3.0	38.1	17.82	5.0	37.3
Precision production, craft, and repair	24.00	2.3	40.0	24.23	2.4	40.0	21.56	5.2	39.9
Machine operators, assemblers, and inspectors	19.23	5.6	39.9	19.26	5.6	39.9	—	—	—
Transportation and material moving	18.23	2.8	38.2	18.72	3.1	39.2	15.38	2.9	33.4
Handlers, equipment cleaners, helpers, and laborers	11.72	4.4	30.3	11.39	5.0	29.6	14.98	8.0	39.4
Service occupations ⁵	12.37	3.7	32.5	10.20	3.3	31.9	16.71	1.7	34.0
Full time	23.33	3.3	39.8	22.80	3.9	40.1	25.62	3.5	38.3
Part time	12.63	4.1	20.0	12.23	4.2	20.5	14.70	8.7	18.1
Union	22.82	3.4	37.3	21.49	3.6	38.1	25.42	5.2	36.0
Nonunion	22.13	4.7	36.2	22.05	5.1	36.5	23.06	5.5	33.6
Time	22.53	3.2	36.5	21.98	3.8	36.8	24.81	3.4	35.4
Incentive	19.28	7.3	41.8	19.28	7.3	41.8	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	25.21	6.8	40.0	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	18.54	7.5	37.2	18.54	7.5	37.2	—	—	—
100-499 workers	18.38	6.6	36.4	17.78	7.0	36.6	24.83	7.9	34.8
500 workers or more	25.84	2.5	36.6	26.29	3.3	37.2	24.81	3.1	35.4

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, and 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 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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	\$22.41	3.2	\$21.87	3.8	\$24.81	3.4
All excluding sales	22.68	3.4	22.16	4.1	24.81	3.4
White collar	26.90	3.4	26.26	4.3	29.05	3.9
White collar excluding sales	28.07	3.4	27.73	4.5	29.05	3.9
Professional specialty and technical	33.06	3.7	32.36	5.0	34.52	4.8
Professional specialty	35.67	4.0	34.85	5.5	37.20	5.2
Engineers, architects, and surveyors	36.25	3.3	36.23	3.3	—	—
Industrial engineers	33.91	3.4	33.91	3.4	—	—
Mechanical engineers	32.52	2.6	32.52	2.6	—	—
Engineers, n.e.c.	39.27	5.5	39.27	5.5	—	—
Mathematical and computer scientists	35.25	5.0	35.26	5.0	—	—
Computer systems analysts and scientists	34.87	6.4	34.88	6.4	—	—
Natural scientists	21.07	18.9	—	—	—	—
Health related	32.17	13.9	32.74	15.9	28.85	12.7
Physicians	55.41	21.7	60.60	22.7	—	—
Registered nurses	25.83	.9	25.98	1.1	24.67	.7
Dietitians	20.77	6.6	—	—	—	—
Respiratory therapists	19.43	4.1	19.43	4.1	—	—
Physical therapists	32.95	17.6	36.84	18.1	—	—
Teachers, college and university	45.65	17.0	37.17	7.5	47.53	19.4
Health specialties teachers	41.40	8.7	—	—	—	—
Other post-secondary teachers	41.14	21.4	—	—	—	—
Teachers, except college and university	39.93	3.9	23.84	12.1	41.32	3.4
Prekindergarten and kindergarten	37.33	2.7	—	—	38.00	1.9
Elementary school teachers	42.70	5.3	—	—	42.89	5.3
Secondary school teachers	40.69	5.1	—	—	43.44	.7
Teachers, n.e.c.	27.34	.6	—	—	27.34	.6
Vocational and educational counselors	27.18	23.6	—	—	—	—
Librarians, archivists, and curators	29.69	22.7	—	—	32.00	22.7
Librarians	29.69	22.7	—	—	32.00	22.7
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	27.49	16.4	—	—	28.57	17.5
Social workers	28.03	17.0	—	—	28.57	17.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	38.00	6.6	38.16	7.6	—	—
Technical	23.15	8.5	24.56	9.6	17.96	10.1
Clinical laboratory technologists and technicians	21.31	6.3	21.49	6.9	—	—
Health record technologists and technicians	16.23	12.0	—	—	—	—
Radiological technicians	22.18	8.5	22.15	8.7	—	—
Licensed practical nurses	18.41	1.8	18.61	2.3	17.76	.8
Health technologists and technicians, n.e.c.	14.75	5.6	15.01	4.6	14.43	11.2
Electrical and electronic technicians	24.13	3.4	24.13	3.4	—	—
Mechanical engineering technicians	27.41	24.5	27.41	24.5	—	—
Technical and related, n.e.c.	19.21	12.7	—	—	—	—
Executive, administrative, and managerial	36.03	3.3	36.31	3.7	34.20	5.9
Executives, administrators, and managers	40.32	4.2	40.03	4.7	42.75	5.4
Administrators and officials, public administration	39.84	8.5	—	—	39.84	8.5
Financial managers	38.32	12.7	38.41	12.8	—	—
Managers, marketing, advertising, and public relations	40.62	14.9	40.62	14.9	—	—
Administrators, education and related fields	39.55	8.1	—	—	—	—
Managers, medicine and health	28.69	12.0	28.23	13.4	—	—
Managers and administrators, n.e.c.	43.09	5.0	42.77	4.9	—	—
Management related	29.15	4.5	29.85	5.1	25.90	2.7
Accountants and auditors	34.34	11.8	35.13	11.7	—	—
Other financial officers	30.12	12.1	32.66	9.7	—	—
Personnel, training, and labor relations specialists	25.40	4.8	25.37	5.1	—	—
Management related, n.e.c.	30.79	4.1	31.29	4.2	—	—
Sales	18.35	7.1	18.36	7.1	—	—
Supervisors, sales	23.18	19.9	23.18	19.9	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Sales –Continued						
Sales representatives, mining, manufacturing, and wholesale	\$23.40	4.2	\$23.40	4.2	–	–
Sales workers, other commodities	11.38	10.6	11.38	10.6	–	–
Cashiers	10.22	8.0	10.23	8.0	–	–
Administrative support, including clerical						
Supervisors, financial records processing	15.27	2.5	15.33	3.1	\$15.07	3.5
Computer operators	19.47	5.8	19.47	5.8	–	–
Secretaries	13.40	10.2	–	–	–	–
Interviewers	16.87	4.0	17.25	5.1	16.23	5.7
Receptionists	12.65	9.3	12.65	9.3	–	–
Information clerks, n.e.c.	12.26	7.0	12.26	7.0	–	–
Library clerks	13.85	9.3	13.85	9.3	–	–
Records clerks, n.e.c.	10.19	6.5	–	–	10.19	6.5
Bookkeepers, accounting and auditing clerks	11.32	4.1	–	–	–	–
Billing clerks	14.91	4.4	14.63	5.2	–	–
Telephone operators	14.80	2.8	14.76	3.0	–	–
Traffic, shipping and receiving clerks	14.47	20.8	14.47	20.8	–	–
General office clerks	14.50	14.9	14.50	14.9	–	–
Bank tellers	13.83	3.2	13.63	6.4	14.03	1.7
Teachers' aides	10.94	1.8	10.94	1.8	–	–
Administrative support, n.e.c.	12.40	9.4	–	–	12.40	9.4
	14.81	5.5	14.13	6.8	–	–
Blue collar						
Precision production, craft, and repair						
Supervisors, mechanics and repairers	24.00	2.3	24.23	2.4	21.56	5.2
Automobile mechanics	29.09	10.5	29.09	10.5	–	–
Industrial machinery repairers	18.37	10.8	–	–	–	–
Millwrights	25.98	4.9	25.98	4.9	–	–
Mechanics and repairers, n.e.c.	27.53	5.3	27.53	5.3	–	–
Supervisors, construction trades, n.e.c.	20.41	3.1	20.51	3.5	–	–
Electricians	27.05	8.6	–	–	–	–
Painters, construction and maintenance	28.17	2.2	28.01	2.6	–	–
Plumbers, pipefitters and steamfitters	26.60	4.3	27.67	2.2	–	–
Supervisors, production	29.38	.9	29.40	.9	–	–
Tool and die makers	23.03	11.6	23.03	11.6	–	–
Machinists	25.87	10.4	25.87	10.4	–	–
Inspectors, testers, and graders	26.64	4.3	26.64	4.3	–	–
	20.94	11.1	20.94	11.1	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	19.23	5.6	19.26	5.6	–	–
Grinding, abrading, buffing, and polishing machine operators	18.89	8.0	18.89	8.0	–	–
Laundrying and dry cleaning machine operators	17.09	7.2	17.09	7.2	–	–
Miscellaneous machine operators, n.e.c.	10.35	7.0	–	–	–	–
Welders and cutters	17.41	2.0	17.41	2.0	–	–
Assemblers	22.66	5.8	22.66	5.8	–	–
Production inspectors, checkers and examiners ..	21.57	3.8	21.57	3.8	–	–
	19.09	10.2	19.09	10.2	–	–
Transportation and material moving						
Truck drivers	18.23	2.8	18.72	3.1	15.38	2.9
Bus drivers	17.58	6.1	17.90	6.3	–	–
Industrial truck and tractor equipment operators ..	15.15	.6	–	–	15.17	.6
Miscellaneous material moving equipment operators, n.e.c.	18.61	8.2	18.61	8.2	–	–
	21.70	2.6	21.70	2.6	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.72	4.4	11.39	5.0	14.98	8.0
Stock handlers and baggers	14.78	1.3	–	–	14.78	1.3
Freight, stock, and material handlers, n.e.c.	9.65	5.0	9.65	5.0	–	–
Hand packers and packagers	13.14	5.0	13.14	5.0	–	–
	10.95	12.8	10.95	12.8	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Laborers, except construction, n.e.c.	\$10.78	8.2	\$9.94	7.3	—	—
Service	12.37	3.7	10.20	3.3	\$16.71	1.7
Protective service	18.56	3.4	10.53	15.8	20.37	2.1
Firefighting	17.70	1.3	—	—	17.70	1.3
Police and detectives, public service	22.26	1.5	—	—	22.26	1.5
Correctional institution officers	18.83	1.9	—	—	18.83	1.9
Crossing guards	8.26	16.5	—	—	8.26	16.5
Guards and police, except public service	10.66	15.1	10.53	15.8	—	—
Protective service, n.e.c.	18.09	11.8	—	—	18.09	11.8
Food service	9.04	3.2	8.96	3.6	10.02	10.8
Waiters, waitresses, and bartenders	6.24	20.4	6.24	20.4	—	—
Other food service	9.25	4.0	9.18	4.5	10.02	10.8
Cooks	10.84	7.2	10.76	7.5	—	—
Food counter, fountain, and related	7.41	5.5	7.41	5.5	—	—
Food preparation, n.e.c.	8.65	6.9	8.51	7.5	9.52	16.2
Health service	10.82	3.9	10.64	3.8	14.24	9.4
Health aides, except nursing	12.47	2.4	12.44	2.7	—	—
Nursing aides, orderlies and attendants	10.29	4.3	10.09	4.0	—	—
Cleaning and building service	11.83	8.0	11.08	10.1	13.99	4.6
Maids and housemen	9.07	2.4	—	—	—	—
Janitors and cleaners	12.00	8.9	11.20	11.8	14.03	4.7
Personal service	10.90	5.7	10.36	8.2	11.13	7.3
Early childhood teachers' assistants	12.06	23.6	—	—	—	—
Child care workers, n.e.c.	11.19	11.0	—	—	11.39	10.8
Service, n.e.c.	9.84	3.5	—	—	—	—

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 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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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	\$23.33	3.3	\$22.80	3.9	\$25.62	3.5
All excluding sales	23.51	3.5	22.99	4.3	25.62	3.5
White collar	27.63	3.4	27.04	4.3	29.56	3.9
White collar excluding sales	28.53	3.5	28.16	4.6	29.56	3.9
Professional specialty and technical	33.69	3.7	32.86	5.2	35.41	4.4
Professional specialty	36.27	4.0	35.15	5.7	38.37	4.7
Engineers, architects, and surveyors	36.25	3.3	36.23	3.3	—	—
Industrial engineers	33.91	3.4	33.91	3.4	—	—
Mechanical engineers	32.52	2.6	32.52	2.6	—	—
Engineers, n.e.c.	39.27	5.5	39.27	5.5	—	—
Mathematical and computer scientists	35.25	5.0	35.26	5.0	—	—
Computer systems analysts and scientists	34.87	6.4	34.88	6.4	—	—
Natural scientists	21.29	19.4	—	—	—	—
Health related	32.47	16.2	33.04	18.9	29.55	12.2
Physicians	53.74	22.3	58.81	23.3	—	—
Registered nurses	25.68	.7	25.79	.8	24.94	.6
Respiratory therapists	19.38	4.2	19.38	4.2	—	—
Teachers, college and university	48.35	12.3	37.39	7.5	50.97	12.7
Teachers, except college and university	41.46	3.9	24.21	11.7	42.99	3.4
Elementary school teachers	44.08	2.4	—	—	44.29	2.3
Secondary school teachers	40.69	5.1	—	—	43.44	.7
Vocational and educational counselors	27.43	23.7	—	—	—	—
Librarians, archivists, and curators	32.16	23.6	—	—	35.84	20.8
Librarians	32.16	23.6	—	—	35.84	20.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	27.63	16.7	—	—	28.77	17.8
Social workers	28.19	17.3	—	—	28.77	17.8
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	38.33	6.3	38.54	7.2	—	—
Technical	23.78	8.4	25.48	9.2	17.97	10.4
Clinical laboratory technologists and technicians	21.24	4.1	21.25	4.4	—	—
Radiological technicians	22.60	10.6	22.57	10.9	—	—
Licensed practical nurses	18.31	2.1	18.45	2.8	—	—
Health technologists and technicians, n.e.c.	14.70	5.8	15.06	4.6	14.27	11.5
Electrical and electronic technicians	24.13	3.4	24.13	3.4	—	—
Mechanical engineering technicians	27.41	24.5	27.41	24.5	—	—
Technical and related, n.e.c.	19.21	12.7	—	—	—	—
Executive, administrative, and managerial	36.05	3.3	36.33	3.7	34.29	6.2
Executives, administrators, and managers	40.35	4.2	40.03	4.7	43.02	6.0
Administrators and officials, public administration	39.84	8.5	—	—	39.84	8.5
Financial managers	38.32	12.7	38.41	12.8	—	—
Managers, marketing, advertising, and public relations	40.62	14.9	40.62	14.9	—	—
Administrators, education and related fields	39.55	8.1	—	—	—	—
Managers, medicine and health	28.69	12.0	28.23	13.4	—	—
Managers and administrators, n.e.c.	43.09	5.0	42.77	4.9	—	—
Management related	29.14	4.5	29.84	5.2	25.90	2.7
Accountants and auditors	34.34	11.8	35.13	11.7	—	—
Other financial officers	30.12	12.1	32.66	9.7	—	—
Personnel, training, and labor relations specialists	25.17	5.1	25.13	5.5	—	—
Management related, n.e.c.	30.79	4.1	31.29	4.2	—	—
Sales	20.28	6.7	20.28	6.7	—	—
Supervisors, sales	23.18	19.9	23.18	19.9	—	—
Sales representatives, mining, manufacturing, and wholesale	23.40	4.2	23.40	4.2	—	—
Cashiers	13.89	10.7	13.89	10.7	—	—
Administrative support, including clerical	15.51	2.5	15.59	3.1	15.27	3.9
Supervisors, financial records processing	19.47	5.8	19.47	5.8	—	—
Computer operators	13.40	10.2	—	—	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Secretaries	\$16.79	4.2	\$16.98	5.2	\$16.46	6.9
Information clerks, n.e.c.	13.89	9.4	13.89	9.4	–	–
Bookkeepers, accounting and auditing clerks	14.94	4.5	14.66	5.4	–	–
Billing clerks	14.75	3.2	14.71	3.4	–	–
Telephone operators	14.62	21.4	14.62	21.4	–	–
Traffic, shipping and receiving clerks	14.50	14.9	14.50	14.9	–	–
General office clerks	14.03	3.4	13.97	7.1	14.08	2.1
Teachers' aides	12.40	9.4	–	–	12.40	9.4
Administrative support, n.e.c.	14.90	5.8	14.17	7.1	–	–
Blue collar	20.06	3.2	20.19	3.4	18.01	6.0
Precision production, craft, and repair						
Supervisors, mechanics and repairers	29.09	10.5	29.09	10.5	–	–
Automobile mechanics	18.37	10.8	–	–	–	–
Industrial machinery repairers	25.98	4.9	25.98	4.9	–	–
Millwrights	27.53	5.3	27.53	5.3	–	–
Mechanics and repairers, n.e.c.	20.41	3.1	20.51	3.5	–	–
Supervisors, construction trades, n.e.c.	27.05	8.6	–	–	–	–
Electricians	28.17	2.2	28.01	2.6	–	–
Painters, construction and maintenance	26.60	4.3	27.67	2.2	–	–
Plumbers, pipefitters and steamfitters	29.38	.9	29.40	.9	–	–
Supervisors, production	23.03	11.6	23.03	11.6	–	–
Tool and die makers	25.87	10.4	25.87	10.4	–	–
Machinists	26.64	4.3	26.64	4.3	–	–
Inspectors, testers, and graders	20.94	11.1	20.94	11.1	–	–
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	18.87	8.0	18.87	8.0	–	–
Grinding, abrading, buffing, and polishing machine operators	17.09	7.2	17.09	7.2	–	–
Laundering and dry cleaning machine operators	10.38	7.2	–	–	–	–
Miscellaneous machine operators, n.e.c.	17.58	1.8	17.58	1.8	–	–
Welders and cutters	22.66	5.8	22.66	5.8	–	–
Assemblers	21.57	3.8	21.57	3.8	–	–
Production inspectors, checkers and examiners ..	19.09	10.2	19.09	10.2	–	–
Transportation and material moving						
Truck drivers	17.96	5.7	18.24	5.7	–	–
Bus drivers	15.02	.8	–	–	15.02	.8
Industrial truck and tractor equipment operators ..	18.61	8.2	18.61	8.2	–	–
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	15.29	9.0	–	–	15.29	9.0
Stock handlers and baggers	12.23	6.4	12.23	6.4	–	–
Freight, stock, and material handlers, n.e.c.	13.22	5.5	13.22	5.5	–	–
Hand packers and packagers	11.04	14.5	11.04	14.5	–	–
Laborers, except construction, n.e.c.	11.81	9.6	–	–	–	–
Service						
Protective service	19.26	3.4	11.02	20.0	20.73	2.1
Firefighting	17.70	1.3	–	–	17.70	1.3
Police and detectives, public service	22.42	1.7	–	–	22.42	1.7
Correctional institution officers	18.83	1.9	–	–	18.83	1.9
Guards and police, except public service	11.16	19.0	11.02	20.0	–	–
Food service	10.15	8.1	10.06	8.4	11.65	1.2
Other food service	10.49	6.8	10.42	7.1	11.65	1.2
Cooks	11.82	6.8	11.78	7.5	–	–
Food preparation, n.e.c.	9.68	4.0	9.57	4.1	–	–
Health service	10.93	3.9	10.75	3.7	–	–
Health aides, except nursing	12.58	2.6	12.57	2.8	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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)
Service —Continued						
Health service—Continued						
Nursing aides, orderlies and attendants	\$10.38	4.2	\$10.15	3.7	—	—
Cleaning and building service	11.98	8.9	11.20	11.4	\$14.15	4.7
Janitors and cleaners	12.17	9.9	11.35	13.2	14.18	4.8
Personal service	12.92	8.4	—	—	12.80	10.0

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 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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	\$12.63	4.1	\$12.23	4.2	\$14.70	8.7
All excluding sales	13.22	4.4	12.89	4.8	14.72	8.7
White collar	17.56	6.1	17.04	7.0	20.08	7.7
White collar excluding sales	20.96	8.2	21.20	10.5	20.16	7.7
Professional specialty and technical	25.54	6.8	26.75	9.1	22.54	8.2
Professional specialty	28.28	6.2	31.18	8.1	22.88	8.4
Natural scientists	—	—	—	—	—	—
Health related	30.80	8.9	31.52	9.3	—	—
Registered nurses	26.33	2.6	26.52	2.7	—	—
Teachers, college and university	29.31	5.9	—	—	28.62	4.6
Teachers, except college and university	21.07	13.0	—	—	21.31	13.4
Teachers, n.e.c.	26.65	.8	—	—	26.65	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.61	14.0	16.51	15.1	—	—
Licensed practical nurses	18.87	3.7	19.31	4.0	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.14	1.9	8.14	1.9	—	—
Sales workers, other commodities	7.91	4.8	7.91	4.8	—	—
Cashiers	8.09	3.0	8.09	3.0	—	—
Administrative support, including clerical	11.77	9.2	12.10	11.4	9.45	2.3
Library clerks	9.08	8.7	—	—	9.08	8.7
General office clerks	10.76	2.8	—	—	—	—
Blue collar	8.88	3.8	8.53	4.0	14.17	11.9
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.34	12.9	9.53	14.3	15.01	8.7
Bus drivers	15.88	3.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.12	3.0	8.11	3.1	—	—
Stock handlers and baggers	7.72	1.8	7.72	1.8	—	—
Freight, stock, and material handlers, n.e.c.	12.49	11.9	12.49	11.9	—	—
Service	8.65	3.1	8.51	3.9	9.23	5.7
Protective service	9.15	8.6	8.94	14.5	9.51	1.0
Crossing guards	8.26	16.5	—	—	8.26	16.5
Guards and police, except public service	9.02	13.8	8.94	14.5	—	—
Food service	8.22	6.2	8.13	6.9	9.23	21.5
Waiters, waitresses, and bartenders	6.64	15.4	6.64	15.4	—	—
Other food service	8.33	6.2	8.24	7.0	9.23	21.5
Food counter, fountain, and related	7.34	1.2	7.34	1.2	—	—
Food preparation, n.e.c.	8.22	9.5	8.02	9.9	9.23	21.5
Health service	10.13	5.7	9.89	5.7	—	—
Nursing aides, orderlies and attendants	9.72	6.8	9.71	6.9	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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)
Service —Continued						
Cleaning and building service	\$9.54	7.1	\$9.30	8.2	—	—
Janitors and cleaners	9.04	4.8	8.63	2.9	—	—
Personal service	8.54	2.3	8.37	5.9	\$8.65	0.4
Child care workers, n.e.c.	8.37	2.3	—	—	8.35	2.4

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 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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. 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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$927	3.4	39.8	\$915	4.1	40.1	\$981	3.2	38.3
All excluding sales	932	3.6	39.6	919	4.4	40.0	981	3.2	38.3
White collar	1,095	3.6	39.6	1,092	4.7	40.4	1,104	3.6	37.4
White collar excluding sales	1,123	3.8	39.4	1,130	5.0	40.1	1,104	3.6	37.4
Professional specialty and technical	1,311	4.2	38.9	1,324	6.0	40.3	1,288	4.3	36.4
Professional specialty	1,410	4.5	38.9	1,425	6.7	40.6	1,384	4.4	36.1
Engineers, architects, and surveyors	1,499	5.3	41.4	1,499	5.4	41.4	-	-	-
Industrial engineers	1,357	3.4	40.0	1,357	3.4	40.0	-	-	-
Mechanical engineers	1,454	4.4	44.7	1,454	4.4	44.7	-	-	-
Engineers, n.e.c.	1,571	5.5	40.0	1,571	5.5	40.0	-	-	-
Mathematical and computer scientists	1,410	5.0	40.0	1,410	5.0	40.0	-	-	-
Computer systems analysts and scientists	1,395	6.4	40.0	1,395	6.4	40.0	-	-	-
Natural scientists	833	18.4	39.1	-	-	-	-	-	-
Health related	1,337	19.1	41.2	1,370	22.4	41.5	1,172	11.9	39.7
Physicians	2,505	28.8	46.6	2,851	29.9	48.5	-	-	-
Registered nurses	1,023	.8	39.8	1,027	.9	39.8	994	.6	39.9
Respiratory therapists	775	4.2	40.0	775	4.2	40.0	-	-	-
Teachers, college and university Teachers, except college and university	1,838	12.4	38.0	1,348	2.9	36.0	1,963	12.4	38.5
Elementary school teachers ...	1,432	3.1	34.5	957	11.0	39.5	1,468	2.8	34.1
Secondary school teachers ...	1,493	2.5	33.9	-	-	-	1,499	2.5	33.8
Vocational and educational counselors	1,435	2.9	35.3	-	-	-	1,495	.5	34.4
Librarians, archivists, and curators	1,060	21.3	38.6	-	-	-	-	-	-
Librarians	1,225	21.4	38.1	-	-	-	1,347	19.0	37.6
Social scientists and urban planners	1,225	21.4	38.1	-	-	-	1,347	19.0	37.6
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	1,031	13.9	37.3	-	-	-	1,064	14.7	37.0
Lawyers and judges	1,048	14.3	37.2	-	-	-	1,064	14.7	37.0
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	1,452	4.6	37.9	1,450	5.3	37.6	-	-	-
Clinical laboratory technologists and technicians	931	8.4	39.2	1,005	9.1	39.4	687	11.2	38.3
Radiological technicians	850	4.1	40.0	850	4.4	40.0	-	-	-
Licensed practical nurses	887	11.1	39.2	885	11.4	39.2	-	-	-
Health technologists and technicians, n.e.c.	729	2.5	39.8	733	3.3	39.8	-	-	-
Electrical and electronic technicians	588	5.8	40.0	602	4.6	40.0	571	11.5	40.0
Mechanical engineering technicians	965	3.4	40.0	965	3.4	40.0	-	-	-
Technical and related, n.e.c. ...	1,113	22.6	40.6	1,113	22.6	40.6	-	-	-
	675	17.5	35.1	-	-	-	-	-	-
Executive, administrative, and managerial	1,453	3.0	40.3	1,469	3.3	40.4	1,355	5.8	39.5
Executives, administrators, and managers	1,636	3.5	40.6	1,629	3.9	40.7	1,695	5.7	39.4
Administrators and officials, public administration	1,578	8.1	39.6	-	-	-	1,578	8.1	39.6
Financial managers	1,504	11.2	39.2	1,507	11.3	39.2	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Managers, marketing, advertising, and public relations	\$1,627	14.9	40.1	\$1,627	14.9	40.1	—	—	—
Administrators, education and related fields	1,571	8.0	39.7	—	—	—	—	—	—
Managers, medicine and health	1,177	13.1	41.0	1,169	14.8	41.4	—	—	—
Managers and administrators, n.e.c.	1,744	4.9	40.5	1,731	4.9	40.5	—	—	—
Management related	1,163	4.6	39.9	1,193	5.2	40.0	\$1,026	2.9	39.6
Accountants and auditors	1,387	11.4	40.4	1,420	11.1	40.4	—	—	—
Other financial officers	1,205	12.1	40.0	1,306	9.7	40.0	—	—	—
Personnel, training, and labor relations specialists	1,011	6.0	40.2	1,009	6.4	40.2	—	—	—
Management related, n.e.c.	1,226	4.1	39.8	1,244	4.3	39.8	—	—	—
Sales	852	7.5	42.0	852	7.5	42.0	—	—	—
Supervisors, sales	969	20.2	41.8	969	20.2	41.8	—	—	—
Sales representatives, mining, manufacturing, and wholesale	975	6.2	41.7	975	6.2	41.7	—	—	—
Cashiers	554	10.8	39.8	554	10.8	39.8	—	—	—
Administrative support, including clerical	613	2.4	39.5	619	3.1	39.7	594	3.4	38.9
Supervisors, financial records processing	779	5.8	40.0	779	5.8	40.0	—	—	—
Computer operators	536	10.2	40.0	—	—	—	—	—	—
Secretaries	663	4.4	39.5	673	5.8	39.6	646	6.0	39.2
Information clerks, n.e.c.	556	9.4	40.0	556	9.4	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	586	4.8	39.2	573	5.6	39.1	—	—	—
Billing clerks	588	3.2	39.9	586	3.5	39.9	—	—	—
Telephone operators	568	19.4	38.8	568	19.4	38.8	—	—	—
Traffic, shipping and receiving clerks	580	14.9	40.0	580	14.9	40.0	—	—	—
General office clerks	556	3.2	39.6	552	6.4	39.5	560	2.3	39.8
Teachers' aides	414	12.7	33.4	—	—	—	414	12.7	33.4
Administrative support, n.e.c.	592	5.7	39.7	562	6.9	39.7	—	—	—
Blue collar	802	3.2	40.0	808	3.5	40.0	708	5.6	39.3
Precision production, craft, and repair	959	2.3	40.0	969	2.4	40.0	860	5.4	39.9
Supervisors, mechanics and repairers	1,171	10.5	40.3	1,171	10.5	40.3	—	—	—
Automobile mechanics	735	10.8	40.0	—	—	—	—	—	—
Industrial machinery repairers	1,039	4.9	40.0	1,039	4.9	40.0	—	—	—
Millwrights	1,101	5.3	40.0	1,101	5.3	40.0	—	—	—
Mechanics and repairers, n.e.c.	816	3.1	40.0	820	3.5	40.0	—	—	—
Supervisors, construction trades, n.e.c.	1,075	8.4	39.7	—	—	—	—	—	—
Electricians	1,124	2.2	39.9	1,120	2.6	40.0	—	—	—
Painters, construction and maintenance	1,064	4.3	40.0	1,107	2.2	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Plumbers, pipefitters and steamfitters	\$1,175	0.9	40.0	\$1,176	0.9	40.0	—	—	—
Supervisors, production	921	11.6	40.0	921	11.6	40.0	—	—	—
Tool and die makers	1,035	10.4	40.0	1,035	10.4	40.0	—	—	—
Machinists	1,066	4.3	40.0	1,066	4.3	40.0	—	—	—
Inspectors, testers, and graders	837	11.1	40.0	837	11.1	40.0	—	—	—
Machine operators, assemblers, and inspectors	770	5.7	40.0	771	5.7	40.0	—	—	—
Punching and stamping press operators	755	8.0	40.0	755	8.0	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	683	7.2	40.0	683	7.2	40.0	—	—	—
Laundering and dry cleaning machine operators	415	7.2	40.0	—	—	—	—	—	—
Miscellaneous machine operators, n.e.c.	703	1.8	40.0	703	1.8	40.0	—	—	—
Welders and cutters	906	5.8	40.0	906	5.8	40.0	—	—	—
Assemblers	863	3.8	40.0	863	3.8	40.0	—	—	—
Production inspectors, checkers and examiners ...	764	10.2	40.0	764	10.2	40.0	—	—	—
Transportation and material moving	746	3.4	40.0	771	3.5	40.3	\$588	4.6	38.1
Truck drivers	718	5.7	40.0	729	5.7	40.0	—	—	—
Bus drivers	559	4.3	37.3	—	—	—	559	4.3	37.3
Industrial truck and tractor equipment operators	744	8.2	40.0	744	8.2	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	526	5.4	39.9	514	6.1	39.9	607	11.2	40.0
Groundskeepers and gardeners, except farm	610	8.7	39.9	—	—	—	610	8.7	39.9
Stock handlers and baggers ...	486	6.7	39.8	486	6.7	39.8	—	—	—
Freight, stock, and material handlers, n.e.c.	528	5.4	39.9	528	5.4	39.9	—	—	—
Hand packers and packagers	442	14.5	40.0	442	14.5	40.0	—	—	—
Laborers, except construction, n.e.c.	472	9.6	40.0	—	—	—	—	—	—
Service	536	5.1	39.7	425	5.1	39.1	730	1.7	40.7
Protective service	803	3.6	41.7	433	21.5	39.3	874	1.4	42.2
Firefighting	917	2.8	51.8	—	—	—	917	2.8	51.8
Police and detectives, public service	901	1.9	40.2	—	—	—	901	1.9	40.2
Correctional institution officers	755	1.8	40.1	—	—	—	755	1.8	40.1
Guards and police, except public service	439	20.5	39.3	433	21.5	39.3	—	—	—
Food service	394	9.4	38.8	395	10.1	39.2	376	7.7	32.3
Other food service	406	8.2	38.7	408	8.9	39.2	376	7.7	32.3
Cooks	457	7.9	38.6	469	7.9	39.8	—	—	—
Food preparation, n.e.c.	368	6.2	38.0	368	6.8	38.5	—	—	—
Health service	430	4.0	39.3	423	3.7	39.3	—	—	—
Health aides, except nursing ..	498	3.7	39.6	498	3.9	39.6	—	—	—
Nursing aides, orderlies and attendants	409	4.4	39.4	400	3.8	39.4	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$468	9.7	39.1	\$435	12.2	38.8	\$565	4.8	39.9
Janitors and cleaners	475	10.8	39.0	439	14.1	38.6	567	4.9	39.9
Personal service	490	7.7	38.0	—	—	—	479	8.7	37.5

¹ Earnings are the straight-time weekly 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 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 A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. 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.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

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 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$47,044	3.4	2,017	\$47,430	4.1	2,081	\$45,614	3.2	1,780
All excluding sales	47,201	3.6	2,007	47,659	4.4	2,073	45,614	3.2	1,780
White collar	54,653	3.6	1,978	56,490	4.7	2,089	49,801	3.6	1,685
White collar excluding sales	55,794	3.8	1,956	58,423	5.0	2,074	49,801	3.6	1,685
Professional specialty and technical	62,954	4.2	1,869	67,940	6.0	2,067	55,125	4.3	1,557
Professional specialty	66,633	4.5	1,837	72,856	6.7	2,073	58,161	4.4	1,516
Engineers, architects, and surveyors	77,940	5.3	2,150	77,928	5.4	2,151	-	-	-
Industrial engineers	70,543	3.4	2,080	70,543	3.4	2,080	-	-	-
Mechanical engineers	75,588	4.4	2,325	75,588	4.4	2,325	-	-	-
Engineers, n.e.c.	81,672	5.5	2,080	81,672	5.5	2,080	-	-	-
Mathematical and computer scientists	73,324	5.0	2,080	73,338	5.0	2,080	-	-	-
Computer systems analysts and scientists	72,530	6.4	2,080	72,543	6.4	2,080	-	-	-
Natural scientists	43,328	18.4	2,035	-	-	-	-	-	-
Health related	69,221	19.1	2,132	71,262	22.4	2,157	59,520	11.9	2,014
Physicians	130,262	28.8	2,424	148,231	29.9	2,521	-	-	-
Registered nurses	53,179	.8	2,071	53,403	.9	2,070	51,714	.6	2,074
Respiratory therapists	40,316	4.2	2,080	40,316	4.2	2,080	-	-	-
Teachers, college and university Teachers, except college and university	77,836	12.4	1,610	53,445	2.9	1,429	84,630	12.4	1,660
Elementary school teachers ...	55,396	3.1	1,336	40,657	11.0	1,679	56,416	2.8	1,312
Secondary school teachers ...	56,679	2.5	1,286	-	-	-	56,874	2.5	1,284
Vocational and educational counselors	54,124	2.9	1,330	-	-	-	56,318	.5	1,297
Librarians, archivists, and curators	48,526	21.3	1,769	-	-	-	-	-	-
Librarians	57,147	21.4	1,777	-	-	-	61,210	19.0	1,708
Social scientists and urban planners	57,147	21.4	1,777	-	-	-	61,210	19.0	1,708
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	49,086	13.9	1,777	-	-	-	50,146	14.7	1,743
Lawyers and judges	49,645	14.3	1,761	-	-	-	50,146	14.7	1,743
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	71,720	4.6	1,871	71,125	5.3	1,845	-	-	-
Clinical laboratory technologists and technicians	47,585	8.4	2,001	52,249	9.1	2,051	33,249	11.2	1,850
Radiological technicians	44,176	4.1	2,080	44,208	4.4	2,080	-	-	-
Licensed practical nurses	46,122	11.1	2,041	46,040	11.4	2,040	-	-	-
Health technologists and technicians, n.e.c.	37,910	2.5	2,070	38,134	3.3	2,067	-	-	-
Electrical and electronic technicians	30,567	5.8	2,080	31,327	4.6	2,080	29,671	11.5	2,080
Mechanical engineering technicians	50,193	3.4	2,080	50,193	3.4	2,080	-	-	-
Technical and related, n.e.c. ...	57,902	22.6	2,113	57,902	22.6	2,113	-	-	-
	28,961	17.5	1,507	-	-	-	-	-	-
Executive, administrative, and managerial	75,476	3.0	2,093	76,357	3.3	2,102	69,947	5.8	2,040
Executives, administrators, and managers	85,051	3.5	2,108	84,680	3.9	2,115	88,065	5.7	2,047
Administrators and officials, public administration	82,058	8.1	2,060	-	-	-	82,058	8.1	2,060
Financial managers	78,197	11.2	2,040	78,361	11.3	2,040	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Managers, marketing, advertising, and public relations	\$84,629	14.9	2,083	\$84,629	14.9	2,083	—	—	—
Administrators, education and related fields	79,248	8.0	2,004	—	—	—	—	—	—
Managers, medicine and health	61,187	13.1	2,133	60,772	14.8	2,153	—	—	—
Managers and administrators, n.e.c.	90,678	4.9	2,105	90,021	4.9	2,105	—	—	—
Management related	60,343	4.6	2,071	62,047	5.2	2,079	\$52,651	2.9	2,033
Accountants and auditors	72,115	11.4	2,100	73,848	11.1	2,102	—	—	—
Other financial officers	62,656	12.1	2,080	67,931	9.7	2,080	—	—	—
Personnel, training, and labor relations specialists	52,551	6.0	2,088	52,480	6.4	2,088	—	—	—
Management related, n.e.c.	63,325	4.1	2,056	64,704	4.3	2,068	—	—	—
Sales	44,283	7.5	2,183	44,283	7.5	2,183	—	—	—
Supervisors, sales	50,394	20.2	2,174	50,394	20.2	2,174	—	—	—
Sales representatives, mining, manufacturing, and wholesale	50,682	6.2	2,166	50,682	6.2	2,166	—	—	—
Cashiers	28,789	10.8	2,072	28,789	10.8	2,072	—	—	—
Administrative support, including clerical	31,422	2.4	2,026	32,194	3.1	2,065	29,191	3.4	1,912
Supervisors, financial records processing	40,501	5.8	2,080	40,501	5.8	2,080	—	—	—
Computer operators	26,262	10.2	1,960	—	—	—	—	—	—
Secretaries	33,915	4.4	2,020	34,963	5.8	2,059	32,224	6.0	1,958
Information clerks, n.e.c.	28,899	9.4	2,080	28,899	9.4	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	30,450	4.8	2,038	29,804	5.6	2,033	—	—	—
Billing clerks	30,591	3.2	2,074	30,486	3.5	2,073	—	—	—
Telephone operators	29,493	19.4	2,017	29,493	19.4	2,017	—	—	—
Traffic, shipping and receiving clerks	30,170	14.9	2,080	30,170	14.9	2,080	—	—	—
General office clerks	28,921	3.2	2,061	28,687	6.4	2,054	29,121	2.3	2,068
Teachers' aides	15,634	12.7	1,261	—	—	—	15,634	12.7	1,261
Administrative support, n.e.c.	30,765	5.7	2,065	29,241	6.9	2,064	—	—	—
Blue collar	41,539	3.2	2,071	41,997	3.5	2,080	34,903	5.6	1,938
Precision production, craft, and repair	49,886	2.3	2,078	50,374	2.4	2,079	44,730	5.4	2,075
Supervisors, mechanics and repairers	60,916	10.5	2,094	60,916	10.5	2,094	—	—	—
Automobile mechanics	38,220	10.8	2,080	—	—	—	—	—	—
Industrial machinery repairers	54,048	4.9	2,080	54,048	4.9	2,080	—	—	—
Millwrights	57,269	5.3	2,080	57,269	5.3	2,080	—	—	—
Mechanics and repairers, n.e.c.	42,447	3.1	2,080	42,654	3.5	2,080	—	—	—
Supervisors, construction trades, n.e.c.	55,892	8.4	2,066	—	—	—	—	—	—
Electricians	58,471	2.2	2,076	58,260	2.6	2,080	—	—	—
Painters, construction and maintenance	55,323	4.3	2,080	57,564	2.2	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Plumbers, pipefitters and steamfitters	\$61,120	0.9	2,080	\$61,161	0.9	2,080	—	—	—
Supervisors, production	47,903	11.6	2,080	47,903	11.6	2,080	—	—	—
Tool and die makers	53,809	10.4	2,080	53,809	10.4	2,080	—	—	—
Machinists	55,409	4.3	2,080	55,409	4.3	2,080	—	—	—
Inspectors, testers, and graders	43,549	11.1	2,080	43,549	11.1	2,080	—	—	—
Machine operators, assemblers, and inspectors	40,017	5.7	2,078	40,088	5.7	2,078	—	—	—
Punching and stamping press operators	39,252	8.0	2,080	39,252	8.0	2,080	—	—	—
Grinding, abrading, buffing, and polishing machine operators	35,539	7.2	2,080	35,539	7.2	2,080	—	—	—
Laundering and dry cleaning machine operators	21,586	7.2	2,080	—	—	—	—	—	—
Miscellaneous machine operators, n.e.c.	36,558	1.8	2,080	36,558	1.8	2,080	—	—	—
Welders and cutters	47,127	5.8	2,080	47,127	5.8	2,080	—	—	—
Assemblers	44,869	3.8	2,080	44,869	3.8	2,080	—	—	—
Production inspectors, checkers and examiners ...	39,702	10.2	2,080	39,702	10.2	2,080	—	—	—
Transportation and material moving	37,872	3.4	2,032	40,097	3.5	2,096	\$26,153	4.6	1,695
Truck drivers	37,338	5.7	2,079	37,916	5.7	2,079	—	—	—
Bus drivers	23,360	4.3	1,556	—	—	—	23,360	4.3	1,556
Industrial truck and tractor equipment operators	38,707	8.2	2,080	38,707	8.2	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	27,332	5.4	2,076	26,740	6.1	2,076	31,568	11.2	2,078
Groundskeepers and gardeners, except farm	31,714	8.7	2,075	—	—	—	31,714	8.7	2,075
Stock handlers and baggers ...	25,296	6.7	2,068	25,296	6.7	2,068	—	—	—
Freight, stock, and material handlers, n.e.c.	27,442	5.4	2,075	27,442	5.4	2,075	—	—	—
Hand packers and packagers	22,962	14.5	2,080	22,962	14.5	2,080	—	—	—
Laborers, except construction, n.e.c.	24,565	9.6	2,080	—	—	—	—	—	—
Service	27,458	5.1	2,034	22,081	5.1	2,034	36,496	1.7	2,035
Protective service	41,388	3.6	2,149	22,526	21.5	2,044	44,964	1.4	2,169
Firefighting	47,690	2.8	2,695	—	—	—	47,690	2.8	2,695
Police and detectives, public service	46,839	1.9	2,090	—	—	—	46,839	1.9	2,090
Correctional institution officers	39,249	1.8	2,085	—	—	—	39,249	1.8	2,085
Guards and police, except public service	22,518	20.5	2,017	22,526	21.5	2,044	—	—	—
Food service	20,129	9.4	1,983	20,530	10.1	2,041	15,616	7.7	1,341
Other food service	20,731	8.2	1,976	21,222	8.9	2,037	15,616	7.7	1,341
Cooks	22,873	7.9	1,935	24,370	7.9	2,069	—	—	—
Food preparation, n.e.c.	18,703	6.2	1,931	19,149	6.8	2,001	—	—	—
Health service	22,357	4.0	2,046	21,990	3.7	2,045	—	—	—
Health aides, except nursing ..	25,905	3.7	2,060	25,878	3.9	2,059	—	—	—
Nursing aides, orderlies and attendants	21,284	4.4	2,050	20,812	3.8	2,050	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$24,353	9.7	2,033	\$22,599	12.2	2,017	\$29,384	4.8	2,077
Janitors and cleaners	24,673	10.8	2,028	22,807	14.1	2,009	29,460	4.9	2,077
Personal service	21,946	7.7	1,699	—	—	—	20,742	8.7	1,621

¹ Earnings are the straight-time annual 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 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 A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. 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.

⁵ 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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$22.41	3.2	\$21.87	3.8	\$24.81	3.4
All excluding sales	22.68	3.4	22.16	4.1	24.81	3.4
White collar	26.90	3.4	26.26	4.3	29.05	3.9
1	9.24	4.6	9.23	4.9	9.33	12.1
2	12.68	6.7	13.13	7.9	11.07	6.1
3	12.52	3.2	12.39	3.5	14.01	3.9
4	14.18	2.8	13.92	3.9	14.86	3.4
5	16.57	4.0	17.86	4.4	14.31	4.1
6	20.99	3.5	20.67	3.3	22.37	9.6
7	22.00	2.9	22.65	3.2	19.39	5.0
8	30.69	3.8	25.79	4.3	39.92	5.2
9	31.42	1.5	28.95	1.4	36.01	3.3
10	33.26	5.7	33.85	6.3	30.15	15.7
11	36.02	4.4	34.88	3.6	43.80	10.3
12	42.42	4.5	43.43	4.0	34.80	23.5
13	61.89	8.6	64.51	8.4	-	-
14	55.87	2.6	54.94	1.9	-	-
Not able to be leveled	30.49	6.7	30.27	7.6	31.95	6.3
White collar excluding sales	28.07	3.4	27.73	4.5	29.05	3.9
1	10.40	4.1	10.54	4.7	9.42	12.7
2	12.87	7.1	13.44	8.4	11.07	6.1
3	13.37	2.6	13.29	2.8	14.01	3.9
4	14.21	3.2	13.89	4.6	14.86	3.4
5	16.37	4.1	17.82	4.5	14.31	4.1
6	20.83	4.4	20.33	3.9	22.37	9.6
7	22.14	2.8	22.92	3.0	19.39	5.0
8	31.87	3.4	26.87	3.6	39.92	5.2
9	31.64	1.5	29.13	1.4	36.01	3.3
10	32.66	6.7	33.22	7.6	30.15	15.7
11	36.78	4.4	35.63	3.5	43.80	10.3
12	42.72	4.8	43.85	4.3	34.80	23.5
13	61.89	8.6	64.51	8.4	-	-
14	55.87	2.6	54.94	1.9	-	-
Not able to be leveled	31.77	5.3	31.74	6.1	31.95	6.3
Professional specialty and technical	33.06	3.7	32.36	5.0	34.52	4.8
Professional specialty	35.67	4.0	34.85	5.5	37.20	5.2
5	14.22	4.8	17.61	8.2	13.85	5.6
6	27.27	11.6	25.10	12.1	28.17	14.0
7	22.81	6.5	24.41	4.5	18.00	8.4
8	35.91	4.1	27.27	3.3	42.60	3.0
9	32.33	2.0	28.39	1.9	38.76	3.0
10	34.16	6.5	35.86	5.9	27.29	18.3
11	36.97	5.4	35.45	4.0	46.07	7.3
12	39.40	8.2	42.05	6.5	27.42	26.5
13	63.03	10.9	66.64	9.0	-	-
Not able to be leveled	35.40	8.7	37.47	12.3	31.68	7.2
Engineers, architects, and surveyors	36.25	3.3	36.23	3.3	-	-
9	31.23	4.2	31.23	4.2	-	-
11	35.22	4.1	35.18	4.1	-	-
12	41.96	7.5	41.96	7.5	-	-
Not able to be leveled	40.28	9.5	40.28	9.5	-	-
Industrial engineers	33.91	3.4	33.91	3.4	-	-
Mechanical engineers	32.52	2.6	32.52	2.6	-	-
Engineers, n.e.c.	39.27	5.5	39.27	5.5	-	-
Mathematical and computer scientists	35.25	5.0	35.26	5.0	-	-
10	37.94	6.6	37.99	6.6	-	-
12	40.54	2.6	40.54	2.6	-	-
Computer systems analysts and scientists	34.87	6.4	34.88	6.4	-	-
10	37.94	6.6	37.99	6.6	-	-
Natural scientists	21.07	18.9	-	-	-	-
Health related	32.17	13.9	32.74	15.9	28.85	12.7
7	23.88	3.7	23.88	3.7	-	-
8	26.99	2.7	27.47	3.4	25.10	.8
9	25.74	1.9	25.90	2.0	24.44	2.9

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
10	\$32.16	16.6	\$29.72	13.5	–	–
11	30.91	7.7	30.91	7.7	–	–
Not able to be leveled	33.53	16.2	40.92	26.5	–	–
Physicians	55.41	21.7	60.60	22.7	–	–
Not able to be leveled	33.80	17.0	41.79	28.7	–	–
Registered nurses	25.83	.9	25.98	1.1	\$24.67	0.7
7	25.36	1.2	25.36	1.2	–	–
8	26.39	.9	26.75	1.1	25.10	.8
9	25.33	1.0	25.42	1.1	–	–
11	37.58	10.9	37.58	10.9	–	–
Dietitians	20.77	6.6	–	–	–	–
Respiratory therapists	19.43	4.1	19.43	4.1	–	–
Physical therapists	32.95	17.6	36.84	18.1	–	–
Teachers, college and university	45.65	17.0	37.17	7.5	47.53	19.4
9	49.76	5.6	–	–	–	–
10	27.04	10.2	–	–	–	–
11	40.12	4.4	–	–	42.86	3.8
Health specialties teachers	41.40	8.7	–	–	–	–
Other post-secondary teachers	41.14	21.4	–	–	–	–
Teachers, except college and university	39.93	3.9	23.84	12.1	41.32	3.4
5	13.03	3.7	–	–	–	–
6	29.48	11.0	–	–	–	–
8	41.80	5.2	24.25	11.5	44.66	2.5
9	41.96	1.9	–	–	42.07	1.9
Prekindergarten and kindergarten	37.33	2.7	–	–	38.00	1.9
Elementary school teachers	42.70	5.3	–	–	42.89	5.3
8	44.67	5.5	–	–	44.87	5.5
9	42.08	6.7	–	–	42.08	6.7
Secondary school teachers	40.69	5.1	–	–	43.44	.7
8	40.69	8.4	–	–	45.19	1.8
9	43.21	6.0	–	–	–	–
Teachers, n.e.c.	27.34	.6	–	–	27.34	.6
Vocational and educational counselors	27.18	23.6	–	–	–	–
Librarians, archivists, and curators	29.69	22.7	–	–	32.00	22.7
Librarians	29.69	22.7	–	–	32.00	22.7
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	27.49	16.4	–	–	28.57	17.5
Social workers	28.03	17.0	–	–	28.57	17.5
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	38.00	6.6	38.16	7.6	–	–
Not able to be leveled	37.33	18.5	37.64	28.6	–	–
Technical	23.15	8.5	24.56	9.6	17.96	10.1
4	13.67	11.5	13.66	13.0	–	–
5	16.20	6.7	17.44	5.6	–	–
6	20.63	6.4	21.45	9.2	19.15	4.5
7	23.51	4.1	24.89	5.1	–	–
8	27.56	9.8	28.12	9.9	–	–
9	28.83	6.8	29.04	7.5	–	–
Clinical laboratory technologists and technicians	21.31	6.3	21.49	6.9	–	–
8	22.09	6.2	22.09	6.2	–	–
Health record technologists and technicians	16.23	12.0	–	–	–	–
Radiological technicians	22.18	8.5	22.15	8.7	–	–
Licensed practical nurses	18.41	1.8	18.61	2.3	17.76	.8
5	18.44	3.0	18.46	3.0	–	–
6	18.41	2.9	–	–	–	–
7	18.70	2.3	18.70	2.3	–	–
Health technologists and technicians, n.e.c.	14.75	5.6	15.01	4.6	14.43	11.2
4	13.57	.2	–	–	–	–
5	13.19	7.2	14.97	3.4	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
Electrical and electronic technicians	\$24.13	3.4	\$24.13	3.4	—	—
Mechanical engineering technicians	27.41	24.5	27.41	24.5	—	—
Technical and related, n.e.c.	19.21	12.7	—	—	—	—
Executive, administrative, and managerial						
6	36.03	3.3	36.31	3.7	\$34.20	5.9
7	21.31	3.4	21.25	3.6	—	—
8	22.44	2.0	22.44	2.0	—	—
9	25.31	4.5	25.52	4.8	—	—
10	30.64	4.2	32.51	5.0	27.26	1.6
11	27.04	11.7	24.85	10.4	—	—
12	36.06	3.1	36.33	3.3	—	—
13	43.98	2.7	43.61	2.6	—	—
14	51.73	3.2	52.14	3.4	—	—
14	58.29	3.0	57.10	1.5	—	—
Not able to be leveled	36.43	11.6	36.43	11.8	—	—
Executives, administrators, and managers	40.32	4.2	40.03	4.7	42.75	5.4
9	34.02	6.2	34.04	7.9	—	—
10	25.94	13.2	—	—	—	—
11	37.05	3.7	37.56	3.6	—	—
12	44.84	3.5	44.44	3.6	—	—
13	51.73	3.2	52.14	3.4	—	—
14	58.29	3.0	57.10	1.5	—	—
Not able to be leveled	38.59	9.6	38.65	9.9	—	—
Administrators and officials, public administration	39.84	8.5	—	—	39.84	8.5
Financial managers	38.32	12.7	38.41	12.8	—	—
Managers, marketing, advertising, and public relations	40.62	14.9	40.62	14.9	—	—
Administrators, education and related fields	39.55	8.1	—	—	—	—
Managers, medicine and health	28.69	12.0	28.23	13.4	—	—
Managers and administrators, n.e.c.	43.09	5.0	42.77	4.9	—	—
9	34.73	6.8	34.90	6.9	—	—
12	43.16	1.2	43.16	1.2	—	—
13	52.08	3.5	52.08	3.5	—	—
14	58.02	3.7	—	—	—	—
Not able to be leveled	40.76	18.5	40.76	18.5	—	—
Management related	29.15	4.5	29.85	5.1	25.90	2.7
7	23.81	2.7	23.81	2.7	—	—
8	24.36	5.1	24.50	5.7	—	—
9	28.17	5.6	30.85	5.7	25.11	3.7
10	31.45	5.2	—	—	—	—
11	35.05	4.5	35.18	5.0	—	—
12	41.45	3.5	41.45	3.5	—	—
Accountants and auditors	34.34	11.8	35.13	11.7	—	—
Other financial officers	30.12	12.1	32.66	9.7	—	—
Personnel, training, and labor relations specialists	25.40	4.8	25.37	5.1	—	—
9	29.04	10.7	29.78	12.6	—	—
Management related, n.e.c.	30.79	4.1	31.29	4.2	—	—
8	28.65	8.3	28.65	8.3	—	—
12	40.43	4.5	40.43	4.5	—	—
Sales						
1	18.35	7.1	18.36	7.1	—	—
2	8.04	6.4	8.04	6.5	—	—
3	10.68	2.8	10.68	2.8	—	—
4	10.43	6.1	10.43	6.1	—	—
5	14.04	8.4	14.04	8.4	—	—
6	18.03	12.9	18.03	12.9	—	—
6	21.49	5.3	21.49	5.3	—	—
Not able to be leveled	21.10	28.4	21.10	28.4	—	—
Supervisors, sales	23.18	19.9	23.18	19.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Sales representatives, mining, manufacturing, and wholesale	\$23.40	4.2	\$23.40	4.2	—	—
Sales workers, other commodities	11.38	10.6	11.38	10.6	—	—
1	8.30	7.4	8.30	7.4	—	—
Cashiers	10.22	8.0	10.23	8.0	—	—
1	7.60	1.6	—	—	—	—
2	10.68	2.8	10.68	2.8	—	—
3	9.80	11.3	9.80	11.3	—	—
Administrative support, including clerical	15.27	2.5	15.33	3.1	\$15.07	3.5
1	10.40	4.1	10.54	4.7	9.42	12.7
2	12.87	7.1	13.44	8.4	11.07	6.1
3	13.52	2.7	13.42	2.9	14.52	2.4
4	14.26	3.3	13.92	4.8	14.91	3.4
5	17.07	5.1	18.08	5.6	15.35	5.0
6	18.92	2.9	18.97	3.1	18.45	6.4
7	19.29	3.3	18.50	2.2	21.34	4.4
8	23.94	9.5	24.98	9.2	—	—
Not able to be leveled	17.09	9.4	17.09	9.4	—	—
Supervisors, financial records processing	19.47	5.8	19.47	5.8	—	—
Computer operators	13.40	10.2	—	—	—	—
Secretaries	16.87	4.0	17.25	5.1	16.23	5.7
3	13.78	6.0	—	—	—	—
4	15.76	6.7	15.71	9.2	15.84	8.6
5	17.19	10.0	19.34	10.3	—	—
7	22.42	1.4	—	—	—	—
Interviewers	12.65	9.3	12.65	9.3	—	—
Receptionists	12.26	7.0	12.26	7.0	—	—
Information clerks, n.e.c.	13.85	9.3	13.85	9.3	—	—
Library clerks	10.19	6.5	—	—	10.19	6.5
1	7.80	5.6	—	—	7.80	5.6
3	12.52	2.2	—	—	12.52	2.2
Records clerks, n.e.c.	11.32	4.1	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.91	4.4	14.63	5.2	—	—
3	12.59	3.2	—	—	—	—
Billing clerks	14.80	2.8	14.76	3.0	—	—
4	14.57	4.2	14.57	4.2	—	—
Telephone operators	14.47	20.8	14.47	20.8	—	—
Traffic, shipping and receiving clerks	14.50	14.9	14.50	14.9	—	—
General office clerks	13.83	3.2	13.63	6.4	14.03	1.7
3	11.33	11.3	11.27	11.3	—	—
4	14.17	2.5	—	—	14.04	2.8
Bank tellers	10.94	1.8	10.94	1.8	—	—
Teachers' aides	12.40	9.4	—	—	12.40	9.4
2	11.64	12.1	—	—	11.64	12.1
Administrative support, n.e.c.	14.81	5.5	14.13	6.8	—	—
4	13.73	11.1	13.60	11.6	—	—
Blue collar	19.52	2.8	19.63	3.0	17.82	5.0
1	10.48	3.8	10.46	3.8	—	—
2	12.59	2.7	12.43	2.9	13.68	2.0
3	20.66	5.9	21.00	6.4	15.30	4.7
4	20.05	2.9	20.09	3.0	—	—
5	17.33	4.8	17.26	4.9	19.04	.3
6	20.38	4.2	20.49	4.6	—	—
7	25.50	1.6	25.73	1.7	23.16	2.7
8	29.35	3.6	30.48	.5	—	—
9	32.03	4.9	32.03	4.9	—	—
Not able to be leveled	22.92	14.4	22.92	14.4	—	—
Precision production, craft, and repair	24.00	2.3	24.23	2.4	21.56	5.2
3	20.02	19.8	21.04	19.4	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
4	\$18.54	3.2	\$18.54	3.2	—	—
5	18.10	7.6	18.06	8.1	—	—
6	20.56	5.5	20.67	6.1	—	—
7	25.72	1.6	25.98	1.7	\$23.12	2.9
8	29.36	3.7	30.53	.6	—	—
9	32.03	4.9	32.03	4.9	—	—
Supervisors, mechanics and repairers	29.09	10.5	29.09	10.5	—	—
Automobile mechanics	18.37	10.8	—	—	—	—
Industrial machinery repairers	25.98	4.9	25.98	4.9	—	—
7	28.10	1.7	28.10	1.7	—	—
Millwrights	27.53	5.3	27.53	5.3	—	—
7	27.53	5.3	27.53	5.3	—	—
Mechanics and repairers, n.e.c.	20.41	3.1	20.51	3.5	—	—
7	21.60	6.2	21.73	8.0	—	—
Supervisors, construction trades, n.e.c.	27.05	8.6	—	—	—	—
Electricians	28.17	2.2	28.01	2.6	—	—
7	28.17	2.2	28.01	2.6	—	—
Painters, construction and maintenance	26.60	4.3	27.67	2.2	—	—
Plumbers, pipefitters and steamfitters	29.38	.9	29.40	.9	—	—
7	29.11	.2	29.12	.1	—	—
Supervisors, production	23.03	11.6	23.03	11.6	—	—
7	21.20	3.4	21.20	3.4	—	—
8	29.60	.8	29.60	.8	—	—
Tool and die makers	25.87	10.4	25.87	10.4	—	—
7	27.08	7.6	27.08	7.6	—	—
Machinists	26.64	4.3	26.64	4.3	—	—
7	26.64	4.3	26.64	4.3	—	—
Inspectors, testers, and graders	20.94	11.1	20.94	11.1	—	—
4	20.38	12.3	20.38	12.3	—	—
Machine operators, assemblers, and inspectors	19.23	5.6	19.26	5.6	—	—
1	11.78	2.3	11.79	2.5	—	—
2	11.94	5.3	11.94	5.3	—	—
3	21.67	8.4	21.67	8.4	—	—
4	21.01	4.4	21.01	4.4	—	—
5	17.59	4.9	17.59	4.9	—	—
Punching and stamping press operators	18.89	8.0	18.89	8.0	—	—
4	23.80	14.5	23.80	14.5	—	—
Grinding, abrading, buffing, and polishing machine operators	17.09	7.2	17.09	7.2	—	—
Laundering and dry cleaning machine operators 1	10.35	7.0	—	—	—	—
1	10.35	7.0	—	—	—	—
Miscellaneous machine operators, n.e.c.	17.41	2.0	17.41	2.0	—	—
4	20.31	5.5	20.31	5.5	—	—
Welders and cutters	22.66	5.8	22.66	5.8	—	—
Assemblers	21.57	3.8	21.57	3.8	—	—
3	24.12	4.2	24.12	4.2	—	—
4	21.28	7.7	21.28	7.7	—	—
Production inspectors, checkers and examiners ..	19.09	10.2	19.09	10.2	—	—
Transportation and material moving	18.23	2.8	18.72	3.1	15.38	2.9
2	13.71	5.7	13.50	8.0	—	—
3	18.68	6.3	19.70	8.8	15.15	.7
4	19.56	5.9	19.68	6.2	—	—
5	18.76	1.1	18.69	1.6	—	—
Truck drivers	17.58	6.1	17.90	6.3	—	—
2	12.44	12.2	—	—	—	—
3	17.91	18.8	17.91	18.8	—	—
4	18.72	5.9	18.72	5.9	—	—
Bus drivers	15.15	.6	—	—	15.17	.6
3	15.14	.7	—	—	15.15	.7
Industrial truck and tractor equipment operators ..	18.61	8.2	18.61	8.2	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Industrial truck and tractor equipment operators —Continued						
3	\$19.46	5.2	\$19.46	5.2	—	—
4	19.09	22.1	19.09	22.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	21.70	2.6	21.70	2.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.72	4.4	11.39	5.0	\$14.98	8.0
1	9.89	6.7	9.89	6.7	—	—
2	12.66	2.1	12.49	2.6	13.19	.6
3	13.37	18.3	—	—	—	—
4	15.49	14.5	15.49	14.5	—	—
Groundskeepers and gardeners, except farm	14.78	1.3	—	—	14.78	1.3
Stock handlers and baggers	9.65	5.0	9.65	5.0	—	—
1	7.72	1.9	7.72	1.9	—	—
3	15.62	18.7	15.62	18.7	—	—
Freight, stock, and material handlers, n.e.c.	13.14	5.0	13.14	5.0	—	—
1	12.32	7.4	12.32	7.4	—	—
2	13.19	5.8	13.19	5.8	—	—
Hand packers and packagers	10.95	12.8	10.95	12.8	—	—
Laborers, except construction, n.e.c.	10.78	8.2	9.94	7.3	—	—
Service	12.37	3.7	10.20	3.3	16.71	1.7
1	9.14	6.6	9.10	7.4	9.34	11.5
2	11.19	4.6	10.29	3.9	12.83	7.8
3	10.70	4.2	10.17	3.7	14.45	1.5
4	12.65	4.2	12.82	4.2	11.94	12.1
5	14.49	7.4	10.85	4.9	16.88	2.8
6	17.50	2.7	—	—	17.93	1.9
7	20.54	7.6	—	—	20.54	7.6
8	21.98	2.5	—	—	21.98	2.5
Protective service	18.56	3.4	10.53	15.8	20.37	2.1
1	7.43	4.2	—	—	—	—
3	12.64	13.4	—	—	—	—
5	16.07	5.2	—	—	17.24	3.8
6	17.93	2.0	—	—	17.93	2.0
7	21.16	7.9	—	—	21.16	7.9
8	21.98	2.5	—	—	21.98	2.5
Firefighting	17.70	1.3	—	—	17.70	1.3
Police and detectives, public service	22.26	1.5	—	—	22.26	1.5
8	21.93	4.0	—	—	21.93	4.0
Correctional institution officers	18.83	1.9	—	—	18.83	1.9
Crossing guards	8.26	16.5	—	—	8.26	16.5
Guards and police, except public service	10.66	15.1	10.53	15.8	—	—
Protective service, n.e.c.	18.09	11.8	—	—	18.09	11.8
Food service	9.04	3.2	8.96	3.6	10.02	10.8
1	7.85	5.0	7.81	5.4	8.22	5.3
2	9.39	4.6	9.11	2.6	—	—
3	8.67	3.4	8.39	1.9	—	—
4	12.26	5.3	12.25	5.4	—	—
Waiters, waitresses, and bartenders	6.24	20.4	6.24	20.4	—	—
1	6.01	10.8	6.01	10.8	—	—
Other food service	9.25	4.0	9.18	4.5	10.02	10.8
1	7.99	5.3	7.97	5.8	8.22	5.3
2	9.81	3.7	9.52	1.9	—	—
3	8.86	2.6	8.58	1.8	—	—
4	12.26	5.3	12.25	5.4	—	—
Cooks	10.84	7.2	10.76	7.5	—	—
Food counter, fountain, and related	7.41	5.5	7.41	5.5	—	—
3	8.16	.0	8.16	.0	—	—
Food preparation, n.e.c.	8.65	6.9	8.51	7.5	9.52	16.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.—Continued						
1	\$8.27	9.2	\$8.27	10.4	\$8.22	5.3
3	8.73	3.5	—	—	—	—
Health service	10.82	3.9	10.64	3.8	14.24	9.4
2	10.51	2.8	10.28	2.5	—	—
3	10.56	4.7	10.56	4.8	—	—
4	11.52	6.9	11.52	6.9	—	—
Health aides, except nursing	12.47	2.4	12.44	2.7	—	—
3	12.42	2.1	12.42	2.1	—	—
Nursing aides, orderlies and attendants	10.29	4.3	10.09	4.0	—	—
2	10.34	2.7	10.30	2.6	—	—
3	9.96	5.7	9.95	5.7	—	—
4	10.44	10.8	10.44	10.8	—	—
Cleaning and building service	11.83	8.0	11.08	10.1	13.99	4.6
1	10.51	13.9	10.30	14.6	13.67	7.7
2	12.90	4.8	12.47	8.8	13.28	4.9
3	13.97	9.5	—	—	15.71	1.4
4	13.87	5.9	—	—	—	—
Maids and housemen	9.07	2.4	—	—	—	—
Janitors and cleaners	12.00	8.9	11.20	11.8	14.03	4.7
1	10.63	15.5	10.41	16.4	—	—
2	13.23	3.7	13.13	6.6	13.30	5.0
3	13.97	9.5	—	—	15.71	1.4
Personal service	10.90	5.7	10.36	8.2	11.13	7.3
1	7.92	1.1	—	—	8.01	.6
2	10.25	13.1	—	—	11.80	18.3
3	8.13	5.0	—	—	—	—
Early childhood teachers' assistants	12.06	23.6	—	—	—	—
Child care workers, n.e.c.	11.19	11.0	—	—	11.39	10.8
1	7.70	3.9	—	—	7.78	4.1
Service, n.e.c.	9.84	3.5	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$23.33	3.3	\$22.80	3.9	\$25.62	3.5
All excluding sales	23.51	3.5	22.99	4.3	25.62	3.5
White collar	27.63	3.4	27.04	4.3	29.56	3.9
1	10.83	6.3	—	—	—	—
2	13.13	8.1	13.73	9.4	11.28	8.3
3	12.99	3.2	12.89	3.4	14.16	4.2
4	14.39	3.1	14.19	4.2	14.88	3.4
5	16.51	4.2	17.81	4.6	14.32	4.3
6	21.07	3.5	20.70	3.4	22.71	8.5
7	21.93	3.1	22.58	3.5	19.42	5.2
8	30.78	4.0	25.65	4.6	40.26	5.6
9	31.98	1.8	29.06	1.8	37.29	3.5
10	33.64	5.9	33.91	6.4	31.86	16.6
11	35.97	4.5	34.82	3.7	43.78	10.4
12	41.74	4.2	42.69	3.3	34.80	23.5
13	61.89	8.6	64.51	8.4	—	—
14	55.87	2.6	54.94	1.9	—	—
Not able to be leveled	31.68	6.0	31.52	6.7	32.84	7.9
White collar excluding sales	28.53	3.5	28.16	4.6	29.56	3.9
2	13.24	8.4	13.93	9.7	11.28	8.3
3	13.46	2.8	13.37	3.1	14.16	4.2
4	14.39	3.3	14.15	4.9	14.88	3.4
5	16.27	4.3	17.72	4.8	14.32	4.3
6	20.93	4.4	20.36	4.0	22.71	8.5
7	22.07	3.0	22.86	3.3	19.42	5.2
8	32.02	3.6	26.77	3.7	40.26	5.6
9	32.25	1.7	29.26	1.8	37.29	3.5
10	33.06	7.0	33.29	7.7	31.86	16.6
11	36.74	4.5	35.57	3.6	43.78	10.4
12	42.01	4.4	43.06	3.5	34.80	23.5
13	61.89	8.6	64.51	8.4	—	—
14	55.87	2.6	54.94	1.9	—	—
Not able to be leveled	32.46	5.2	32.40	5.8	32.84	7.9
Professional specialty and technical	33.69	3.7	32.86	5.2	35.41	4.4
Professional specialty	36.27	4.0	35.15	5.7	38.37	4.7
5	14.32	5.2	—	—	—	—
6	28.23	9.4	24.81	13.0	—	—
7	22.50	7.5	24.25	5.5	17.95	8.6
8	36.39	4.5	27.03	3.4	43.08	3.4
9	33.28	2.3	28.47	2.4	40.73	2.9
10	34.91	6.6	36.02	6.0	—	—
11	36.88	5.5	35.33	4.0	46.07	7.4
12	37.59	7.9	39.98	3.7	27.42	26.5
13	63.03	10.9	66.64	9.0	—	—
Not able to be leveled	36.23	8.8	37.93	12.0	—	—
Engineers, architects, and surveyors	36.25	3.3	36.23	3.3	—	—
9	31.23	4.2	31.23	4.2	—	—
11	35.22	4.1	35.18	4.1	—	—
12	41.96	7.5	41.96	7.5	—	—
Not able to be leveled	40.28	9.5	40.28	9.5	—	—
Industrial engineers	33.91	3.4	33.91	3.4	—	—
Mechanical engineers	32.52	2.6	32.52	2.6	—	—
Engineers, n.e.c.	39.27	5.5	39.27	5.5	—	—
Mathematical and computer scientists	35.25	5.0	35.26	5.0	—	—
10	37.94	6.6	37.99	6.6	—	—
12	40.54	2.6	40.54	2.6	—	—
Computer systems analysts and scientists	34.87	6.4	34.88	6.4	—	—
10	37.94	6.6	37.99	6.6	—	—
Natural scientists	21.29	19.4	—	—	—	—
Health related	32.47	16.2	33.04	18.9	29.55	12.2
7	23.43	4.6	23.43	4.6	—	—
8	26.84	2.7	27.25	3.5	—	—
9	25.11	1.4	25.21	1.6	24.49	3.0

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Health related —Continued						
10	\$34.94	17.3	—	—	—	—
11	28.17	1.6	\$28.17	1.6	—	—
Not able to be leveled	33.53	15.8	41.11	25.9	—	—
Physicians	53.74	22.3	58.81	23.3	—	—
Not able to be leveled	33.70	16.7	41.65	28.4	—	—
Registered nurses	25.68	.7	25.79	.8	\$24.94	0.6
7	25.15	2.0	25.15	2.0	—	—
8	26.09	.7	26.34	.8	—	—
9	25.18	1.2	25.27	1.4	—	—
Respiratory therapists	19.38	4.2	19.38	4.2	—	—
Teachers, college and university	48.35	12.3	37.39	7.5	50.97	12.7
11	40.02	5.0	—	—	—	—
Teachers, except college and university	41.46	3.9	24.21	11.7	42.99	3.4
8	42.03	5.6	24.25	11.5	45.00	3.2
9	44.89	1.0	—	—	45.05	1.0
Elementary school teachers	44.08	2.4	—	—	44.29	2.3
8	44.67	5.5	—	—	44.87	5.5
9	44.64	1.3	—	—	44.64	1.3
Secondary school teachers	40.69	5.1	—	—	43.44	.7
8	40.69	8.4	—	—	45.19	1.8
9	43.21	6.0	—	—	—	—
Vocational and educational counselors	27.43	23.7	—	—	—	—
Librarians, archivists, and curators	32.16	23.6	—	—	35.84	20.8
Librarians	32.16	23.6	—	—	35.84	20.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	27.63	16.7	—	—	28.77	17.8
Social workers	28.19	17.3	—	—	28.77	17.8
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	38.33	6.3	38.54	7.2	—	—
Not able to be leveled	38.33	17.4	—	—	—	—
Technical	23.78	8.4	25.48	9.2	17.97	10.4
4	15.54	6.5	15.91	7.0	—	—
5	15.73	7.1	16.97	6.3	—	—
6	20.95	7.1	21.98	10.7	—	—
7	23.74	4.6	25.20	5.9	—	—
8	27.63	10.0	28.22	10.1	—	—
9	29.00	6.9	29.04	7.5	—	—
Clinical laboratory technologists and technicians	21.24	4.1	21.25	4.4	—	—
Radiological technicians	22.60	10.6	22.57	10.9	—	—
Licensed practical nurses	18.31	2.1	18.45	2.8	—	—
5	17.97	2.8	17.97	2.8	—	—
Health technologists and technicians, n.e.c.	14.70	5.8	15.06	4.6	14.27	11.5
4	13.62	.3	—	—	—	—
5	13.19	7.2	14.97	3.4	—	—
Electrical and electronic technicians	24.13	3.4	24.13	3.4	—	—
Mechanical engineering technicians	27.41	24.5	27.41	24.5	—	—
Technical and related, n.e.c.	19.21	12.7	—	—	—	—
Executive, administrative, and managerial	36.05	3.3	36.33	3.7	34.29	6.2
6	21.31	3.4	21.25	3.6	—	—
7	22.44	2.0	22.44	2.0	—	—
8	25.31	4.5	25.52	4.8	—	—
9	30.64	4.2	32.51	5.0	27.26	1.6
10	27.04	11.7	24.85	10.4	—	—
11	36.22	2.7	36.53	2.8	—	—
12	43.98	2.7	43.61	2.6	—	—
13	51.73	3.2	52.14	3.4	—	—
14	58.29	3.0	57.10	1.5	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Not able to be leveled	\$36.44	11.6	\$36.43	11.8	–	–
Executives, administrators, and managers	40.35	4.2	40.03	4.7	\$43.02	6.0
9	34.02	6.2	34.04	7.9	–	–
10	25.94	13.2	–	–	–	–
11	37.05	3.7	37.56	3.6	–	–
12	44.84	3.5	44.44	3.6	–	–
13	51.73	3.2	52.14	3.4	–	–
14	58.29	3.0	57.10	1.5	–	–
Not able to be leveled	38.61	9.6	38.65	9.9	–	–
Administrators and officials, public administration	39.84	8.5	–	–	39.84	8.5
Financial managers	38.32	12.7	38.41	12.8	–	–
Managers, marketing, advertising, and public relations	40.62	14.9	40.62	14.9	–	–
Administrators, education and related fields	39.55	8.1	–	–	–	–
Managers, medicine and health	28.69	12.0	28.23	13.4	–	–
Managers and administrators, n.e.c.	43.09	5.0	42.77	4.9	–	–
9	34.73	6.8	34.90	6.9	–	–
12	43.16	1.2	43.16	1.2	–	–
13	52.08	3.5	52.08	3.5	–	–
14	58.02	3.7	–	–	–	–
Not able to be leveled	40.76	18.5	40.76	18.5	–	–
Management related	29.14	4.5	29.84	5.2	25.90	2.7
7	23.81	2.7	23.81	2.7	–	–
8	24.36	5.1	24.50	5.7	–	–
9	28.17	5.6	30.85	5.7	25.11	3.7
10	31.45	5.2	–	–	–	–
11	35.34	3.8	35.50	4.1	–	–
12	41.45	3.5	41.45	3.5	–	–
Accountants and auditors	34.34	11.8	35.13	11.7	–	–
Other financial officers	30.12	12.1	32.66	9.7	–	–
Personnel, training, and labor relations specialists	25.17	5.1	25.13	5.5	–	–
9	29.04	10.7	29.78	12.6	–	–
Management related, n.e.c.	30.79	4.1	31.29	4.2	–	–
8	28.65	8.3	28.65	8.3	–	–
12	40.43	4.5	40.43	4.5	–	–
Sales	20.28	6.7	20.28	6.7	–	–
3	11.44	7.2	11.44	7.2	–	–
4	14.39	12.9	14.39	12.9	–	–
6	21.49	5.3	21.49	5.3	–	–
Supervisors, sales	23.18	19.9	23.18	19.9	–	–
Sales representatives, mining, manufacturing, and wholesale	23.40	4.2	23.40	4.2	–	–
Cashiers	13.89	10.7	13.89	10.7	–	–
Administrative support, including clerical	15.51	2.5	15.59	3.1	15.27	3.9
2	13.24	8.4	13.93	9.7	11.28	8.3
3	13.63	2.8	13.51	3.0	14.76	2.3
4	14.32	3.3	14.00	5.0	14.91	3.4
5	17.08	5.2	18.15	5.6	15.35	5.0
6	18.89	3.0	18.93	3.2	18.45	6.4
7	19.29	3.3	18.50	2.2	21.34	4.4
8	23.94	9.5	24.98	9.2	–	–
Not able to be leveled	17.30	8.5	17.30	8.5	–	–
Supervisors, financial records processing	19.47	5.8	19.47	5.8	–	–
Computer operators	13.40	10.2	–	–	–	–
Secretaries	16.79	4.2	16.98	5.2	16.46	6.9
3	13.79	6.2	–	–	–	–
4	15.76	6.7	15.71	9.2	15.84	8.6
5	17.19	10.0	19.34	10.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Secretaries –Continued						
7	\$22.44	1.4	–	–	–	–
Information clerks, n.e.c.	13.89	9.4	\$13.89	9.4	–	–
Bookkeepers, accounting and auditing clerks	14.94	4.5	14.66	5.4	–	–
3	12.59	3.2	–	–	–	–
Billing clerks	14.75	3.2	14.71	3.4	–	–
4	14.71	5.2	14.71	5.2	–	–
Telephone operators	14.62	21.4	14.62	21.4	–	–
Traffic, shipping and receiving clerks	14.50	14.9	14.50	14.9	–	–
General office clerks	14.03	3.4	13.97	7.1	\$14.08	2.1
3	11.33	11.3	11.27	11.4	–	–
4	14.18	2.5	–	–	14.04	2.8
Teachers' aides	12.40	9.4	–	–	12.40	9.4
2	11.64	12.1	–	–	11.64	12.1
Administrative support, n.e.c.	14.90	5.8	14.17	7.1	–	–
4	13.77	12.3	13.63	13.0	–	–
Blue collar	20.06	3.2	20.19	3.4	18.01	6.0
1	11.80	3.0	11.80	3.1	–	–
2	12.84	3.0	12.71	3.3	13.67	.6
3	20.72	6.0	21.01	6.5	15.41	4.3
4	20.10	3.0	20.14	3.1	–	–
5	17.33	4.8	17.26	4.9	19.04	.3
6	20.71	4.0	20.87	4.4	–	–
7	25.50	1.6	25.73	1.7	23.16	2.7
8	29.35	3.6	30.48	.5	–	–
9	32.03	4.9	32.03	4.9	–	–
Not able to be leveled	22.92	14.4	22.92	14.4	–	–
Precision production, craft, and repair	24.00	2.3	24.23	2.4	21.56	5.2
3	20.02	19.8	21.04	19.4	–	–
4	18.54	3.2	18.54	3.2	–	–
5	18.10	7.6	18.06	8.1	–	–
6	20.56	5.5	20.67	6.1	–	–
7	25.72	1.6	25.98	1.7	23.12	2.9
8	29.36	3.7	30.53	.6	–	–
9	32.03	4.9	32.03	4.9	–	–
Supervisors, mechanics and repairers	29.09	10.5	29.09	10.5	–	–
Automobile mechanics	18.37	10.8	–	–	–	–
Industrial machinery repairers	25.98	4.9	25.98	4.9	–	–
7	28.10	1.7	28.10	1.7	–	–
Millwrights	27.53	5.3	27.53	5.3	–	–
7	27.53	5.3	27.53	5.3	–	–
Mechanics and repairers, n.e.c.	20.41	3.1	20.51	3.5	–	–
7	21.60	6.2	21.73	8.0	–	–
Supervisors, construction trades, n.e.c.	27.05	8.6	–	–	–	–
Electricians	28.17	2.2	28.01	2.6	–	–
7	28.17	2.2	28.01	2.6	–	–
Painters, construction and maintenance	26.60	4.3	27.67	2.2	–	–
Plumbers, pipefitters and steamfitters	29.38	.9	29.40	.9	–	–
7	29.11	.2	29.12	.1	–	–
Supervisors, production	23.03	11.6	23.03	11.6	–	–
7	21.20	3.4	21.20	3.4	–	–
8	29.60	.8	29.60	.8	–	–
Tool and die makers	25.87	10.4	25.87	10.4	–	–
7	27.08	7.6	27.08	7.6	–	–
Machinists	26.64	4.3	26.64	4.3	–	–
7	26.64	4.3	26.64	4.3	–	–
Inspectors, testers, and graders	20.94	11.1	20.94	11.1	–	–
4	20.38	12.3	20.38	12.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$19.26	5.6	\$19.29	5.6	—	—
1	11.71	2.5	11.72	2.7	—	—
2	11.94	5.3	11.94	5.3	—	—
3	21.67	8.4	21.67	8.4	—	—
4	21.01	4.4	21.01	4.4	—	—
5	17.59	4.9	17.59	4.9	—	—
Punching and stamping press operators	18.87	8.0	18.87	8.0	—	—
4	23.86	14.9	23.86	14.9	—	—
Grinding, abrading, buffing, and polishing machine operators	17.09	7.2	17.09	7.2	—	—
Laundering and dry cleaning machine operators 1	10.38	7.2	—	—	—	—
1	10.38	7.2	—	—	—	—
Miscellaneous machine operators, n.e.c.	17.58	1.8	17.58	1.8	—	—
4	20.31	5.5	20.31	5.5	—	—
Welders and cutters	22.66	5.8	22.66	5.8	—	—
Assemblers	21.57	3.8	21.57	3.8	—	—
3	24.12	4.2	24.12	4.2	—	—
4	21.28	7.7	21.28	7.7	—	—
Production inspectors, checkers and examiners ..	19.09	10.2	19.09	10.2	—	—
Transportation and material moving	18.63	3.1	19.13	3.3	\$15.43	1.8
2	14.79	7.2	15.01	10.0	—	—
3	18.81	6.6	19.71	8.9	15.06	.1
4	19.58	6.0	19.71	6.4	—	—
5	18.76	1.1	18.69	1.6	—	—
Truck drivers	17.96	5.7	18.24	5.7	—	—
3	17.91	18.8	17.91	18.8	—	—
4	18.74	5.8	18.74	5.8	—	—
Bus drivers	15.02	.8	—	—	15.02	.8
3	15.06	.1	—	—	15.06	.1
Industrial truck and tractor equipment operators ..	18.61	8.2	18.61	8.2	—	—
3	19.46	5.2	19.46	5.2	—	—
4	19.09	22.1	19.09	22.1	—	—
Handlers, equipment cleaners, helpers, and laborers	13.17	5.4	12.88	6.1	15.19	11.3
1	12.08	6.6	12.08	6.6	—	—
2	13.00	1.1	12.92	1.5	13.19	.6
3	13.52	19.0	—	—	—	—
4	15.79	15.4	15.79	15.4	—	—
Groundskeepers and gardeners, except farm	15.29	9.0	—	—	15.29	9.0
Stock handlers and baggers	12.23	6.4	12.23	6.4	—	—
Freight, stock, and material handlers, n.e.c.	13.22	5.5	13.22	5.5	—	—
Hand packers and packagers	11.04	14.5	11.04	14.5	—	—
Laborers, except construction, n.e.c.	11.81	9.6	—	—	—	—
Service	13.50	4.7	10.86	5.0	17.93	2.2
1	10.12	11.2	9.91	11.9	12.80	15.0
2	11.96	4.8	11.13	4.5	13.03	9.4
3	10.99	5.2	10.40	4.7	15.72	1.5
4	13.06	6.3	13.24	7.4	—	—
5	14.73	8.1	10.76	5.4	17.09	2.1
6	17.56	2.7	—	—	18.00	1.9
7	20.54	7.6	—	—	20.54	7.6
8	21.98	2.5	—	—	21.98	2.5
Protective service	19.26	3.4	11.02	20.0	20.73	2.1
5	16.46	4.3	—	—	17.47	3.1
7	21.16	7.9	—	—	21.16	7.9
8	21.98	2.5	—	—	21.98	2.5
Firefighting	17.70	1.3	—	—	17.70	1.3
Police and detectives, public service	22.42	1.7	—	—	22.42	1.7
8	21.93	4.0	—	—	21.93	4.0

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service—Continued						
Correctional institution officers	\$18.83	1.9	—	—	\$18.83	1.9
Guards and police, except public service	11.16	19.0	\$11.02	20.0	—	—
Food service						
1	10.15	8.1	10.06	8.4	11.65	1.2
2	8.96	8.7	8.74	9.6	—	—
3	8.86	20.0	—	—	—	—
4	8.63	5.4	8.54	4.7	—	—
5	12.26	5.3	12.25	5.4	—	—
Other food service	10.49	6.8	10.42	7.1	11.65	1.2
1	8.96	8.7	8.74	9.6	—	—
2	8.99	5.0	8.91	4.4	—	—
3	12.26	5.3	12.25	5.4	—	—
4	11.82	6.8	11.78	7.5	—	—
Cooks						
Food preparation, n.e.c.	9.68	4.0	9.57	4.1	—	—
1	9.66	4.6	9.40	5.1	—	—
Health service						
2	10.93	3.9	10.75	3.7	—	—
3	10.45	3.4	10.33	3.2	—	—
4	10.58	5.2	10.58	5.2	—	—
5	12.24	5.3	12.24	5.3	—	—
Health aides, except nursing						
3	12.58	2.6	12.57	2.8	—	—
4	12.46	2.3	12.46	2.3	—	—
Nursing aides, orderlies and attendants						
2	10.38	4.2	10.15	3.7	—	—
3	10.37	3.3	10.33	3.2	—	—
4	9.94	6.0	9.93	6.0	—	—
Cleaning and building service						
1	11.98	8.9	11.20	11.4	14.15	4.7
2	10.66	15.7	10.42	16.6	—	—
3	13.00	5.1	12.66	9.4	13.29	4.9
4	14.11	10.7	—	—	16.28	.7
Janitors and cleaners						
1	12.17	9.9	11.35	13.2	14.18	4.8
2	10.78	17.5	10.53	18.4	—	—
3	13.34	3.9	13.40	6.9	13.30	5.0
4	14.11	10.7	—	—	16.28	.7
5	12.92	8.4	—	—	12.80	10.0

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D 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 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.

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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$12.63	4.1	\$12.23	4.2	\$14.70	8.7
All excluding sales	13.22	4.4	12.89	4.8	14.72	8.7
White collar	17.56	6.1	17.04	7.0	20.08	7.7
1	8.45	7.0	8.49	7.4	7.86	5.2
2	11.05	8.0	11.25	8.1	—	—
3	9.05	4.3	8.90	4.5	12.15	6.3
4	10.04	3.8	10.05	3.8	—	—
5	17.73	4.9	18.57	5.6	13.75	10.2
6	19.42	5.5	19.79	5.8	—	—
7	23.27	3.7	23.79	3.7	—	—
8	28.62	3.6	28.65	3.5	28.51	10.1
9	25.59	6.3	27.89	6.5	20.20	8.8
10	24.10	7.1	28.35	3.4	22.72	5.9
11	38.46	8.9	38.10	9.4	—	—
Not able to be leveled	17.11	33.2	12.49	38.0	—	—
White collar excluding sales	20.96	8.2	21.20	10.5	20.16	7.7
1	9.67	4.2	—	—	7.85	5.2
2	11.28	8.8	11.60	8.5	—	—
3	11.50	7.4	11.36	9.2	12.15	6.3
4	10.16	4.5	10.18	4.6	—	—
5	18.01	5.1	18.94	6.1	13.75	10.2
6	19.42	5.5	19.79	5.8	—	—
7	23.27	3.7	23.79	3.7	—	—
8	28.62	3.6	28.65	3.5	28.51	10.1
9	25.59	6.3	27.89	6.5	20.20	8.8
10	24.10	7.1	28.35	3.4	22.72	5.9
11	38.46	8.9	38.10	9.4	—	—
Not able to be leveled	21.51	22.1	16.46	35.1	—	—
Professional specialty and technical	25.54	6.8	26.75	9.1	22.54	8.2
Professional specialty	28.28	6.2	31.18	8.1	22.88	8.4
5	13.12	4.8	—	—	12.77	6.8
6	20.88	14.8	—	—	—	—
7	24.86	1.8	25.24	1.1	—	—
8	29.09	3.6	29.32	3.4	28.51	10.1
9	25.62	6.4	27.89	6.5	20.12	9.1
10	24.10	7.1	28.35	3.4	22.72	5.9
11	41.52	6.5	41.21	7.0	—	—
Natural scientists	—	—	—	—	—	—
Health related	30.80	8.9	31.52	9.3	—	—
7	25.44	.8	25.44	.8	—	—
8	27.90	4.5	28.61	3.9	—	—
9	27.81	6.5	27.89	6.5	—	—
Registered nurses	26.33	2.6	26.52	2.7	—	—
7	25.87	.8	25.87	.8	—	—
8	27.90	4.5	28.61	3.9	—	—
9	25.76	.6	25.81	.7	—	—
Teachers, college and university	29.31	5.9	—	—	28.62	4.6
Teachers, except college and university	21.07	13.0	—	—	21.31	13.4
5	13.03	3.7	—	—	—	—
Teachers, n.e.c.	26.65	.8	—	—	26.65	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	16.61	14.0	16.51	15.1	—	—
5	20.85	8.0	—	—	—	—
6	18.58	5.6	—	—	—	—
7	18.70	11.1	—	—	—	—
Licensed practical nurses	18.87	3.7	19.31	4.0	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 —**
Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales	\$8.14	1.9	\$8.14	1.9	—	—
1	7.61	2.7	7.61	2.7	—	—
3	8.16	2.0	8.16	2.0	—	—
Sales workers, other commodities	7.91	4.8	7.91	4.8	—	—
Cashiers	8.09	3.0	8.09	3.0	—	—
1	7.60	1.6	—	—	—	—
Administrative support, including clerical	11.77	9.2	12.10	11.4	\$9.45	2.3
1	9.67	4.2	—	—	7.85	5.2
2	11.28	8.8	11.60	8.5	—	—
3	11.43	7.6	11.27	9.5	12.15	6.3
4	10.79	9.5	10.79	9.5	—	—
Library clerks	9.08	8.7	—	—	9.08	8.7
1	7.80	5.6	—	—	7.80	5.6
General office clerks	10.76	2.8	—	—	—	—
Blue collar	8.88	3.8	8.53	4.0	14.17	11.9
1	7.86	5.5	7.86	5.5	—	—
2	9.92	7.5	9.52	6.5	—	—
3	14.21	7.0	—	—	14.62	7.9
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	11.34	12.9	9.53	14.3	15.01	8.7
Bus drivers	15.88	3.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.12	3.0	8.11	3.1	—	—
1	7.55	2.5	7.55	2.6	—	—
2	10.91	9.1	10.91	9.1	—	—
Stock handlers and baggers	7.72	1.8	7.72	1.8	—	—
1	7.24	.9	7.24	.9	—	—
Freight, stock, and material handlers, n.e.c.	12.49	11.9	12.49	11.9	—	—
Service	8.65	3.1	8.51	3.9	9.23	5.7
1	7.72	4.3	7.68	5.6	7.83	2.9
2	9.37	4.0	9.01	4.9	11.44	3.3
3	9.49	3.2	9.16	3.0	11.05	3.7
4	9.29	17.2	—	—	—	—
Protective service	9.15	8.6	8.94	14.5	9.51	1.0
1	7.64	8.8	—	—	—	—
Crossing guards	8.26	16.5	—	—	8.26	16.5
Guards and police, except public service	9.02	13.8	8.94	14.5	—	—
Food service	8.22	6.2	8.13	6.9	9.23	21.5
1	7.53	6.4	7.55	6.8	—	—
2	9.57	2.4	—	—	—	—
3	8.71	3.4	8.18	.5	—	—
Waiters, waitresses, and bartenders	6.64	15.4	6.64	15.4	—	—
1	6.01	10.8	6.01	10.8	—	—
Other food service	8.33	6.2	8.24	7.0	9.23	21.5
1	7.69	6.6	7.73	7.0	—	—
3	8.71	3.4	8.18	.5	—	—
Food counter, fountain, and related	7.34	1.2	7.34	1.2	—	—
Food preparation, n.e.c.	8.22	9.5	8.02	9.9	9.23	21.5
1	7.91	11.2	8.00	12.6	—	—
3	8.91	5.1	—	—	—	—
Health service	10.13	5.7	9.89	5.7	—	—
2	10.75	6.1	10.06	2.5	—	—
3	10.41	1.7	10.41	1.7	—	—
Nursing aides, orderlies and attendants	9.72	6.8	9.71	6.9	—	—
2	10.15	3.4	10.15	3.4	—	—
3	10.10	4.6	10.09	4.7	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Cleaning and building service	\$9.54	7.1	\$9.30	8.2	—	—
1	8.77	2.4	8.85	2.5	—	—
Janitors and cleaners	9.04	4.8	8.63	2.9	—	—
1	8.62	2.0	8.71	2.1	—	—
Personal service	8.54	2.3	8.37	5.9	\$8.65	0.4
1	8.00	.6	—	—	8.00	.6
2	8.29	8.9	—	—	—	—
Child care workers, n.e.c.	8.37	2.3	—	—	8.35	2.4
1	7.78	4.1	—	—	7.78	4.1

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D 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 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.

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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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	\$23.33	\$12.63	\$22.82	\$22.13	\$22.53	\$19.28
All excluding sales	23.51	13.22	22.89	22.53	22.73	19.42
White collar	27.63	17.56	29.49	26.18	27.28	19.39
White-collar excluding sales	28.53	20.96	29.92	27.49	28.12	20.76
Professional specialty and technical	33.69	25.54	38.35	31.08	33.06	–
Professional specialty	36.27	28.28	40.27	33.82	35.67	–
Technical	23.78	16.61	28.44	21.73	23.15	–
Executive, administrative, and managerial	36.05	–	32.14	36.37	36.16	–
Sales	20.28	8.14	13.17	18.61	17.88	19.20
Administrative support, including clerical	15.51	11.77	16.07	14.96	15.26	–
Blue collar	20.06	8.88	21.72	15.17	19.53	19.03
Precision production, craft, and repair	24.00	–	26.26	20.27	24.17	19.57
Machine operators, assemblers, and inspectors	19.26	–	21.68	13.02	19.23	–
Transportation and material moving	18.63	11.34	19.30	15.44	18.16	18.78
Handlers, equipment cleaners, helpers, and laborers	13.17	8.12	13.27	10.04	11.65	–
Service	13.50	8.65	15.06	9.88	12.37	–
	Relative error ⁶ (percent)					
All occupations	3.3	4.1	3.4	4.7	3.2	7.3
All excluding sales	3.5	4.4	3.4	5.2	3.4	7.6
White collar	3.4	6.1	5.4	4.0	3.4	9.9
White-collar excluding sales	3.5	8.2	5.4	4.2	3.4	6.2
Professional specialty and technical	3.7	6.8	4.5	4.9	3.7	–
Professional specialty	4.0	6.2	3.9	5.4	4.0	–
Technical	8.4	14.0	10.0	8.8	8.5	–
Executive, administrative, and managerial	3.3	–	6.5	3.6	3.1	–
Sales	6.7	1.9	10.5	7.3	10.8	12.5
Administrative support, including clerical	2.5	9.2	3.2	3.3	2.5	–
Blue collar	3.2	3.8	3.9	2.8	3.1	9.3
Precision production, craft, and repair	2.3	–	1.5	3.4	2.3	1.1
Machine operators, assemblers, and inspectors	5.6	–	6.0	4.5	5.6	–
Transportation and material moving	3.1	12.9	3.6	11.8	3.0	16.1
Handlers, equipment cleaners, helpers, and laborers	5.4	3.0	9.1	3.9	4.2	–
Service	4.7	3.1	4.5	3.2	3.7	–

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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B 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 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. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$21.87	\$25.21	–	–	\$25.17	–	–	–	\$19.77	–
All excluding sales	22.16	25.21	–	–	25.17	–	–	–	20.17	–
White collar	26.26	33.03	–	–	33.26	–	–	–	21.45	–
White-collar excluding sales	27.73	33.85	–	–	34.14	–	–	–	22.11	–
Professional specialty and technical	32.36	35.50	–	–	35.54	–	–	–	31.14	–
Professional specialty	34.85	36.87	–	–	36.87	–	–	–	34.28	–
Technical	24.56	29.95	–	–	29.90	–	–	–	–	–
Executive, administrative, and managerial	36.31	40.86	–	–	41.44	–	–	–	31.54	–
Sales	18.36	25.10	–	–	25.10	–	–	–	–	–
Administrative support, including clerical	15.33	17.74	–	–	18.07	–	–	–	16.32	–
Blue collar	19.63	21.21	–	–	20.96	–	–	–	–	–
Precision production, craft, and repair	24.23	25.91	–	–	25.68	–	–	–	–	–
Machine operators, assemblers, and inspectors	19.26	19.51	–	–	19.51	–	–	–	–	–
Transportation and material moving	18.72	21.18	–	–	21.25	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	11.39	14.93	–	–	14.43	–	–	–	–	–
Service	10.20	20.45	–	–	20.51	–	–	–	–	–
	Relative error ⁵ (percent)									
All occupations	3.8	6.8	–	–	7.1	–	–	–	7.3	–
All excluding sales	4.1	7.1	–	–	7.4	–	–	–	4.8	–
White collar	4.3	6.5	–	–	6.6	–	–	–	4.8	–
White-collar excluding sales	4.5	5.9	–	–	5.8	–	–	–	2.6	–
Professional specialty and technical	5.0	2.9	–	–	2.9	–	–	–	14.9	–
Professional specialty	5.5	1.4	–	–	1.4	–	–	–	11.2	–
Technical	9.6	13.2	–	–	13.9	–	–	–	–	–
Executive, administrative, and managerial	3.7	1.6	–	–	1.4	–	–	–	9.4	–
Sales	7.1	7.6	–	–	7.6	–	–	–	–	–
Administrative support, including clerical	3.1	9.1	–	–	9.7	–	–	–	5.6	–
Blue collar	3.0	4.5	–	–	4.6	–	–	–	–	–
Precision production, craft, and repair	2.4	1.8	–	–	2.1	–	–	–	–	–
Machine operators, assemblers, and inspectors	5.6	5.8	–	–	5.8	–	–	–	–	–
Transportation and material moving	3.1	5.0	–	–	5.3	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	5.0	3.9	–	–	2.0	–	–	–	–	–
Service	3.3	7.9	–	–	7.7	–	–	–	–	–

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.

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

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 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	\$21.87	\$18.54	\$22.79	\$17.78	\$26.29
All excluding sales	22.16	18.65	23.07	17.90	26.60
White collar	26.26	23.35	27.00	22.40	29.91
White-collar excluding sales	27.73	25.54	28.18	23.50	30.98
Professional specialty and technical	32.36	37.45	31.70	29.00	32.85
Professional specialty	34.85	42.93	33.81	32.30	34.36
Technical	24.56	21.40	25.00	22.22	26.92
Executive, administrative, and managerial	36.31	37.42	36.15	29.52	39.87
Sales	18.36	17.85	18.66	16.36	20.80
Administrative support, including clerical	15.33	14.85	15.51	14.51	16.61
Blue collar	19.63	16.43	20.50	15.08	24.11
Precision production, craft, and repair	24.23	20.77	25.54	21.96	26.77
Machine operators, assemblers, and inspectors	19.26	15.21	20.28	14.18	24.13
Transportation and material moving	18.72	12.31	20.30	18.37	21.64
Handlers, equipment cleaners, helpers, and laborers	11.39	9.62	11.70	10.08	15.65
Service	10.20	9.66	10.44	9.37	11.89
Relative error ⁴ (percent)					
All occupations	3.8	7.5	5.0	7.0	3.3
All excluding sales	4.1	8.3	5.2	7.4	3.3
White collar	4.3	11.8	5.1	7.6	4.1
White-collar excluding sales	4.5	13.6	4.8	7.3	4.1
Professional specialty and technical	5.0	24.6	3.8	6.7	4.3
Professional specialty	5.5	29.9	3.4	8.2	3.9
Technical	9.6	3.0	10.2	18.0	7.2
Executive, administrative, and managerial	3.7	9.5	4.3	6.5	2.8
Sales	7.1	7.1	10.1	11.8	11.7
Administrative support, including clerical	3.1	9.2	3.7	4.6	4.4
Blue collar	3.0	3.3	4.5	5.1	2.8
Precision production, craft, and repair	2.4	3.3	2.6	5.0	3.7
Machine operators, assemblers, and inspectors	5.6	5.3	8.2	5.7	3.8
Transportation and material moving	3.1	5.3	3.0	10.3	4.9
Handlers, equipment cleaners, helpers, and laborers	5.0	8.4	5.7	5.1	12.2
Service	3.3	5.8	5.6	3.3	10.3

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 for more information.

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. For more information about RSEs, see appendix A.

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.50	\$12.65	\$20.05	\$27.40	\$38.35
All excluding sales	9.75	12.75	20.38	27.56	38.62
White collar	11.47	15.25	23.67	35.10	47.13
White collar excluding sales	12.30	16.35	24.91	36.33	48.66
Professional specialty and technical	17.27	22.41	29.76	40.14	53.09
Professional specialty	20.00	25.29	32.60	42.86	54.68
Engineers, architects, and surveyors	26.73	29.96	35.37	39.98	48.87
Industrial engineers	28.39	29.96	33.52	36.06	41.60
Mechanical engineers	24.52	28.06	32.60	37.10	38.40
Engineers, n.e.c.	27.30	32.00	37.73	45.57	53.81
Mathematical and computer scientists	24.69	29.19	35.42	41.67	45.00
Computer systems analysts and scientists	22.24	28.56	34.62	41.88	45.00
Natural scientists	11.50	12.62	16.83	30.96	38.69
Health related	19.81	23.00	26.02	28.56	64.69
Physicians	18.55	21.26	64.69	75.18	96.75
Registered nurses	22.00	24.28	25.91	27.12	28.56
Dietitians	17.42	18.07	18.39	23.00	26.33
Respiratory therapists	15.97	17.83	19.68	22.11	22.73
Physical therapists	22.74	22.97	26.82	43.00	50.00
Teachers, college and university	28.85	35.77	41.11	49.69	72.43
Health specialties teachers	35.77	36.86	41.11	43.62	49.69
Other post-secondary teachers	23.08	27.13	35.34	52.20	64.60
Teachers, except college and university	18.46	29.19	41.48	51.27	57.40
Prekindergarten and kindergarten	17.21	24.35	37.31	51.27	55.19
Elementary school teachers	26.29	34.71	44.68	53.09	57.09
Secondary school teachers	25.04	30.57	40.91	48.72	58.12
Teachers, n.e.c.	13.33	24.15	24.15	30.04	48.73
Vocational and educational counselors	14.28	14.90	17.90	44.15	58.61
Librarians, archivists, and curators	17.65	19.49	21.40	49.71	49.71
Librarians	17.65	19.49	21.40	49.71	49.71
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	17.90	19.60	21.21	25.81	53.65
Social workers	17.72	19.79	21.85	27.20	53.65
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.08	29.72	36.83	41.11	58.04
Technical	12.00	16.53	20.48	27.40	32.86
Clinical laboratory technologists and technicians	16.16	18.82	22.02	22.87	28.07
Health record technologists and technicians	9.79	11.43	16.74	21.07	22.02
Radiological technicians	17.75	18.26	20.90	24.45	30.44
Licensed practical nurses	16.86	17.50	18.05	19.18	20.75
Health technologists and technicians, n.e.c.	10.75	11.60	13.94	16.65	20.88
Electrical and electronic technicians	20.48	21.82	23.65	26.00	29.44
Mechanical engineering technicians	12.26	21.12	32.53	32.59	34.85
Technical and related, n.e.c.	13.76	13.76	21.10	23.74	23.74
Executive, administrative, and managerial	21.20	25.89	33.94	44.00	54.33
Executives, administrators, and managers	24.04	29.94	38.41	49.61	59.29
Administrators and officials, public administration	30.80	35.91	36.06	45.37	45.37
Financial managers	19.71	25.78	36.36	51.87	66.29
Managers, marketing, advertising, and public relations	26.97	28.75	36.06	52.89	59.97
Administrators, education and related fields	22.84	30.59	39.80	43.20	43.20
Managers, medicine and health	16.35	25.14	29.58	33.35	39.62
Managers and administrators, n.e.c.	27.50	32.81	41.87	51.01	61.09
Management related	20.80	22.53	26.44	35.31	40.86
Accountants and auditors	21.63	25.00	37.49	43.27	48.08
Other financial officers	19.42	21.20	28.16	37.08	45.43
Personnel, training, and labor relations specialists	22.45	22.85	24.04	26.08	30.22
Management related, n.e.c.	21.29	25.19	29.20	36.21	40.86
Sales	7.55	9.51	16.84	22.70	34.82
Supervisors, sales	13.13	17.80	19.85	28.50	36.84
Sales representatives, mining, manufacturing, and wholesale	17.83	19.95	22.22	27.96	28.60
Sales workers, other commodities	7.00	8.25	9.80	13.18	19.15
Cashiers	6.90	7.25	9.00	12.44	15.09

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical	\$10.00	\$12.20	\$14.36	\$17.54	\$21.28
Supervisors, financial records processing	16.21	17.50	18.13	21.17	24.35
Computer operators	11.25	11.25	11.25	15.23	17.39
Secretaries	11.75	13.26	15.73	19.37	25.36
Interviewers	8.00	12.06	13.32	13.99	14.86
Receptionists	9.50	11.00	13.00	13.00	14.81
Information clerks, n.e.c.	10.77	12.01	13.14	14.66	18.94
Library clerks	7.25	7.75	9.25	12.90	13.00
Records clerks, n.e.c.	10.25	10.75	10.75	11.32	13.98
Bookkeepers, accounting and auditing clerks	11.25	13.00	14.48	16.75	18.13
Billing clerks	12.26	12.50	14.81	16.97	18.05
Telephone operators	9.00	11.00	11.00	20.11	20.11
Traffic, shipping and receiving clerks	9.45	10.62	14.03	15.14	23.65
General office clerks	10.00	11.92	13.85	15.10	18.20
Bank tellers	8.50	9.50	10.10	12.08	14.19
Teachers' aides	9.55	11.10	12.35	13.21	17.02
Administrative support, n.e.c.	9.55	11.75	15.51	17.21	19.56
Blue collar	10.14	12.66	20.14	25.63	29.02
Precision production, craft, and repair	15.23	19.55	25.50	29.26	30.06
Supervisors, mechanics and repairers	23.65	23.65	29.29	34.58	35.69
Automobile mechanics	12.25	15.40	18.76	22.00	24.00
Industrial machinery repairers	17.50	21.10	29.22	29.43	29.65
Millwrights	20.14	28.16	29.07	29.07	29.23
Mechanics and repairers, n.e.c.	16.76	18.80	20.62	21.25	22.05
Supervisors, construction trades, n.e.c.	22.15	23.18	24.68	28.64	34.80
Electricians	21.63	28.49	29.47	29.65	30.16
Painters, construction and maintenance	17.86	25.99	28.96	29.28	29.28
Plumbers, pipefitters and steamfitters	28.90	29.07	29.10	30.26	30.26
Supervisors, production	7.00	20.40	23.15	27.98	32.28
Tool and die makers	17.68	20.50	29.30	29.75	30.23
Machinists	20.37	24.00	29.17	29.22	29.39
Inspectors, testers, and graders	10.95	14.11	25.55	25.88	26.21
Machine operators, assemblers, and inspectors	10.88	12.65	20.38	25.55	25.93
Punching and stamping press operators	11.20	13.55	15.81	25.88	26.26
Grinding, abrading, buffing, and polishing machine operators	10.90	11.60	18.00	18.50	25.69
Laundering and dry cleaning machine operators	9.00	9.10	9.97	11.54	11.54
Miscellaneous machine operators, n.e.c.	10.76	12.00	16.75	22.68	24.88
Welders and cutters	13.14	22.19	24.79	25.83	25.98
Assemblers	11.13	18.28	25.09	25.75	25.99
Production inspectors, checkers and examiners ..	12.52	12.52	22.44	24.84	25.98
Transportation and material moving	10.36	13.55	18.01	24.00	25.50
Truck drivers	12.25	13.55	15.73	24.00	24.00
Bus drivers	12.40	13.92	15.48	16.90	17.74
Industrial truck and tractor equipment operators ..	9.60	13.00	19.40	25.30	25.43
Miscellaneous material moving equipment operators, n.e.c.	11.96	20.36	23.29	25.93	25.93
Handlers, equipment cleaners, helpers, and laborers	6.80	8.37	10.50	13.27	18.82
Groundskeepers and gardeners, except farm	10.90	11.90	12.56	17.89	19.78
Stock handlers and baggers	6.15	6.95	8.75	11.50	14.65
Freight, stock, and material handlers, n.e.c.	10.50	12.00	12.45	14.10	14.60
Hand packers and packagers	9.20	9.20	9.60	12.24	13.00
Laborers, except construction, n.e.c.	7.10	7.55	8.50	11.90	18.87
Service	6.88	8.50	10.75	14.96	20.50
Protective service	10.00	15.09	19.00	22.17	25.32
Firefighting	13.34	17.12	18.22	19.25	20.35
Police and detectives, public service	16.89	20.18	22.08	24.60	25.48
Correctional institution officers	15.58	17.26	19.34	20.50	20.50
Crossing guards	6.50	7.00	7.00	10.00	10.75
Guards and police, except public service	7.00	7.00	10.18	13.85	15.14

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Protective service—Continued					
Protective service, n.e.c.	\$15.29	\$15.29	\$16.56	\$21.68	\$25.51
Food service	6.00	7.00	9.38	10.00	12.18
Waiters, waitresses, and bartenders	2.65	4.75	5.50	9.50	9.68
Other food service	6.20	7.31	9.50	10.00	12.26
Cooks	9.50	10.00	10.00	11.25	15.00
Food counter, fountain, and related	4.48	6.29	7.35	8.75	9.75
Food preparation, n.e.c.	6.00	6.50	8.63	10.00	11.42
Health service	7.73	9.34	10.55	12.03	13.83
Health aides, except nursing	10.70	11.82	12.47	13.67	14.00
Nursing aides, orderlies and attendants	7.73	9.00	10.25	11.45	12.48
Cleaning and building service	7.00	8.25	11.20	13.70	17.04
Maids and housemen	8.00	8.50	9.00	9.02	10.20
Janitors and cleaners	7.00	8.05	11.46	14.09	17.14
Personal service	6.01	7.50	10.00	11.14	17.19
Early childhood teachers' assistants	6.88	9.25	10.69	16.91	18.90
Child care workers, n.e.c.	6.01	8.75	10.99	15.12	17.19
Service, n.e.c.	8.00	9.44	10.07	10.19	11.04

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

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 for more information.

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 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.10	\$12.30	\$20.14	\$27.04	\$36.54
All excluding sales	9.45	12.50	20.70	27.37	36.65
White collar	11.00	15.09	23.71	33.43	44.18
White collar excluding sales	12.06	16.51	25.25	35.10	45.67
Professional specialty and technical	18.15	23.31	29.16	37.62	47.03
Professional specialty	21.86	26.00	31.35	39.86	51.32
Engineers, architects, and surveyors	26.73	29.95	35.23	39.98	49.01
Industrial engineers	28.39	29.96	33.52	36.06	41.60
Mechanical engineers	24.52	28.06	32.60	37.10	38.40
Engineers, n.e.c.	27.30	32.00	37.73	45.57	53.81
Mathematical and computer scientists	24.69	29.19	35.53	41.70	45.00
Computer systems analysts and scientists	22.21	28.56	34.62	41.88	45.00
Natural scientists	-	-	-	-	-
Health related	19.81	23.32	26.25	28.56	64.69
Physicians	18.51	19.20	64.69	75.18	108.17
Registered nurses	22.18	24.33	26.13	27.32	28.56
Respiratory therapists	15.97	17.83	19.68	22.11	22.73
Physical therapists	22.97	23.37	40.00	50.00	50.00
Teachers, college and university	23.12	30.89	33.22	39.62	44.43
Teachers, except college and university	14.90	19.21	22.12	28.59	33.38
Librarians, archivists, and curators	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.64	28.85	36.44	42.00	58.65
Technical	12.26	17.25	21.66	30.00	34.43
Clinical laboratory technologists and technicians	16.50	18.87	22.28	22.97	28.07
Radiological technicians	17.75	18.25	20.78	24.45	30.44
Licensed practical nurses	16.76	17.25	18.50	19.59	21.00
Health technologists and technicians, n.e.c.	11.60	12.31	14.23	16.16	20.00
Electrical and electronic technicians	20.48	21.82	23.65	26.00	29.44
Mechanical engineering technicians	12.26	21.12	32.53	32.59	34.85
Executive, administrative, and managerial	21.16	26.25	34.76	44.47	54.57
Executives, administrators, and managers	21.18	28.84	38.42	49.67	59.29
Financial managers	19.71	25.78	36.36	51.87	66.29
Managers, marketing, advertising, and public relations	26.97	28.75	36.06	52.89	59.97
Managers, medicine and health	16.35	20.00	28.68	30.32	39.62
Managers and administrators, n.e.c.	27.50	32.81	41.59	50.37	59.47
Management related	21.11	22.75	27.35	36.33	42.36
Accountants and auditors	21.63	25.00	37.49	43.27	48.08
Other financial officers	18.19	25.01	29.82	40.43	47.61
Personnel, training, and labor relations specialists	22.45	22.85	24.04	26.00	30.22
Management related, n.e.c.	21.29	25.10	29.65	37.21	41.83
Sales	7.60	9.51	16.84	22.70	34.82
Supervisors, sales	13.13	17.80	19.85	28.50	36.84
Sales representatives, mining, manufacturing, and wholesale	17.83	19.95	22.22	27.96	28.60
Sales workers, other commodities	7.00	8.25	9.80	13.18	19.15
Cashiers	6.90	7.25	9.00	12.44	15.09
Administrative support, including clerical	10.00	11.82	14.03	18.05	22.73
Supervisors, financial records processing	16.21	17.50	18.13	21.17	24.35
Secretaries	10.93	13.00	16.16	20.69	25.93
Interviewers	8.00	12.06	13.32	13.99	14.86
Receptionists	9.50	11.00	13.00	13.00	14.81
Information clerks, n.e.c.	10.77	12.01	13.14	14.66	18.94
Bookkeepers, accounting and auditing clerks	11.00	12.72	14.00	16.75	18.13
Billing clerks	12.26	12.50	14.45	17.33	18.05
Telephone operators	9.00	11.00	11.00	20.11	20.11
Traffic, shipping and receiving clerks	9.45	10.62	14.03	15.14	23.65
General office clerks	8.50	10.00	13.54	15.23	19.08
Bank tellers	8.50	9.50	10.10	12.08	14.19

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Administrative support, n.e.c.	\$8.75	\$10.75	\$13.89	\$16.74	\$19.56
Blue collar	10.00	12.65	20.60	25.69	29.07
Precision production, craft, and repair					
Supervisors, mechanics and repairers	23.65	23.65	29.29	34.58	35.69
Industrial machinery repairers	17.50	21.10	29.22	29.43	29.65
Millwrights	20.14	28.16	29.07	29.07	29.23
Mechanics and repairers, n.e.c.	16.76	18.80	20.62	21.45	22.05
Electricians	20.50	28.49	29.43	29.65	29.75
Painters, construction and maintenance	25.99	28.04	28.96	29.28	29.28
Plumbers, pipefitters and steamfitters	28.90	29.07	29.25	30.26	30.26
Supervisors, production	7.00	20.40	23.15	27.98	32.28
Tool and die makers	17.68	20.50	29.30	29.75	30.23
Machinists	20.37	24.00	29.17	29.22	29.39
Inspectors, testers, and graders	10.95	14.11	25.55	25.88	26.21
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	11.20	13.55	15.81	25.88	26.26
Grinding, abrading, buffing, and polishing machine operators	10.90	11.60	18.00	18.50	25.69
Miscellaneous machine operators, n.e.c.	10.76	12.00	16.75	22.68	24.88
Welders and cutters	13.14	22.19	24.79	25.83	25.98
Assemblers	11.13	18.28	25.09	25.75	25.99
Production inspectors, checkers and examiners ..	12.52	12.52	22.44	24.84	25.98
Transportation and material moving					
Truck drivers	12.25	13.55	15.73	24.00	24.00
Industrial truck and tractor equipment operators ..	9.60	13.00	19.40	25.30	25.43
Miscellaneous material moving equipment operators, n.e.c.	11.96	20.36	23.29	25.93	25.93
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.15	6.95	8.75	11.50	14.65
Freight, stock, and material handlers, n.e.c.	10.50	12.00	12.45	14.10	14.60
Hand packers and packagers	9.20	9.20	9.60	12.24	13.00
Laborers, except construction, n.e.c.	7.10	7.50	8.10	8.85	18.09
Service					
Protective service	7.00	7.00	10.00	13.85	15.15
Guards and police, except public service	7.00	7.00	10.00	13.85	15.15
Food service	6.00	7.00	9.25	10.00	11.81
Waiters, waitresses, and bartenders	2.65	4.75	5.50	9.50	9.68
Other food service	6.15	7.31	9.50	10.00	12.02
Cooks	9.45	10.00	10.00	11.00	15.00
Food counter, fountain, and related	4.48	6.29	7.35	8.75	9.75
Food preparation, n.e.c.	6.00	6.60	8.50	10.00	10.38
Health service	7.73	9.29	10.46	11.97	13.70
Health aides, except nursing	10.68	11.82	12.26	13.83	14.00
Nursing aides, orderlies and attendants	7.73	9.00	10.08	11.23	12.10
Cleaning and building service	6.85	8.05	9.12	12.01	16.41
Janitors and cleaners	6.85	8.05	9.31	12.00	23.91
Personal service	6.25	6.75	7.95	10.07	28.27

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

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 for more information.

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 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.75	\$14.43	\$19.52	\$30.45	\$48.72
All excluding sales	11.78	14.43	19.52	30.45	48.72
White collar	12.59	15.66	23.59	40.91	53.09
White collar excluding sales	12.59	15.69	23.63	40.91	53.09
Professional specialty and technical	14.70	20.73	32.61	47.60	55.03
Professional specialty	17.21	23.40	37.21	49.15	57.40
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	20.18	22.06	24.28	27.24	60.90
Registered nurses	20.89	23.16	24.46	26.02	29.48
Teachers, college and university	30.16	36.86	41.90	50.96	74.39
Teachers, except college and university	19.32	31.67	43.24	52.38	57.40
Prekindergarten and kindergarten	17.21	24.35	37.31	51.27	55.19
Elementary school teachers	26.81	34.71	44.79	53.09	57.15
Secondary school teachers	28.36	34.94	44.48	51.27	58.80
Teachers, n.e.c.	13.33	24.15	24.15	30.04	48.73
Librarians, archivists, and curators	19.46	19.80	23.96	49.71	49.71
Librarians	19.46	19.80	23.96	49.71	49.71
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	17.72	19.79	21.85	27.20	53.65
Social workers	17.72	19.79	21.85	27.20	53.65
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	11.24	13.76	18.05	21.10	23.74
Licensed practical nurses	17.27	18.05	18.05	18.05	18.05
Health technologists and technicians, n.e.c.	10.35	10.82	12.26	17.86	21.68
Executive, administrative, and managerial	21.20	25.82	30.80	39.05	50.93
Executives, administrators, and managers	30.80	33.95	37.36	45.37	61.67
Administrators and officials, public administration	30.80	35.91	36.06	45.37	45.37
Management related	20.63	21.79	25.82	27.85	32.81
Sales	—	—	—	—	—
Administrative support, including clerical	11.45	12.75	14.57	17.21	19.73
Secretaries	12.56	13.40	15.19	18.62	19.73
Library clerks	7.25	7.75	9.25	12.90	13.00
General office clerks	11.64	12.57	13.97	15.06	16.84
Teachers' aides	9.55	11.10	12.35	13.21	17.02
Blue collar	11.81	13.92	17.74	21.95	23.18
Precision production, craft, and repair	14.85	18.76	21.95	23.18	28.25
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	12.40	13.92	15.46	17.74	18.25
Bus drivers	12.40	13.92	15.48	16.90	17.74
Handlers, equipment cleaners, helpers, and laborers	10.37	11.90	12.56	17.89	19.78
Groundskeepers and gardeners, except farm	10.90	11.90	12.56	17.89	19.78
Service	9.63	12.32	16.79	20.35	24.49
Protective service	14.93	17.83	19.91	24.18	25.43
Firefighting	13.34	17.12	18.22	19.25	20.35
Police and detectives, public service	16.89	20.18	22.08	24.60	25.48
Correctional institution officers	15.58	17.26	19.34	20.50	20.50
Crossing guards	6.50	7.00	7.00	10.00	10.75
Protective service, n.e.c.	15.29	15.29	16.56	21.68	25.51
Food service	6.33	8.12	10.45	12.26	13.74
Other food service	6.33	8.12	10.45	12.26	13.74
Food preparation, n.e.c.	6.33	6.33	9.99	10.95	13.74
Health service	11.78	12.76	12.97	16.52	16.52

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$11.82	\$12.32	\$14.09	\$15.98	\$17.08
Janitors and cleaners	12.21	12.32	14.09	15.98	17.08
Personal service	6.01	9.25	10.43	11.74	17.19
Child care workers, n.e.c.	6.01	9.49	10.99	15.72	17.19

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays,

nonproduction bonuses, and tips.

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 for more information.

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 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	10	25	Median 50	75	90
All	\$10.50	\$13.69	\$21.10	\$28.47	\$39.19
All excluding sales	10.66	13.75	21.47	28.56	39.75
White collar	12.25	16.20	24.38	36.06	47.81
White collar excluding sales	12.50	16.67	25.29	36.86	49.19
Professional specialty and technical	17.67	22.89	30.48	40.97	53.09
Professional specialty	20.51	25.92	33.80	43.49	55.19
Engineers, architects, and surveyors	26.73	29.96	35.37	39.98	48.87
Industrial engineers	28.39	29.96	33.52	36.06	41.60
Mechanical engineers	24.52	28.06	32.60	37.10	38.40
Engineers, n.e.c.	27.30	32.00	37.73	45.57	53.81
Mathematical and computer scientists	24.69	29.19	35.42	41.67	45.00
Computer systems analysts and scientists	22.24	28.56	34.62	41.88	45.00
Natural scientists	11.54	12.74	16.92	30.96	38.69
Health related	19.81	22.73	25.78	28.56	64.69
Physicians	18.51	20.08	64.69	73.90	93.44
Registered nurses	22.00	24.28	25.67	27.04	28.56
Respiratory therapists	15.97	17.31	19.67	22.08	22.73
Teachers, college and university	32.15	36.86	41.90	52.11	74.55
Teachers, except college and university	22.20	31.68	42.87	52.38	57.40
Elementary school teachers	28.51	36.48	45.63	53.09	57.40
Secondary school teachers	25.04	30.57	40.91	48.72	58.12
Vocational and educational counselors	14.42	14.90	18.28	46.93	58.61
Librarians, archivists, and curators	19.39	20.29	23.27	49.71	49.71
Librarians	19.39	20.29	23.27	49.71	49.71
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	17.90	19.60	20.86	27.20	53.65
Social workers	17.72	19.74	21.85	27.20	53.65
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	23.08	29.72	36.87	41.11	58.40
Technical	12.26	16.97	20.94	28.90	33.65
Clinical laboratory technologists and technicians	16.40	19.03	22.02	22.68	25.20
Radiological technicians	17.85	18.37	20.92	24.45	30.44
Licensed practical nurses	16.76	17.50	18.05	19.00	20.09
Health technologists and technicians, n.e.c.	10.75	11.60	13.94	16.57	20.88
Electrical and electronic technicians	20.48	21.82	23.65	26.00	29.44
Mechanical engineering technicians	12.26	21.12	32.53	32.59	34.85
Technical and related, n.e.c.	13.76	13.76	21.10	23.74	23.74
Executive, administrative, and managerial	21.20	25.89	33.95	44.03	54.33
Executives, administrators, and managers	24.04	29.94	38.41	49.61	59.29
Administrators and officials, public administration	30.80	35.91	36.06	45.37	45.37
Financial managers	19.71	25.78	36.36	51.87	66.29
Managers, marketing, advertising, and public relations	26.97	28.75	36.06	52.89	59.97
Administrators, education and related fields	22.84	30.59	39.80	43.20	43.20
Managers, medicine and health	16.35	25.14	29.58	33.35	39.62
Managers and administrators, n.e.c.	27.50	32.81	41.87	51.01	61.09
Management related	20.72	22.53	26.44	35.31	40.86
Accountants and auditors	21.63	25.00	37.49	43.27	48.08
Other financial officers	19.42	21.20	28.16	37.08	45.43
Personnel, training, and labor relations specialists	22.45	22.85	24.04	25.42	30.22
Management related, n.e.c.	21.29	25.19	29.20	36.21	40.86
Sales	8.55	12.78	17.83	25.51	36.61
Supervisors, sales	13.13	17.80	19.85	28.50	36.84
Sales representatives, mining, manufacturing, and wholesale	17.83	19.95	22.22	27.96	28.60
Cashiers	9.25	10.50	13.44	15.09	22.21
Administrative support, including clerical	10.45	12.50	14.50	18.05	21.32
Supervisors, financial records processing	16.21	17.50	18.13	21.17	24.35
Computer operators	11.25	11.25	11.25	15.23	17.39
Secretaries	11.75	13.40	15.74	19.11	24.78
Information clerks, n.e.c.	10.77	12.01	13.14	14.66	18.94
Bookkeepers, accounting and auditing clerks	11.21	12.91	14.64	16.75	18.13
Billing clerks	12.26	12.50	14.85	16.59	18.05

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Telephone operators	\$9.00	\$11.00	\$11.00	\$20.11	\$20.11
Traffic, shipping and receiving clerks	9.45	10.62	14.03	15.14	23.65
General office clerks	10.00	12.08	13.85	15.39	18.41
Teachers' aides	9.55	11.10	12.35	13.21	17.02
Administrative support, n.e.c.	9.55	11.75	15.69	17.21	19.56
Blue collar	10.88	13.55	21.09	25.69	29.07
Precision production, craft, and repair					
Supervisors, mechanics and repairers	15.23	19.55	25.50	29.26	30.06
Automobile mechanics	23.65	23.65	29.29	34.58	35.69
Industrial machinery repairers	12.25	15.40	18.76	22.00	24.00
Millwrights	17.50	21.10	29.22	29.43	29.65
Mechanics and repairers, n.e.c.	20.14	28.16	29.07	29.07	29.23
Supervisors, construction trades, n.e.c.	16.76	18.80	20.62	21.25	22.05
Electricians	22.15	23.18	24.68	28.64	34.80
Painters, construction and maintenance	21.63	28.49	29.47	29.65	30.16
Plumbers, pipefitters and steamfitters	17.86	25.99	28.96	29.28	29.28
Supervisors, production	28.90	29.07	29.10	30.26	30.26
Tool and die makers	7.00	20.40	23.15	27.98	32.28
Machinists	17.68	20.50	29.30	29.75	30.23
Inspectors, testers, and graders	20.37	24.00	29.17	29.22	29.39
	10.95	14.11	25.55	25.88	26.21
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	10.88	12.65	20.80	25.55	25.93
Grinding, abrading, buffing, and polishing machine operators	11.20	13.55	15.81	25.88	26.26
Laundry and dry cleaning machine operators	10.90	11.60	18.00	18.50	25.69
Miscellaneous machine operators, n.e.c.	9.00	9.20	11.03	11.54	11.54
Welders and cutters	10.76	12.50	16.75	23.77	24.88
Assemblers	13.14	22.19	24.79	25.83	25.98
Production inspectors, checkers and examiners ..	11.13	18.28	25.09	25.75	25.99
	12.52	12.52	22.44	24.84	25.98
Transportation and material moving					
Truck drivers	11.25	13.55	18.96	24.00	25.63
Bus drivers	12.75	13.55	15.73	24.00	24.00
Industrial truck and tractor equipment operators ..	11.81	13.92	15.48	16.31	17.74
	9.60	13.00	19.40	25.30	25.43
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	8.50	9.45	12.30	14.65	20.60
Stock handlers and baggers	11.65	12.56	12.56	18.82	19.78
Freight, stock, and material handlers, n.e.c.	8.75	8.75	11.50	14.65	15.72
Hand packers and packagers	10.50	12.45	12.50	14.10	14.60
Laborers, except construction, n.e.c.	8.64	9.20	9.60	12.24	13.00
	7.10	8.10	8.50	17.74	19.07
Service					
Protective service	7.75	9.44	11.90	16.52	22.08
Firefighting	12.00	15.84	19.34	23.40	25.43
Police and detectives, public service	13.34	17.12	18.22	19.25	20.35
Correctional institution officers	16.89	20.67	22.17	24.60	25.48
Guards and police, except public service	15.58	17.26	19.34	20.50	20.50
Food service	7.00	7.00	11.30	14.42	15.38
Waiters, waitresses, and bartenders	6.29	8.80	9.75	11.50	14.96
Other food service	–	–	–	–	–
Cooks	7.50	9.00	10.00	11.81	14.96
Food preparation, n.e.c.	9.10	10.35	11.25	13.47	15.00
Health service	7.75	8.77	9.70	10.72	11.81
Health aides, except nursing	8.08	9.50	10.60	12.03	13.97
Nursing aides, orderlies and attendants	11.07	11.82	12.47	13.83	14.00
	7.73	9.00	10.25	11.48	12.68

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003** — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.00	\$8.20	\$11.44	\$13.89	\$17.14
Janitors and cleaners	6.95	8.05	11.82	14.24	17.33
Personal service	7.16	9.25	10.99	17.19	18.90

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

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

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 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.25	\$7.25	\$9.50	\$13.00	\$24.80
All excluding sales	6.20	7.30	10.00	14.30	26.08
White collar	7.39	8.45	13.33	24.15	29.46
White collar excluding sales	8.50	11.63	19.00	26.50	32.50
Professional specialty and technical	13.33	18.46	24.15	28.07	34.62
Professional specialty	17.66	22.04	25.78	28.56	43.00
Natural scientists	—	—	—	—	—
Health related	21.83	24.08	26.78	28.56	50.00
Registered nurses	21.90	24.09	26.38	28.46	29.59
Teachers, college and university	20.55	24.52	29.28	32.98	36.27
Teachers, except college and university	13.33	16.86	18.46	24.15	24.35
Teachers, n.e.c.	13.33	22.89	24.15	24.28	48.73
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	8.25	10.00	17.51	20.95	23.49
Licensed practical nurses	16.92	16.96	19.00	20.25	21.63
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.59	7.20	7.75	8.75	10.15
Sales workers, other commodities	6.50	7.00	7.75	8.75	9.00
Cashiers	6.75	7.00	7.50	8.73	10.15
Administrative support, including clerical	8.00	9.00	10.52	13.00	15.05
Library clerks	6.66	7.50	7.90	10.49	13.00
General office clerks	9.50	9.80	10.52	11.50	12.70
Blue collar	6.00	6.50	7.50	10.40	12.97
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	6.00	6.75	11.96	15.46	17.74
Bus drivers	12.72	14.97	16.55	17.74	17.98
Handlers, equipment cleaners, helpers, and laborers	6.00	6.50	7.25	9.00	11.49
Stock handlers and baggers	5.82	6.45	7.00	8.50	11.20
Freight, stock, and material handlers, n.e.c.	9.00	10.09	11.60	12.99	18.26
Service	6.00	6.70	8.50	10.00	11.34
Protective service	6.50	7.00	7.90	12.10	12.81
Crossing guards	6.50	7.00	7.00	10.00	10.75
Guards and police, except public service	6.50	7.05	7.90	12.10	12.50
Food service	6.00	6.40	8.15	10.00	10.00
Waiters, waitresses, and bartenders	4.95	4.95	6.00	8.00	9.87
Other food service	6.00	6.50	8.15	10.00	10.00
Food counter, fountain, and related	5.75	6.50	7.50	8.40	9.45
Food preparation, n.e.c.	6.00	6.33	8.15	10.00	10.00
Health service	6.50	9.16	10.25	11.75	12.76
Nursing aides, orderlies and attendants	6.50	8.50	10.00	11.02	12.06
Cleaning and building service	8.01	8.42	8.50	11.34	13.15
Janitors and cleaners	7.50	8.50	8.50	9.57	11.34
Personal service	6.01	6.50	8.63	10.07	11.14
Child care workers, n.e.c.	6.01	6.01	9.25	10.15	11.14

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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, holidays, nonproduction bonuses, and tips.

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

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.

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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, 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 entity.

The Detroit–Ann Arbor–Flint, MI, Metropolitan Statistical Area includes Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties.

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. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. 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 Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal

visit. 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. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG 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 an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

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 room and board
- Payments made by third parties (for example, tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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, 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 that the employer considers to be full time.

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.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

Part-time worker. Any employee that the employer considers to be part time.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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, 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	7,002
Total in sample	611
Responding	398
Out of business or not in survey scope	68
Unable or refused to provide data	145

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within regular survey standards.

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.

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 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. 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. For example, at the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive 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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,143,500	900,100	243,300
All excluding sales	1,072,200	829,100	243,100
White collar	597,300	438,400	158,900
White-collar excluding sales	526,000	367,400	158,600
Professional specialty and technical	286,600	177,700	108,800
Professional specialty	231,000	134,400	96,700
Technical	55,500	43,400	12,200
Executive, administrative, and managerial	83,700	72,000	11,700
Sales	71,300	71,000	-
Administrative support, including clerical	155,800	117,700	38,100
Blue collar	368,300	343,800	24,500
Precision production, craft, and repair	104,400	95,400	9,000
Machine operators, assemblers, and inspectors	148,200	147,600	-
Transportation and material moving	54,400	44,000	10,400
Handlers, equipment cleaners, helpers, and laborers	61,300	56,800	-
Service	177,800	117,900	59,900

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. Both full-time and part-time workers were included in the survey.

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

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