

Grand Rapids–Wyoming, MI National Compensation Survey April 2007



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Grand Rapids–Wyoming, MI, Metropolitan Statistical Area (MSA). Data were collected between September 2006 and October 2007; the average reference month is April 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Grand Rapids-Wyoming, MI, April 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$18.08	3.5	34.2	\$17.54	3.8	34.2	\$27.38	3.4	33.5
Worker characteristics^{4,5}									
Management, professional, and related	28.99	3.4	36.1	27.62	4.0	36.6	43.49	8.9	31.3
Management, business, and financial	28.97	5.3	39.9	28.97	5.3	39.9	—	—	—
Professional and related	29.00	4.4	34.7	27.00	5.7	35.3	43.49	8.9	31.3
Service	11.80	6.5	26.0	10.44	7.0	24.9	19.18	9.1	33.5
Sales and office	15.52	6.7	34.4	15.47	6.8	34.5	—	—	—
Sales and related	17.34	17.9	33.3	17.34	17.9	33.3	—	—	—
Office and administrative support	14.75	3.9	34.9	14.65	4.0	35.0	—	—	—
Natural resources, construction, and maintenance	20.56	9.0	36.3	20.38	9.8	36.1	—	—	—
Construction and extraction	21.83	9.8	39.3	21.62	10.7	39.3	—	—	—
Installation, maintenance, and repair	19.10	8.3	33.3	18.93	8.8	32.9	—	—	—
Production, transportation, and material moving	15.67	7.1	38.4	15.56	7.2	38.4	—	—	—
Production	16.20	7.4	39.4	16.05	7.5	39.4	—	—	—
Transportation and material moving	14.17	9.2	35.7	14.19	9.3	35.7	—	—	—
Full time	19.46	3.8	39.5	18.83	4.1	39.6	30.02	5.1	36.9
Part time	10.22	3.7	19.3	10.15	3.8	19.2	11.42	5.8	21.6
Union	23.11	2.2	35.9	19.95	4.5	37.2	28.79	3.9	33.7
Nonunion	17.27	3.9	33.9	17.29	3.9	33.9	—	—	—
Time	17.76	3.2	34.0	17.17	3.5	34.0	27.38	3.4	33.5
Incentive	27.62	26.2	40.2	27.62	26.2	40.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	20.64	5.5	39.2	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	15.79	5.8	31.9	(⁶)	(⁶)	(⁶)
1-99 workers	17.18	6.9	32.2	17.18	6.9	32.2	—	—	—
100-499 workers	16.94	5.5	35.4	16.21	6.2	35.4	28.07	14.5	35.4
500 workers or more	20.73	4.7	36.1	19.75	5.0	36.8	27.03	4.3	32.6

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

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

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

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.08	3.5	\$19.46	3.8	\$10.22	3.7
Management occupations	31.87	10.9	31.87	10.9	—	—
Not able to be leveled	34.19	17.5	34.19	17.5	—	—
Business and financial operations occupations	25.40	9.3	25.85	9.2	—	—
Level 7	20.27	6.7	—	—	—	—
Not able to be leveled	33.05	17.7	33.05	17.7	—	—
Buyers and purchasing agents	27.53	7.7	27.53	7.7	—	—
Computer and mathematical science occupations	30.81	13.8	30.81	13.8	—	—
Architecture and engineering occupations	29.12	7.9	29.27	7.5	—	—
Level 9	30.20	.0	30.20	.0	—	—
Engineers	32.55	3.0	32.55	3.0	—	—
Level 9	30.20	.0	30.20	.0	—	—
Education, training, and library occupations	34.62	6.8	37.32	5.6	15.30	11.1
Level 9	40.88	5.7	40.92	5.7	—	—
Primary, secondary, and special education school teachers	37.97	10.8	39.32	8.4	—	—
Level 9	39.95	7.3	39.99	7.3	—	—
Elementary and middle school teachers	34.18	22.6	36.16	20.0	—	—
Level 9	37.16	19.6	37.16	19.6	—	—
Elementary school teachers, except special education	31.86	24.0	34.37	21.9	—	—
Level 9	35.15	22.2	35.15	22.2	—	—
Secondary school teachers	45.19	8.1	45.19	8.1	—	—
Level 9	45.19	8.1	45.19	8.1	—	—
Secondary school teachers, except special and vocational education	45.19	8.1	45.19	8.1	—	—
Level 9	45.19	8.1	45.19	8.1	—	—
Arts, design, entertainment, sports, and media occupations	19.66	11.0	—	—	—	—
Healthcare practitioner and technical occupations	23.94	3.5	23.97	2.6	23.82	9.6
Level 5	20.18	6.1	20.92	9.0	—	—
Level 6	19.99	7.1	—	—	—	—
Level 7	21.36	9.9	—	—	—	—
Level 9	27.36	1.7	27.46	2.0	27.08	.1
Registered nurses	28.85	3.1	30.31	4.0	25.61	2.4
Level 9	27.46	1.7	27.60	1.9	27.06	.1
Therapists	22.49	7.8	22.33	8.0	—	—
Licensed practical and licensed vocational nurses	18.92	7.7	—	—	—	—
Healthcare support occupations	14.47	8.5	14.90	7.7	12.17	12.1
Level 3	11.53	2.9	11.86	1.2	—	—
Nursing, psychiatric, and home health aides	12.06	1.7	12.59	3.6	—	—
Level 3	11.14	2.9	11.64	.6	—	—
Nursing aides, orderlies, and attendants	12.15	1.1	12.76	2.9	—	—
Level 3	11.14	2.9	11.64	.6	—	—
Protective service occupations	22.70	2.3	22.83	2.3	—	—
Food preparation and serving related occupations	8.47	5.9	10.58	6.2	6.91	2.7
Level 1	7.78	11.6	—	—	7.40	10.9
Level 2	7.38	6.0	—	—	5.76	1.3
Level 3	7.46	17.8	—	—	—	—
Cooks	11.25	12.4	11.78	15.9	—	—
Food preparation workers	9.77	4.3	—	—	—	—
Food service, tipped	5.24	30.8	—	—	5.65	23.1
Waiters and waitresses	5.22	32.5	—	—	—	—
Fast food and counter workers	7.15	2.2	—	—	7.08	2.8
Level 1	6.91	1.2	—	—	6.91	1.2

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Combined food preparation and serving workers, including fast food	\$7.13	2.4	—	—	\$7.06	3.0
Level 1	6.88	1.4	—	—	6.88	1.4
Building and grounds cleaning and maintenance occupations	10.45	3.6	\$12.72	6.2	8.63	3.3
Level 1	8.90	5.4	—	—	8.37	3.7
Level 2	11.43	8.4	—	—	—	—
Building cleaning workers	10.00	5.3	12.07	6.5	8.54	3.1
Level 1	8.89	5.7	—	—	8.32	3.6
Level 2	11.43	8.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.23	7.4	13.13	7.5	8.57	3.0
Level 1	9.04	7.7	—	—	8.34	3.3
Level 2	12.26	10.1	—	—	—	—
Maids and housekeeping cleaners	8.87	3.9	—	—	—	—
Personal care and service occupations	10.01	8.2	—	—	9.11	8.0
Level 1	8.17	3.5	—	—	7.52	3.4
Sales and related occupations	17.34	17.9	21.95	20.6	8.89	7.2
Level 1	7.79	2.8	—	—	7.80	3.4
Level 2	9.06	8.3	9.42	14.4	8.60	3.1
Level 3	10.38	2.8	10.61	.3	10.23	3.9
First-line supervisors/managers, sales workers	18.07	15.1	18.07	15.1	—	—
First-line supervisors/managers of retail sales workers	18.07	15.1	18.07	15.1	—	—
Retail sales workers	9.57	12.0	10.43	14.3	8.80	8.1
Level 1	7.36	2.2	—	—	7.23	2.5
Level 2	9.06	8.3	9.42	14.4	8.60	3.1
Level 3	10.38	2.8	10.61	.3	10.23	3.9
Cashiers, all workers	9.08	11.0	10.35	16.6	8.25	2.4
Level 1	7.34	2.4	—	—	7.19	2.8
Level 2	10.00	5.3	—	—	9.05	2.6
Cashiers	9.08	11.0	10.35	16.6	8.25	2.4
Level 1	7.34	2.4	—	—	7.19	2.8
Level 2	10.00	5.3	—	—	9.05	2.6
Counter and rental clerks and parts salespersons	10.76	9.6	—	—	—	—
Retail salespersons	9.93	12.6	9.88	16.4	10.00	8.2
Level 3	9.93	.6	—	—	10.54	1.3
Office and administrative support occupations	14.75	3.9	15.34	4.1	10.92	6.3
Level 1	7.40	5.0	—	—	7.40	5.0
Level 2	10.24	5.8	10.57	6.8	—	—
Level 3	11.66	5.4	11.76	6.5	11.18	1.9
Level 4	14.46	2.8	14.61	2.8	12.71	2.1
Level 5	16.35	2.4	16.42	2.3	—	—
Level 6	18.97	6.1	19.30	6.4	—	—
Not able to be leveled	15.25	5.8	15.41	5.8	—	—
First-line supervisors/managers of office and administrative support workers	21.69	6.0	21.79	6.1	—	—
Financial clerks	14.54	1.5	14.83	2.8	13.30	5.8
Level 3	10.84	.8	—	—	—	—
Level 4	13.63	3.7	13.75	3.6	—	—
Level 5	15.88	4.4	15.93	6.1	—	—
Level 6	16.91	4.3	—	—	—	—
Billing and posting clerks and machine operators	14.34	4.0	14.34	4.0	—	—
Level 4	14.31	4.1	14.31	4.1	—	—
Bookkeeping, accounting, and auditing clerks	15.23	3.1	15.30	4.7	14.89	8.1
Level 4	13.10	4.0	13.20	4.4	—	—
Level 6	17.23	4.3	—	—	—	—
Tellers	11.99	.7	12.14	5.1	11.83	5.3
Level 4	12.34	1.8	—	—	—	—
Customer service representatives	15.70	5.5	15.70	5.5	—	—
Receptionists and information clerks	12.28	6.3	—	—	—	—
Production, planning, and expediting clerks	19.76	.2	19.76	.2	—	—
Shipping, receiving, and traffic clerks	12.35	4.4	12.35	4.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Stock clerks and order fillers	\$10.79	10.1	—	—	—	—
Secretaries and administrative assistants	15.08	9.0	\$15.08	9.1	—	—
Level 4	15.74	6.3	15.76	6.3	—	—
Secretaries, except legal, medical, and executive	14.35	11.9	14.35	11.9	—	—
Level 4	15.73	7.8	15.73	7.8	—	—
Office clerks, general	12.76	9.8	14.56	7.7	\$10.20	12.1
Level 3	10.85	3.7	—	—	—	—
Level 4	13.16	4.6	—	—	—	—
Construction and extraction occupations	21.83	9.8	21.87	9.8	—	—
Level 5	17.10	12.4	17.10	12.4	—	—
Installation, maintenance, and repair occupations	19.10	8.3	20.12	7.8	—	—
Level 5	15.75	4.6	15.97	5.4	—	—
Level 6	16.41	7.5	16.41	7.5	—	—
Level 7	26.12	10.4	26.25	10.3	—	—
Industrial machinery installation, repair, and maintenance workers	19.42	9.2	21.54	4.0	—	—
Level 7	23.98	2.0	23.98	2.0	—	—
Industrial machinery mechanics	22.43	4.1	22.43	4.1	—	—
Level 7	24.82	3.2	24.82	3.2	—	—
Production occupations	16.20	7.4	16.30	7.2	—	—
Level 1	11.03	3.4	11.00	3.5	—	—
Level 2	13.54	3.4	13.66	4.7	—	—
Level 3	14.69	3.8	14.78	3.3	—	—
Level 4	17.17	1.1	17.17	1.1	—	—
Level 5	17.81	4.9	17.81	4.9	—	—
Level 6	20.43	3.0	20.43	3.0	—	—
Level 7	24.30	4.6	24.30	4.6	—	—
Not able to be leveled	12.57	17.7	12.66	17.6	—	—
First-line supervisors/managers of production and operating workers	30.72	2.6	30.72	2.6	—	—
Electrical, electronics, and electromechanical assemblers	14.84	19.1	14.84	19.1	—	—
Miscellaneous assemblers and fabricators	14.57	2.2	14.62	2.0	—	—
Level 3	16.19	3.1	16.19	3.1	—	—
Level 4	14.20	3.9	14.20	3.9	—	—
Team assemblers	13.09	8.2	13.09	8.2	—	—
Computer control programmers and operators	18.14	.0	18.14	.0	—	—
Forming machine setters, operators, and tenders, metal and plastic	12.78	13.9	12.78	13.9	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	16.62	30.9	16.94	29.5	—	—
Level 3	17.32	31.5	18.70	23.4	—	—
Level 5	17.77	.4	17.77	.4	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.73	41.7	16.29	40.1	—	—
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	14.03	13.3	14.03	13.3	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.57	4.7	14.12	5.1	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.88	6.9	13.46	.0	—	—
Tool and die makers	24.94	.5	24.94	.5	—	—
Level 7	26.39	4.7	26.39	4.7	—	—
Welding, soldering, and brazing workers	13.36	1.5	13.36	1.5	—	—
Welders, cutters, solderers, and brazers	13.75	6.0	13.75	6.0	—	—
Woodworking machine setters, operators, and tenders ...	13.79	9.0	13.79	9.0	—	—
Woodworking machine setters, operators, and tenders, except sawing	14.31	8.8	14.31	8.8	—	—
Inspectors, testers, sorters, samplers, and weighers	18.17	13.5	18.17	13.5	—	—
Packaging and filling machine operators and tenders	16.45	6.7	16.45	6.7	—	—
Painting workers	14.26	11.6	14.26	11.6	—	—
Level 5	16.75	3.3	16.75	3.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Coating, painting, and spraying machine setters, operators, and tenders	\$13.47	12.9	\$13.47	12.9	—	—
Miscellaneous production workers	13.51	3.9	13.64	4.2	—	—
Transportation and material moving occupations	14.17	9.2	14.57	9.7	\$9.75	11.0
Level 1	9.50	3.4	9.91	4.2	7.61	3.3
Level 2	14.16	13.5	14.53	16.0	—	—
Level 3	12.95	9.7	13.08	10.3	—	—
Level 4	18.62	6.8	18.75	6.8	—	—
Driver/sales workers and truck drivers	17.24	7.2	17.50	7.1	—	—
Level 4	18.85	4.7	—	—	—	—
Truck drivers, heavy and tractor-trailer	16.73	5.7	16.79	5.9	—	—
Industrial truck and tractor operators	15.47	15.5	15.47	15.5	—	—
Level 3	11.84	15.6	11.84	15.6	—	—
Level 4	18.12	18.9	18.12	18.9	—	—
Laborers and material movers, hand	10.87	10.3	11.27	12.4	8.21	6.7
Level 1	9.52	3.4	9.91	4.2	7.64	3.3
Laborers and freight, stock, and material movers, hand	11.81	13.5	12.84	15.7	8.41	5.4
Level 1	9.09	5.3	9.66	6.4	7.80	2.5
Packers and packagers, hand	9.22	10.0	9.34	11.4	—	—

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. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.54	3.8	\$18.83	4.1	\$10.15	3.8
Management occupations	31.87	10.9	31.87	10.9	—	—
Not able to be leveled	34.19	17.5	34.19	17.5	—	—
Business and financial operations occupations	25.40	9.3	25.85	9.2	—	—
Level 7	20.27	6.7	—	—	—	—
Not able to be leveled	33.05	17.7	33.05	17.7	—	—
Buyers and purchasing agents	27.53	7.7	27.53	7.7	—	—
Computer and mathematical science occupations	30.81	13.8	30.81	13.8	—	—
Architecture and engineering occupations	29.12	7.9	29.27	7.5	—	—
Level 9	30.20	.0	30.20	.0	—	—
Engineers	32.55	3.0	32.55	3.0	—	—
Level 9	30.20	.0	30.20	.0	—	—
Education, training, and library occupations	21.26	11.8	22.22	16.0	15.60	20.4
Primary, secondary, and special education school teachers	22.02	13.0	23.28	16.3	—	—
Elementary and middle school teachers	21.06	16.6	22.70	21.6	—	—
Elementary school teachers, except special education	20.28	17.7	—	—	—	—
Arts, design, entertainment, sports, and media occupations	19.66	11.0	—	—	—	—
Healthcare practitioner and technical occupations	23.94	3.5	23.97	2.6	23.82	9.6
Level 5	20.18	6.1	20.92	9.0	—	—
Level 6	19.99	7.1	—	—	—	—
Level 7	21.36	9.9	—	—	—	—
Level 9	27.36	1.7	27.46	2.0	27.08	.1
Registered nurses	28.85	3.1	30.31	4.0	25.61	2.4
Level 9	27.46	1.7	27.60	1.9	27.06	.1
Therapists	22.49	7.8	22.33	8.0	—	—
Licensed practical and licensed vocational nurses	18.92	7.7	—	—	—	—
Healthcare support occupations	14.47	8.5	14.90	7.7	12.17	12.1
Level 3	11.53	2.9	11.86	1.2	—	—
Nursing, psychiatric, and home health aides	12.06	1.7	12.59	3.6	—	—
Level 3	11.14	2.9	11.64	.6	—	—
Nursing aides, orderlies, and attendants	12.15	1.1	12.76	2.9	—	—
Level 3	11.14	2.9	11.64	.6	—	—
Food preparation and serving related occupations	8.39	6.1	10.59	6.8	6.85	2.4
Level 1	7.78	11.6	—	—	7.40	10.9
Level 2	6.99	5.7	—	—	5.76	1.3
Level 3	7.17	17.7	—	—	—	—
Cooks	11.37	14.5	12.01	19.4	—	—
Food preparation workers	9.67	4.8	—	—	—	—
Food service, tipped	5.24	30.8	—	—	5.65	23.1
Waiters and waitresses	5.22	32.5	—	—	—	—
Fast food and counter workers	7.15	2.2	—	—	7.08	2.8
Level 1	6.91	1.2	—	—	6.91	1.2
Combined food preparation and serving workers, including fast food	7.13	2.4	—	—	7.06	3.0
Level 1	6.88	1.4	—	—	6.88	1.4
Building and grounds cleaning and maintenance occupations	10.47	3.8	12.72	6.2	8.53	3.4
Level 1	8.90	5.4	—	—	8.37	3.7
Level 2	11.43	8.4	—	—	—	—
Building cleaning workers	10.01	5.5	12.07	6.5	8.42	3.1
Level 1	8.89	5.7	—	—	8.32	3.6
Level 2	11.43	8.4	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Janitors and cleaners, except maids and housekeeping cleaners	\$10.26	7.9	\$13.13	7.5	\$8.45	2.8
Level 1	9.04	7.7	—	—	8.34	3.3
Level 2	12.26	10.1	—	—	—	—
Maids and housekeeping cleaners	8.87	3.9	—	—	—	—
Personal care and service occupations	9.02	4.8	—	—	8.51	8.7
Level 1	8.17	3.5	—	—	7.52	3.4
Sales and related occupations	17.34	17.9	21.95	20.6	8.89	7.2
Level 1	7.79	2.8	—	—	7.80	3.4
Level 2	9.06	8.3	9.42	14.4	8.60	3.1
Level 3	10.38	2.8	10.61	.3	10.23	3.9
First-line supervisors/managers, sales workers	18.07	15.1	18.07	15.1	—	—
First-line supervisors/managers of retail sales workers	18.07	15.1	18.07	15.1	—	—
Retail sales workers	9.57	12.0	10.43	14.3	8.80	8.1
Level 1	7.36	2.2	—	—	7.23	2.5
Level 2	9.06	8.3	9.42	14.4	8.60	3.1
Level 3	10.38	2.8	10.61	.3	10.23	3.9
Cashiers, all workers	9.08	11.0	10.35	16.6	8.25	2.4
Level 1	7.34	2.4	—	—	7.19	2.8
Level 2	10.00	5.3	—	—	9.05	2.6
Cashiers	9.08	11.0	10.35	16.6	8.25	2.4
Level 1	7.34	2.4	—	—	7.19	2.8
Level 2	10.00	5.3	—	—	9.05	2.6
Counter and rental clerks and parts salespersons	10.76	9.6	—	—	—	—
Retail salespersons	9.93	12.6	9.88	16.4	10.00	8.2
Level 3	9.93	.6	—	—	10.54	1.3
Office and administrative support occupations	14.65	4.0	15.23	4.3	10.90	6.4
Level 1	7.40	5.0	—	—	7.40	5.0
Level 2	10.24	5.8	10.57	6.8	—	—
Level 3	11.66	5.4	11.76	6.5	11.12	1.9
Level 4	14.46	2.8	14.61	2.8	12.71	2.1
Level 5	15.80	2.4	15.85	2.7	—	—
Level 6	18.97	6.1	19.30	6.4	—	—
Not able to be leveled	14.98	6.5	15.13	6.6	—	—
First-line supervisors/managers of office and administrative support workers	21.69	6.0	21.79	6.1	—	—
Financial clerks	14.43	1.3	14.70	2.6	13.30	5.8
Level 3	10.84	.8	—	—	—	—
Level 4	13.63	3.7	13.75	3.6	—	—
Level 5	15.88	4.4	15.93	6.1	—	—
Level 6	16.91	4.3	—	—	—	—
Billing and posting clerks and machine operators	14.34	4.0	14.34	4.0	—	—
Level 4	14.31	4.1	14.31	4.1	—	—
Bookkeeping, accounting, and auditing clerks	15.06	2.8	15.10	4.6	14.89	8.1
Level 4	13.10	4.0	13.20	4.4	—	—
Level 6	17.23	4.3	—	—	—	—
Tellers	11.99	.7	12.14	5.1	11.83	5.3
Level 4	12.34	1.8	—	—	—	—
Customer service representatives	15.70	5.5	15.70	5.5	—	—
Receptionists and information clerks	12.28	6.3	—	—	—	—
Production, planning, and expediting clerks	19.76	.2	19.76	.2	—	—
Shipping, receiving, and traffic clerks	12.35	4.4	12.35	4.4	—	—
Stock clerks and order fillers	10.79	10.1	—	—	—	—
Secretaries and administrative assistants	14.77	9.4	14.77	9.5	—	—
Level 4	15.74	6.3	15.76	6.3	—	—
Secretaries, except legal, medical, and executive	13.84	12.1	13.84	12.1	—	—
Level 4	15.73	7.8	15.73	7.8	—	—
Office clerks, general	12.38	10.2	14.12	8.8	10.12	12.4
Level 4	13.16	4.6	—	—	—	—
Construction and extraction occupations	21.62	10.7	21.67	10.6	—	—
Installation, maintenance, and repair occupations	18.93	8.8	20.01	8.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
–Continued						
Level 5	\$15.22	3.8	\$15.42	4.0	–	–
Level 6	16.41	7.5	16.41	7.5	–	–
Level 7	26.63	11.2	26.78	11.1	–	–
Industrial machinery installation, repair, and maintenance workers	19.13	9.8	21.43	4.3	–	–
Level 7	24.35	1.5	24.35	1.5	–	–
Industrial machinery mechanics	22.43	4.1	22.43	4.1	–	–
Level 7	24.82	3.2	24.82	3.2	–	–
Production occupations	16.05	7.5	16.14	7.3	–	–
Level 1	11.03	3.4	11.00	3.5	–	–
Level 2	13.54	3.4	13.66	4.7	–	–
Level 3	14.69	3.8	14.78	3.3	–	–
Level 4	17.17	1.1	17.17	1.1	–	–
Level 5	17.81	4.9	17.81	4.9	–	–
Level 6	20.43	3.0	20.43	3.0	–	–
Level 7	24.26	5.1	24.26	5.1	–	–
Not able to be leveled	12.57	17.7	12.66	17.6	–	–
First-line supervisors/managers of production and operating workers	30.50	3.0	30.50	3.0	–	–
Electrical, electronics, and electromechanical assemblers	14.84	19.1	14.84	19.1	–	–
Miscellaneous assemblers and fabricators	14.57	2.2	14.62	2.0	–	–
Level 3	16.19	3.1	16.19	3.1	–	–
Level 4	14.20	3.9	14.20	3.9	–	–
Team assemblers	13.09	8.2	13.09	8.2	–	–
Computer control programmers and operators	18.14	.0	18.14	.0	–	–
Forming machine setters, operators, and tenders, metal and plastic	12.78	13.9	12.78	13.9	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic	16.62	30.9	16.94	29.5	–	–
Level 3	17.32	31.5	18.70	23.4	–	–
Level 5	17.77	.4	17.77	.4	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.73	41.7	16.29	40.1	–	–
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	14.03	13.3	14.03	13.3	–	–
Molders and molding machine setters, operators, and tenders, metal and plastic	13.57	4.7	14.12	5.1	–	–
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.88	6.9	13.46	.0	–	–
Tool and die makers	24.94	.5	24.94	.5	–	–
Level 7	26.39	4.7	26.39	4.7	–	–
Welding, soldering, and brazing workers	13.36	1.5	13.36	1.5	–	–
Welders, cutters, solderers, and brazers	13.75	6.0	13.75	6.0	–	–
Woodworking machine setters, operators, and tenders ...	13.79	9.0	13.79	9.0	–	–
Woodworking machine setters, operators, and tenders, except sawing	14.31	8.8	14.31	8.8	–	–
Inspectors, testers, sorters, samplers, and weighers	18.17	13.5	18.17	13.5	–	–
Packaging and filling machine operators and tenders	16.45	6.7	16.45	6.7	–	–
Painting workers	14.26	11.6	14.26	11.6	–	–
Level 5	16.75	3.3	16.75	3.3	–	–
Coating, painting, and spraying machine setters, operators, and tenders	13.47	12.9	13.47	12.9	–	–
Miscellaneous production workers	13.51	3.9	13.64	4.2	–	–
Transportation and material moving occupations	14.19	9.3	14.60	9.8	\$9.75	11.0
Level 1	9.50	3.4	9.91	4.2	7.61	3.3
Level 2	14.37	14.5	14.80	17.4	–	–
Level 3	12.95	9.7	13.08	10.3	–	–
Level 4	18.62	6.8	18.75	6.8	–	–
Driver/sales workers and truck drivers	17.24	7.2	17.50	7.1	–	–
Level 4	18.85	4.7	–	–	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Truck drivers, heavy and tractor-trailer	\$16.73	5.7	\$16.79	5.9	—	—
Industrial truck and tractor operators	15.47	15.5	15.47	15.5	—	—
Level 3	11.84	15.6	11.84	15.6	—	—
Level 4	18.12	18.9	18.12	18.9	—	—
Laborers and material movers, hand	10.87	10.3	11.27	12.4	\$8.21	6.7
Level 1	9.52	3.4	9.91	4.2	7.64	3.3
Laborers and freight, stock, and material movers, hand	11.81	13.5	12.84	15.7	8.41	5.4
Level 1	9.09	5.3	9.66	6.4	7.80	2.5
Packers and packagers, hand	9.22	10.0	9.34	11.4	—	—

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. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Wyoming, MI, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$27.38	3.4	\$30.02	5.1	\$11.42	5.8
Education, training, and library occupations	43.49	8.9	46.92	7.0	–	–
Level 9	49.33	3.6	49.33	3.6	–	–
Primary, secondary, and special education school teachers	48.71	2.1	48.71	2.1	–	–
Level 9	48.71	2.1	48.71	2.1	–	–
Protective service occupations	23.31	2.3	23.45	2.5	–	–

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. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Wyoming, MI, April 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.08	3.5	\$19.46	3.8	\$10.22	3.7
Management occupations	31.87	10.9	31.87	10.9	—	—
Group III	34.81	10.1	—	—	—	—
Business and financial operations occupations	25.40	9.3	25.85	9.2	—	—
Group II	21.06	3.6	—	—	—	—
Buyers and purchasing agents	27.53	7.7	27.53	7.7	—	—
Computer and mathematical science occupations	30.81	13.8	30.81	13.8	—	—
Group III	43.47	13.2	—	—	—	—
Architecture and engineering occupations	29.12	7.9	29.27	7.5	—	—
Group II	25.73	8.2	—	—	—	—
Group III	32.04	2.6	—	—	—	—
Engineers	32.55	3.0	32.55	3.0	—	—
Group III	32.04	2.6	—	—	—	—
Education, training, and library occupations	34.62	6.8	37.32	5.6	15.30	11.1
Group II	17.21	7.6	—	—	—	—
Group III	40.40	5.6	—	—	—	—
Primary, secondary, and special education school teachers	37.97	10.8	39.32	8.4	—	—
Group II	17.58	.7	—	—	—	—
Group III	39.95	7.3	—	—	—	—
Elementary and middle school teachers	34.18	22.6	36.16	20.0	—	—
Group III	37.16	19.6	—	—	—	—
Elementary school teachers, except special education	31.86	24.0	34.37	21.9	—	—
Group III	35.15	22.2	35.15	22.2	—	—
Secondary school teachers	45.19	8.1	45.19	8.1	—	—
Group III	45.19	8.1	—	—	—	—
Secondary school teachers, except special and vocational education	45.19	8.1	45.19	8.1	—	—
Group III	45.19	8.1	45.19	8.1	—	—
Arts, design, entertainment, sports, and media occupations	19.66	11.0	—	—	—	—
Healthcare practitioner and technical occupations	23.94	3.5	23.97	2.6	23.82	9.6
Group II	20.48	2.6	—	—	—	—
Group III	30.57	1.5	—	—	—	—
Registered nurses	28.85	3.1	30.31	4.0	25.61	2.4
Group III	29.85	3.2	30.46	4.4	27.06	.1
Therapists	22.49	7.8	22.33	8.0	—	—
Group II	18.44	3.4	—	—	—	—
Licensed practical and licensed vocational nurses	18.92	7.7	—	—	—	—
Group II	18.92	7.7	—	—	—	—
Healthcare support occupations	14.47	8.5	14.90	7.7	12.17	12.1
Group I	12.40	4.8	—	—	—	—
Nursing, psychiatric, and home health aides	12.06	1.7	12.59	3.6	—	—
Group I	11.34	1.4	—	—	—	—
Nursing aides, orderlies, and attendants	12.15	1.1	12.76	2.9	—	—
Group I	11.34	1.4	11.96	1.4	—	—
Miscellaneous healthcare support occupations	13.56	.3	—	—	—	—
Group I	13.56	.3	—	—	—	—
Protective service occupations	22.70	2.3	22.83	2.3	—	—
Group II	23.45	2.5	—	—	—	—
Food preparation and serving related occupations	8.47	5.9	10.58	6.2	6.91	2.7
Group I	7.90	9.6	—	—	—	—
Cooks	11.25	12.4	11.78	15.9	—	—
Group I	10.24	3.9	—	—	—	—
Food preparation workers	9.77	4.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation workers –Continued						
Group I	\$9.77	4.3	–	–	–	–
Food service, tipped	5.24	30.8	–	–	\$5.65	23.1
Group I	5.24	30.8	–	–	–	–
Waiters and waitresses	5.22	32.5	–	–	–	–
Group I	5.22	32.5	–	–	–	–
Fast food and counter workers	7.15	2.2	–	–	7.08	2.8
Group I	7.15	2.2	–	–	–	–
Combined food preparation and serving workers, including fast food	7.13	2.4	–	–	7.06	3.0
Group I	7.13	2.4	–	–	7.06	3.0
Building and grounds cleaning and maintenance occupations	10.45	3.6	\$12.72	6.2	8.63	3.3
Group I	10.01	5.3	–	–	–	–
Building cleaning workers	10.00	5.3	12.07	6.5	8.54	3.1
Group I	10.01	5.5	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	10.23	7.4	13.13	7.5	8.57	3.0
Group I	10.26	7.9	13.13	7.5	8.45	2.8
Maids and housekeeping cleaners	8.87	3.9	–	–	–	–
Group I	8.87	3.9	–	–	–	–
Personal care and service occupations	10.01	8.2	–	–	9.11	8.0
Group I	8.72	3.8	–	–	–	–
Sales and related occupations	17.34	17.9	21.95	20.6	8.89	7.2
Group I	9.46	8.6	–	–	–	–
Group II	22.60	12.2	–	–	–	–
First-line supervisors/managers, sales workers	18.07	15.1	18.07	15.1	–	–
First-line supervisors/managers of retail sales workers	18.07	15.1	18.07	15.1	–	–
Retail sales workers	9.57	12.0	10.43	14.3	8.80	8.1
Group I	9.15	9.4	–	–	–	–
Cashiers, all workers	9.08	11.0	10.35	16.6	8.25	2.4
Group I	8.81	8.9	–	–	–	–
Cashiers	9.08	11.0	10.35	16.6	8.25	2.4
Group I	8.81	8.9	9.88	17.2	8.25	2.4
Counter and rental clerks and parts salespersons	10.76	9.6	–	–	–	–
Group I	10.76	9.6	–	–	–	–
Retail salespersons	9.93	12.6	9.88	16.4	10.00	8.2
Group I	9.10	10.1	8.22	8.6	10.00	8.2
Office and administrative support occupations	14.75	3.9	15.34	4.1	10.92	6.3
Group I	12.72	3.6	–	–	–	–
Group II	18.60	3.7	–	–	–	–
First-line supervisors/managers of office and administrative support workers	21.69	6.0	21.79	6.1	–	–
Financial clerks	14.54	1.5	14.83	2.8	13.30	5.8
Group I	13.17	3.5	–	–	–	–
Group II	16.59	2.3	–	–	–	–
Billing and posting clerks and machine operators	14.34	4.0	14.34	4.0	–	–
Group I	14.31	4.1	14.31	4.1	–	–
Bookkeeping, accounting, and auditing clerks	15.23	3.1	15.30	4.7	14.89	8.1
Group I	12.82	4.3	12.95	4.3	–	–
Group II	16.82	2.8	17.17	4.4	–	–
Tellers	11.99	.7	12.14	5.1	11.83	5.3
Group I	11.80	3.1	11.76	1.2	11.83	5.3
Customer service representatives	15.70	5.5	15.70	5.5	–	–
Group I	14.72	3.7	14.72	3.7	–	–
Receptionists and information clerks	12.28	6.3	–	–	–	–
Group I	12.28	6.3	–	–	–	–
Production, planning, and expediting clerks	19.76	.2	19.76	.2	–	–
Shipping, receiving, and traffic clerks	12.35	4.4	12.35	4.4	–	–
Stock clerks and order fillers	10.79	10.1	–	–	–	–
Group I	10.71	11.2	–	–	–	–
Secretaries and administrative assistants	15.08	9.0	15.08	9.1	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Secretaries and administrative assistants –Continued						
Group I	\$13.90	10.9	–	–	–	–
Group II	18.17	3.5	–	–	–	–
Secretaries, except legal, medical, and executive	14.35	11.9	\$14.35	11.9	–	–
Group I	13.59	12.9	13.59	12.9	–	–
Office clerks, general	12.76	9.8	14.56	7.7	\$10.20	12.1
Group I	11.23	9.7	12.73	6.6	9.88	12.9
Group II	16.70	12.7	–	–	–	–
Construction and extraction occupations	21.83	9.8	21.87	9.8	–	–
Group II	23.14	10.0	–	–	–	–
Installation, maintenance, and repair occupations	19.10	8.3	20.12	7.8	–	–
Group II	20.35	8.4	–	–	–	–
Industrial machinery installation, repair, and maintenance workers	19.42	9.2	21.54	4.0	–	–
Group II	22.59	2.7	–	–	–	–
Industrial machinery mechanics	22.43	4.1	22.43	4.1	–	–
Group II	23.56	1.6	23.56	1.6	–	–
Production occupations	16.20	7.4	16.30	7.2	–	–
Group I	14.43	4.6	–	–	–	–
Group II	21.25	4.3	–	–	–	–
First-line supervisors/managers of production and operating workers	30.72	2.6	30.72	2.6	–	–
Group II	30.32	4.4	30.32	4.4	–	–
Electrical, electronics, and electromechanical assemblers	14.84	19.1	14.84	19.1	–	–
Miscellaneous assemblers and fabricators	14.57	2.2	14.62	2.0	–	–
Group I	14.21	4.2	–	–	–	–
Team assemblers	13.09	8.2	13.09	8.2	–	–
Computer control programmers and operators	18.14	.0	18.14	.0	–	–
Forming machine setters, operators, and tenders, metal and plastic	12.78	13.9	12.78	13.9	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic	16.62	30.9	16.94	29.5	–	–
Group I	16.09	40.8	–	–	–	–
Group II	18.23	2.8	–	–	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.73	41.7	16.29	40.1	–	–
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	14.03	13.3	14.03	13.3	–	–
Molders and molding machine setters, operators, and tenders, metal and plastic	13.57	4.7	14.12	5.1	–	–
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	12.88	6.9	13.46	.0	–	–
Tool and die makers	24.94	.5	24.94	.5	–	–
Group II	24.94	.5	24.94	.5	–	–
Welding, soldering, and brazing workers	13.36	1.5	13.36	1.5	–	–
Group I	12.98	3.5	–	–	–	–
Welders, cutters, solderers, and brazers	13.75	6.0	13.75	6.0	–	–
Woodworking machine setters, operators, and tenders ...	13.79	9.0	13.79	9.0	–	–
Woodworking machine setters, operators, and tenders, except sawing	14.31	8.8	14.31	8.8	–	–
Inspectors, testers, sorters, samplers, and weighers	18.17	13.5	18.17	13.5	–	–
Group I	17.80	8.0	17.80	8.0	–	–
Packaging and filling machine operators and tenders	16.45	6.7	16.45	6.7	–	–
Painting workers	14.26	11.6	14.26	11.6	–	–
Group II	17.07	2.9	–	–	–	–
Coating, painting, and spraying machine setters, operators, and tenders	13.47	12.9	13.47	12.9	–	–
Miscellaneous production workers	13.51	3.9	13.64	4.2	–	–
Group I	13.44	7.8	–	–	–	–
Transportation and material moving occupations	14.17	9.2	14.57	9.7	9.75	11.0
Group I	14.28	8.9	–	–	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Driver/sales workers and truck drivers	\$17.24	7.2	\$17.50	7.1	—	—
Group I	17.30	9.4	—	—	—	—
Truck drivers, heavy and tractor-trailer	16.73	5.7	16.79	5.9	—	—
Group I	15.97	6.4	15.99	7.1	—	—
Industrial truck and tractor operators	15.47	15.5	15.47	15.5	—	—
Group I	15.47	15.5	15.47	15.5	—	—
Laborers and material movers, hand	10.87	10.3	11.27	12.4	\$8.21	6.7
Group I	11.47	8.9	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.81	13.5	12.84	15.7	8.41	5.4
Group I	12.22	13.7	13.58	15.4	8.41	5.4
Packers and packagers, hand	9.22	10.0	9.34	11.4	—	—
Group I	10.09	8.2	10.35	9.5	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

a 40-hour week is the minimum full-time schedule.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.50	\$11.00	\$15.60	\$21.58	\$30.21
Management occupations	17.50	19.97	26.38	41.15	49.42
Business and financial operations occupations	17.00	19.07	23.00	29.29	44.11
Buyers and purchasing agents	22.24	22.50	26.20	31.11	31.11
Computer and mathematical science occupations	12.02	20.39	28.00	51.43	51.43
Architecture and engineering occupations	20.54	25.50	28.38	32.13	39.31
Engineers	26.38	28.06	30.78	36.60	41.98
Education, training, and library occupations	11.80	22.00	30.72	50.61	57.48
Primary, secondary, and special education school teachers	15.39	25.57	38.07	52.59	57.66
Elementary and middle school teachers	12.78	24.27	29.90	49.34	56.47
Elementary school teachers, except special education	11.72	20.77	25.70	47.85	56.28
Secondary school teachers	23.24	35.09	48.02	56.15	60.34
Secondary school teachers, except special and vocational education	23.24	35.09	48.02	56.15	60.34
Arts, design, entertainment, sports, and media occupations	10.00	15.32	15.99	18.00	32.56
Healthcare practitioner and technical occupations	16.73	17.58	23.71	27.75	34.29
Registered nurses	22.48	24.87	27.75	31.03	37.00
Therapists	17.06	17.06	17.58	24.41	37.35
Licensed practical and licensed vocational nurses	15.64	17.03	18.24	23.71	23.71
Healthcare support occupations	10.51	11.65	13.52	18.42	20.02
Nursing, psychiatric, and home health aides	9.40	10.67	11.65	12.86	16.46
Nursing aides, orderlies, and attendants	9.40	10.85	11.65	13.00	16.46
Protective service occupations	19.74	21.55	22.85	26.30	26.72
Food preparation and serving related occupations	5.15	6.95	8.10	10.00	11.14
Cooks	8.50	9.86	10.00	11.98	16.97
Food preparation workers	8.50	9.00	10.00	10.79	10.90
Food service, tipped	2.65	2.82	2.85	9.00	10.00
Waiters and waitresses	2.65	2.82	2.85	9.00	10.00
Fast food and counter workers	6.08	6.95	7.15	7.50	8.50
Combined food preparation and serving workers, including fast food	6.05	6.75	7.15	7.58	8.50
Building and grounds cleaning and maintenance occupations	8.00	8.02	9.04	12.43	15.20
Building cleaning workers	8.00	8.00	8.75	11.00	14.00
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.00	8.75	11.50	15.20
Maids and housekeeping cleaners	7.00	8.02	9.04	9.04	9.75
Personal care and service occupations	7.24	8.25	9.22	11.14	14.97
Sales and related occupations	7.00	8.00	11.15	15.62	33.23
First-line supervisors/managers, sales workers	13.00	14.74	14.74	18.00	33.91
First-line supervisors/managers of retail sales workers	13.00	14.74	14.74	18.00	33.91
Retail sales workers	6.96	7.50	8.77	10.85	13.93
Cashiers, all workers	7.00	7.50	8.45	10.10	12.00
Cashiers	7.00	7.50	8.45	10.10	12.00
Counter and rental clerks and parts salespersons	8.00	8.25	10.24	14.22	14.22
Retail salespersons	6.96	6.96	8.77	11.67	14.06
Office and administrative support occupations	9.50	11.62	14.00	17.90	20.54
First-line supervisors/managers of office and administrative support workers	17.60	19.26	20.89	24.14	28.85
Financial clerks	11.02	12.36	14.26	16.14	18.75
Billing and posting clerks and machine operators	12.52	13.10	14.04	15.04	17.00
Bookkeeping, accounting, and auditing clerks	11.50	12.36	14.50	17.68	20.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Grand Rapids-Wyoming, MI, April 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Tellers	\$10.67	\$11.00	\$11.26	\$12.76	\$13.57
Customer service representatives	11.12	13.50	14.66	19.50	20.54
Receptionists and information clerks	8.00	12.04	13.50	13.50	13.50
Production, planning, and expediting clerks	13.78	19.09	19.84	21.40	23.40
Shipping, receiving, and traffic clerks	10.00	10.15	12.00	14.00	16.30
Stock clerks and order fillers	6.75	9.05	9.50	11.75	17.49
Secretaries and administrative assistants	9.32	11.00	14.19	18.52	20.78
Secretaries, except legal, medical, and executive	9.32	9.32	13.12	18.11	20.09
Office clerks, general	7.75	10.19	12.49	13.59	18.18
Construction and extraction occupations	12.78	15.50	21.58	23.00	32.54
Installation, maintenance, and repair occupations	11.00	14.10	16.84	21.76	32.60
Industrial machinery installation, repair, and maintenance workers	11.00	15.00	20.02	22.73	24.97
Industrial machinery mechanics	18.69	18.69	20.52	24.48	28.86
Production occupations	9.00	11.44	15.21	18.92	24.82
First-line supervisors/managers of production and operating workers	21.44	27.12	31.18	35.36	38.87
Electrical, electronics, and electromechanical assemblers	10.35	10.35	11.55	15.50	24.86
Miscellaneous assemblers and fabricators	9.10	12.24	14.95	16.85	17.56
Team assemblers	8.30	11.95	13.32	15.33	16.65
Computer control programmers and operators	16.63	17.16	17.70	18.60	22.05
Forming machine setters, operators, and tenders, metal and plastic	8.30	8.30	14.40	16.42	16.50
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	9.00	15.00	21.27	28.54
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.00	9.00	11.00	21.71	28.54
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	8.00	10.00	12.35	18.31	18.91
Molders and molding machine setters, operators, and tenders, metal and plastic	10.25	10.80	12.75	17.11	18.34
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.00	10.80	11.45	14.63	18.15
Tool and die makers	20.00	23.50	24.00	26.38	32.68
Welding, soldering, and brazing workers	10.50	12.00	13.00	14.50	16.00
Welders, cutters, solderers, and brazers	11.75	12.00	13.30	15.00	16.30
Woodworking machine setters, operators, and tenders ...	10.85	11.44	13.48	15.50	18.48
Woodworking machine setters, operators, and tenders, except sawing	10.85	11.54	13.74	16.00	18.99
Inspectors, testers, sorters, samplers, and weighers	9.25	12.38	19.50	22.77	25.00
Packaging and filling machine operators and tenders	15.40	15.40	16.17	16.49	17.89
Painting workers	8.50	8.50	15.15	17.72	17.75
Coating, painting, and spraying machine setters, operators, and tenders	8.50	8.50	14.68	17.23	17.68
Miscellaneous production workers	9.00	10.80	13.10	15.25	18.95
Transportation and material moving occupations	7.75	9.00	13.48	18.75	21.82
Driver/sales workers and truck drivers	11.25	13.97	17.26	21.82	21.82
Truck drivers, heavy and tractor-trailer	13.50	14.00	16.00	18.77	20.79
Industrial truck and tractor operators	9.00	10.50	14.12	19.03	25.09
Laborers and material movers, hand	7.39	8.00	9.16	11.55	19.90
Laborers and freight, stock, and material movers, hand	7.15	8.30	9.55	13.39	21.82
Packers and packagers, hand	7.48	7.48	8.75	9.25	12.79

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.50	\$10.86	\$15.32	\$21.26	\$29.59
Management occupations	17.50	19.97	26.38	41.15	49.42
Business and financial operations occupations	17.00	19.07	23.00	29.29	44.11
Buyers and purchasing agents	22.24	22.50	26.20	31.11	31.11
Computer and mathematical science occupations	12.02	20.39	28.00	51.43	51.43
Architecture and engineering occupations	20.54	25.50	28.38	32.13	39.31
Engineers	26.38	28.06	30.78	36.60	41.98
Education, training, and library occupations	11.72	13.61	23.77	25.70	27.40
Primary, secondary, and special education school teachers	10.47	15.39	25.21	25.70	26.64
Elementary and middle school teachers	10.47	13.76	25.00	25.70	26.87
Elementary school teachers, except special education	10.47	13.19	24.59	25.70	26.25
Arts, design, entertainment, sports, and media occupations	10.00	15.32	15.99	18.00	32.56
Healthcare practitioner and technical occupations	16.73	17.58	23.71	27.75	34.29
Registered nurses	22.48	24.87	27.75	31.03	37.00
Therapists	17.06	17.06	17.58	24.41	37.35
Licensed practical and licensed vocational nurses	15.64	17.03	18.24	23.71	23.71
Healthcare support occupations	10.51	11.65	13.52	18.42	20.02
Nursing, psychiatric, and home health aides	9.40	10.67	11.65	12.86	16.46
Nursing aides, orderlies, and attendants	9.40	10.85	11.65	13.00	16.46
Food preparation and serving related occupations	2.85	6.95	7.91	10.00	11.00
Cooks	7.75	9.86	10.00	11.98	16.97
Food preparation workers	8.50	9.00	10.00	10.72	10.90
Food service, tipped	2.65	2.82	2.85	9.00	10.00
Waiters and waitresses	2.65	2.82	2.85	9.00	10.00
Fast food and counter workers	6.08	6.95	7.15	7.50	8.50
Combined food preparation and serving workers, including fast food	6.05	6.75	7.15	7.58	8.50
Building and grounds cleaning and maintenance occupations	8.00	8.00	9.02	12.43	15.20
Building cleaning workers	8.00	8.00	8.75	11.50	14.00
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.00	8.75	11.50	15.20
Maids and housekeeping cleaners	7.00	8.02	9.04	9.04	9.75
Personal care and service occupations	6.75	7.50	9.22	9.27	11.37
Sales and related occupations	7.00	8.00	11.15	15.62	33.23
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers	13.00	14.74	14.74	18.00	33.91
Retail sales workers	6.96	7.50	8.77	10.85	13.93
Cashiers, all workers	7.00	7.50	8.45	10.10	12.00
Cashiers	7.00	7.50	8.45	10.10	12.00
Counter and rental clerks and parts salespersons	8.00	8.25	10.24	14.22	14.22
Retail salespersons	6.96	6.96	8.77	11.67	14.06
Office and administrative support occupations	9.50	11.44	13.95	17.68	20.54
First-line supervisors/managers of office and administrative support workers	17.60	19.26	20.89	24.14	28.85
Financial clerks	11.02	12.24	14.25	15.60	18.75
Billing and posting clerks and machine operators	12.52	13.10	14.04	15.04	17.00
Bookkeeping, accounting, and auditing clerks	11.50	12.36	14.50	17.68	20.00
Tellers	10.67	11.00	11.26	12.76	13.57
Customer service representatives	11.12	13.50	14.66	19.50	20.54
Receptionists and information clerks	8.00	12.04	13.50	13.50	13.50
Production, planning, and expediting clerks	13.78	19.09	19.84	21.40	23.40

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Shipping, receiving, and traffic clerks	\$10.00	\$10.15	\$12.00	\$14.00	\$16.30
Stock clerks and order fillers	6.75	9.05	9.50	11.75	17.49
Secretaries and administrative assistants	9.32	10.00	14.00	18.38	20.09
Secretaries, except legal, medical, and executive	9.32	9.32	13.00	17.90	20.09
Office clerks, general	7.75	10.19	12.49	13.12	16.10
Construction and extraction occupations	12.78	15.00	21.58	23.00	32.65
Installation, maintenance, and repair occupations	11.00	14.06	16.78	21.53	32.60
Industrial machinery installation, repair, and maintenance workers	11.00	15.00	18.69	22.90	24.97
Industrial machinery mechanics	18.69	18.69	20.52	24.48	28.86
Production occupations	9.00	11.44	15.18	18.55	24.13
First-line supervisors/managers of production and operating workers	21.09	25.72	31.18	35.83	39.27
Electrical, electronics, and electromechanical assemblers	10.35	10.35	11.55	15.50	24.86
Miscellaneous assemblers and fabricators	9.10	12.24	14.95	16.85	17.56
Team assemblers	8.30	11.95	13.32	15.33	16.65
Computer control programmers and operators	16.63	17.16	17.70	18.60	22.05
Forming machine setters, operators, and tenders, metal and plastic	8.30	8.30	14.40	16.42	16.50
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	9.00	15.00	21.27	28.54
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.00	9.00	11.00	21.71	28.54
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	8.00	10.00	12.35	18.31	18.91
Molders and molding machine setters, operators, and tenders, metal and plastic	10.25	10.80	12.75	17.11	18.34
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.00	10.80	11.45	14.63	18.15
Tool and die makers	20.00	23.50	24.00	26.38	32.68
Welding, soldering, and brazing workers	10.50	12.00	13.00	14.50	16.00
Welders, cutters, solderers, and brazers	11.75	12.00	13.30	15.00	16.30
Woodworking machine setters, operators, and tenders ...	10.85	11.44	13.48	15.50	18.48
Woodworking machine setters, operators, and tenders, except sawing	10.85	11.54	13.74	16.00	18.99
Inspectors, testers, sorters, samplers, and weighers	9.25	12.38	19.50	22.77	25.00
Packaging and filling machine operators and tenders	15.40	15.40	16.17	16.49	17.89
Painting workers	8.50	8.50	15.15	17.72	17.75
Coating, painting, and spraying machine setters, operators, and tenders	8.50	8.50	14.68	17.23	17.68
Miscellaneous production workers	9.00	10.80	13.10	15.25	18.95
Transportation and material moving occupations	7.70	9.00	13.48	18.75	21.82
Driver/sales workers and truck drivers	11.25	13.97	17.26	21.82	21.82
Truck drivers, heavy and tractor-trailer	13.50	14.00	16.00	18.77	20.79
Industrial truck and tractor operators	9.00	10.50	14.12	19.03	25.09
Laborers and material movers, hand	7.39	8.00	9.16	11.55	19.90
Laborers and freight, stock, and material movers, hand	7.15	8.30	9.55	13.39	21.82
Packers and packagers, hand	7.48	7.48	8.75	9.25	12.79

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.14	\$18.18	\$22.73	\$32.54	\$53.90
Education, training, and library occupations	13.09	35.09	47.81	55.51	60.19
Primary, secondary, and special education school teachers	34.41	41.70	50.32	56.28	60.28
Protective service occupations	21.15	21.55	22.85	26.30	26.72

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Wyoming, MI, April 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.50	\$12.49	\$17.00	\$22.69	\$31.18
Management occupations	17.50	19.97	26.38	41.15	49.42
Business and financial operations occupations	17.00	18.91	22.65	31.11	45.59
Buyers and purchasing agents	22.24	22.50	26.20	31.11	31.11
Computer and mathematical science occupations	12.02	20.39	28.00	51.43	51.43
Architecture and engineering occupations	20.54	25.50	28.72	32.13	39.62
Engineers	26.38	28.06	30.78	36.60	41.98
Education, training, and library occupations	13.59	25.57	37.10	53.57	58.75
Primary, secondary, and special education school teachers	22.98	25.70	39.97	53.35	58.11
Elementary and middle school teachers	15.39	25.70	33.50	50.32	56.78
Elementary school teachers, except special education	13.76	25.70	26.64	50.32	56.78
Secondary school teachers	23.24	35.09	48.02	56.15	60.34
Secondary school teachers, except special and vocational education	23.24	35.09	48.02	56.15	60.34
Healthcare practitioner and technical occupations	16.95	17.58	23.71	28.12	36.18
Registered nurses	23.75	27.00	29.58	32.20	37.00
Therapists	17.00	17.06	17.58	23.55	37.35
Healthcare support occupations	11.40	11.72	13.58	18.50	20.02
Nursing, psychiatric, and home health aides	10.51	11.40	11.65	13.51	16.46
Nursing aides, orderlies, and attendants	10.82	11.53	11.65	13.95	16.46
Protective service occupations	19.74	21.55	22.85	26.30	26.72
Food preparation and serving related occupations	5.15	9.00	10.00	11.14	16.97
Cooks	9.86	10.00	10.00	11.98	16.97
Building and grounds cleaning and maintenance occupations	8.02	9.04	13.11	14.88	16.60
Building cleaning workers	8.02	9.04	11.50	14.00	16.27
Janitors and cleaners, except maids and housekeeping cleaners	9.27	11.00	13.38	15.20	16.27
Sales and related occupations	7.70	10.24	14.74	19.22	39.81
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers	13.00	14.74	14.74	18.00	33.91
Retail sales workers	6.96	7.70	10.10	12.00	15.11
Cashiers, all workers	7.70	8.30	10.14	11.75	14.35
Cashiers	7.70	8.30	10.14	11.75	14.35
Retail salespersons	6.96	6.96	7.80	10.77	18.70
Office and administrative support occupations	9.77	12.30	14.50	18.41	20.78
First-line supervisors/managers of office and administrative support workers	19.26	19.26	20.89	24.14	28.85
Financial clerks	11.50	12.52	14.50	17.00	18.75
Billing and posting clerks and machine operators	12.52	13.10	14.04	15.04	17.00
Bookkeeping, accounting, and auditing clerks	12.24	12.83	14.50	17.68	18.75
Tellers	11.02	11.02	11.78	12.76	13.13
Customer service representatives	11.12	13.50	14.66	19.50	20.54
Production, planning, and expediting clerks	13.78	19.09	19.84	21.40	23.40
Shipping, receiving, and traffic clerks	10.00	10.15	12.00	14.00	16.30
Secretaries and administrative assistants	9.32	10.82	14.00	18.52	20.78
Secretaries, except legal, medical, and executive	9.32	9.32	13.12	18.11	20.09
Office clerks, general	12.30	12.49	12.50	16.10	22.49
Construction and extraction occupations	12.78	15.50	21.58	23.00	32.54
Installation, maintenance, and repair occupations	13.35	14.72	17.50	22.73	32.60

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Industrial machinery installation, repair, and maintenance workers	\$17.27	\$18.69	\$20.98	\$24.48	\$24.97
Industrial machinery mechanics	18.69	18.69	20.52	24.48	28.86
Production occupations	9.07	11.50	15.40	19.00	24.82
First-line supervisors/managers of production and operating workers	21.44	27.12	31.18	35.36	38.87
Electrical, electronics, and electromechanical assemblers	10.35	10.35	11.55	15.50	24.86
Miscellaneous assemblers and fabricators	9.30	12.30	15.03	16.85	17.60
Team assemblers	8.30	11.95	13.32	15.33	16.65
Computer control programmers and operators	16.63	17.16	17.70	18.60	22.05
Forming machine setters, operators, and tenders, metal and plastic	8.30	8.30	14.40	16.42	16.50
Machine tool cutting setters, operators, and tenders, metal and plastic	8.50	9.25	15.65	21.71	28.54
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	9.00	9.00	12.00	25.37	28.54
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	8.00	10.00	12.35	18.31	18.91
Molders and molding machine setters, operators, and tenders, metal and plastic	10.80	10.91	13.61	17.94	18.54
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	10.80	10.80	12.75	16.03	18.67
Tool and die makers	20.00	23.50	24.00	26.38	32.68
Welding, soldering, and brazing workers	10.50	12.00	13.00	14.50	16.00
Welders, cutters, solderers, and brazers	11.75	12.00	13.30	15.00	16.30
Woodworking machine setters, operators, and tenders ...	10.85	11.44	13.48	15.50	18.48
Woodworking machine setters, operators, and tenders, except sawing	10.85	11.54	13.74	16.00	18.99
Inspectors, testers, sorters, samplers, and weighers	9.25	12.38	19.50	22.77	25.00
Packaging and filling machine operators and tenders	15.40	15.40	16.17	16.49	17.89
Painting workers	8.50	8.50	15.15	17.72	17.75
Coating, painting, and spraying machine setters, operators, and tenders	8.50	8.50	14.68	17.23	17.68
Miscellaneous production workers	9.00	11.00	13.10	15.48	18.95
Transportation and material moving occupations	8.50	9.16	13.50	19.29	21.82
Driver/sales workers and truck drivers	12.00	14.00	17.82	21.82	21.82
Truck drivers, heavy and tractor-trailer	13.50	14.00	16.05	18.89	22.14
Industrial truck and tractor operators	9.00	10.50	14.12	19.03	25.09
Laborers and material movers, hand	7.48	8.65	9.16	12.79	19.90
Laborers and freight, stock, and material movers, hand	7.50	9.00	10.00	19.90	21.82
Packers and packagers, hand	7.48	7.48	8.75	9.25	12.79

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Wyoming, MI, April 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.61	\$7.40	\$8.75	\$11.44	\$15.64
Education, training, and library occupations	10.47	10.47	12.78	18.06	25.00
Healthcare practitioner and technical occupations	16.71	18.40	22.48	26.21	29.17
Registered nurses	22.48	24.82	26.00	27.58	29.17
Healthcare support occupations	9.00	9.51	11.50	14.92	16.43
Food preparation and serving related occupations	2.85	6.10	7.15	8.00	9.14
Food service, tipped	2.82	2.85	2.85	9.00	10.00
Fast food and counter workers	6.08	6.83	7.15	7.25	8.40
Combined food preparation and serving workers, including fast food	6.02	6.50	7.09	7.45	8.40
Building and grounds cleaning and maintenance occupations	7.78	8.00	8.50	9.02	9.82
Building cleaning workers	7.78	8.00	8.50	8.75	9.82
Janitors and cleaners, except maids and housekeeping cleaners	7.78	8.00	8.50	8.75	9.82
Personal care and service occupations	6.52	7.50	8.50	9.40	12.00
Sales and related occupations	7.00	7.25	8.50	9.66	12.00
Retail sales workers	6.95	7.00	8.37	9.66	12.00
Cashiers, all workers	7.00	7.00	8.00	9.60	9.66
Cashiers	7.00	7.00	8.00	9.60	9.66
Retail salespersons	6.61	8.50	10.50	12.00	12.50
Office and administrative support occupations	7.25	7.75	11.00	12.50	14.42
Financial clerks	10.62	11.00	13.00	14.25	20.00
Bookkeeping, accounting, and auditing clerks	11.15	11.50	14.25	15.00	20.00
Tellers	10.14	11.00	11.00	13.00	13.57
Office clerks, general	7.75	7.75	10.19	12.50	12.50
Transportation and material moving occupations	6.50	7.00	8.50	12.75	15.75
Laborers and material movers, hand	6.08	6.95	7.25	9.25	12.00
Laborers and freight, stock, and material movers, hand	5.95	6.95	7.90	9.55	12.75

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.46	\$17.00	\$768	\$661	39.5	\$39,033	\$34,008	2,006
Management occupations	31.87	26.38	1,351	1,320	42.4	70,105	68,640	2,200
Business and financial operations occupations	25.85	22.65	1,046	900	40.5	54,367	46,800	2,103
Buyers and purchasing agents	27.53	26.20	1,132	1,023	41.1	58,877	53,181	2,139
Computer and mathematical science occupations	30.81	28.00	1,314	1,120	42.7	68,332	58,240	2,218
Architecture and engineering occupations	29.27	28.72	1,179	1,152	40.3	61,320	59,916	2,095
Engineers	32.55	30.78	1,309	1,240	40.2	68,091	64,501	2,092
Education, training, and library occupations	37.32	37.10	1,263	1,267	33.9	47,648	48,178	1,277
Primary, secondary, and special education school teachers	39.32	39.97	1,326	1,328	33.7	49,191	50,090	1,251
Elementary and middle school teachers	36.16	33.50	1,260	1,198	34.9	46,829	44,798	1,295
Elementary school teachers, except special education	34.37	26.64	1,194	1,009	34.7	44,457	38,100	1,294
Secondary school teachers	45.19	48.02	1,470	1,578	32.5	54,144	57,584	1,198
Secondary school teachers, except special and vocational education	45.19	48.02	1,470	1,578	32.5	54,144	57,584	1,198
Healthcare practitioner and technical occupations	23.97	23.71	896	854	37.4	46,596	44,385	1,944
Registered nurses	30.31	29.58	1,169	1,110	38.6	60,798	57,714	2,006
Therapists	22.33	17.58	867	703	38.8	45,070	36,575	2,018
Healthcare support occupations	14.90	13.58	502	543	33.7	26,119	28,246	1,753
Nursing, psychiatric, and home health aides	12.59	11.65	460	455	36.6	23,925	23,638	1,901
Nursing aides, orderlies, and attendants	12.76	11.65	467	455	36.6	24,280	23,638	1,903
Protective service occupations	22.83	22.85	953	914	41.8	49,561	47,528	2,171
Food preparation and serving related occupations	10.58	10.00	390	385	36.9	19,452	18,463	1,839
Cooks	11.78	10.00	437	394	37.1	20,813	20,503	1,767
Building and grounds cleaning and maintenance occupations	12.72	13.11	508	524	39.9	23,753	23,920	1,868
Building cleaning workers	12.07	11.50	482	460	39.9	22,070	23,920	1,829
Janitors and cleaners, except maids and housekeeping cleaners	13.13	13.38	525	535	40.0	23,049	23,920	1,755
Sales and related occupations	21.95	14.74	895	615	40.8	46,530	31,990	2,120
First-line supervisors/managers, sales workers	18.07	14.74	770	737	42.6	40,030	38,324	2,216
First-line supervisors/managers of retail sales workers	18.07	14.74	770	737	42.6	40,030	38,324	2,216
Retail sales workers	10.43	10.10	417	404	40.0	21,703	21,008	2,080
Cashiers, all workers	10.35	10.14	414	406	40.0	21,537	21,091	2,080
Cashiers	10.35	10.14	414	406	40.0	21,537	21,091	2,080
Retail salespersons	9.88	7.80	395	312	40.0	20,541	16,218	2,080
Office and administrative support occupations	15.34	14.50	603	560	39.3	31,201	29,120	2,035

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers of office and administrative support workers	\$21.79	\$20.89	\$803	\$807	36.8	\$41,744	\$41,974	1,916
Financial clerks	14.83	14.50	582	562	39.2	30,226	29,218	2,038
Billing and posting clerks and machine operators	14.34	14.04	510	524	35.6	26,524	27,248	1,850
Bookkeeping, accounting, and auditing clerks	15.30	14.50	618	570	40.4	32,093	29,661	2,098
Tellers	12.14	11.78	486	471	40.0	25,250	24,502	2,080
Customer service representatives	15.70	14.66	633	586	40.3	32,911	30,493	2,096
Production, planning, and expediting clerks	19.76	19.84	808	794	40.9	42,039	41,276	2,128
Shipping, receiving, and traffic clerks	12.35	12.00	491	478	39.7	25,514	24,835	2,066
Secretaries and administrative assistants	15.08	14.00	575	551	38.1	29,304	28,650	1,943
Secretaries, except legal, medical, and executive	14.35	13.12	572	520	39.8	28,835	27,040	2,009
Office clerks, general	14.56	12.50	557	499	38.3	28,970	25,969	1,989
Construction and extraction occupations	21.87	21.58	870	863	39.8	42,307	43,156	1,934
Installation, maintenance, and repair occupations	20.12	17.50	810	718	40.2	42,050	36,837	2,090
Industrial machinery installation, repair, and maintenance workers	21.54	20.98	862	839	40.0	44,804	43,638	2,080
Industrial machinery mechanics	22.43	20.52	897	821	40.0	46,651	42,682	2,080
Production occupations	16.30	15.40	650	610	39.9	33,775	31,720	2,073
First-line supervisors/managers of production and operating workers	30.72	31.18	1,245	1,270	40.5	64,762	66,056	2,108
Electrical, electronics, and electromechanical assemblers	14.84	11.55	594	462	40.0	30,863	24,024	2,080
Miscellaneous assemblers and fabricators	14.62	15.03	582	601	39.8	30,288	31,262	2,072
Team assemblers	13.09	13.32	520	533	39.7	27,039	27,706	2,065
Computer control programmers and operators	18.14	17.70	726	708	40.0	37,630	36,816	2,074
Forming machine setters, operators, and tenders, metal and plastic	12.78	14.40	494	526	38.6	25,684	27,330	2,009
Machine tool cutting setters, operators, and tenders, metal and plastic	16.94	15.65	678	626	40.0	35,242	32,552	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.29	12.00	652	480	40.0	33,885	24,960	2,080
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	14.03	12.35	561	494	40.0	29,188	25,688	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	14.12	13.61	555	517	39.3	28,868	26,893	2,044
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.46	12.75	527	510	39.2	27,413	26,520	2,036
Tool and die makers	24.94	24.00	998	960	40.0	51,789	49,920	2,076
Welding, soldering, and brazing workers	13.36	13.00	534	520	40.0	27,767	27,040	2,078
Welders, cutters, solderers, and brazers	13.75	13.30	550	532	40.0	28,555	27,664	2,077

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Woodworking machine setters, operators, and tenders	\$13.79	\$13.48	\$552	\$539	40.0	\$28,686	\$28,036	2,080
Woodworking machine setters, operators, and tenders, except sawing	14.31	13.74	573	550	40.0	29,774	28,579	2,080
Inspectors, testers, sorters, samplers, and weighers	18.17	19.50	715	780	39.4	37,160	40,560	2,045
Packaging and filling machine operators and tenders	16.45	16.17	658	647	40.0	34,225	33,634	2,080
Painting workers	14.26	15.15	570	606	40.0	29,580	31,512	2,075
Coating, painting, and spraying machine setters, operators, and tenders	13.47	14.68	539	587	40.0	27,933	29,360	2,073
Miscellaneous production workers	13.64	13.10	546	524	40.0	28,370	27,248	2,080
Transportation and material moving occupations	14.57	13.50	581	539	39.9	29,903	28,038	2,053
Driver/sales workers and truck drivers	17.50	17.82	727	747	41.5	37,713	38,848	2,155
Truck drivers, heavy and tractor-trailer	16.79	16.05	713	688	42.5	36,952	35,360	2,200
Industrial truck and tractor operators ..	15.47	14.12	610	538	39.4	31,731	27,997	2,051
Laborers and material movers, hand ..	11.27	9.16	438	351	38.8	22,614	18,257	2,007
Laborers and freight, stock, and material movers, hand	12.84	10.00	485	382	37.8	25,222	19,864	1,965
Packers and packagers, hand	9.34	8.75	370	340	39.6	19,179	17,654	2,053

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.83	\$16.52	\$746	\$642	39.6	\$38,333	\$33,030	2,036
Management occupations	31.87	26.38	1,351	1,320	42.4	70,105	68,640	2,200
Business and financial operations occupations	25.85	22.65	1,046	900	40.5	54,367	46,800	2,103
Buyers and purchasing agents	27.53	26.20	1,132	1,023	41.1	58,877	53,181	2,139
Computer and mathematical science occupations	30.81	28.00	1,314	1,120	42.7	68,332	58,240	2,218
Architecture and engineering occupations	29.27	28.72	1,179	1,152	40.3	61,320	59,916	2,095
Engineers	32.55	30.78	1,309	1,240	40.2	68,091	64,501	2,092
Education, training, and library occupations	22.22	25.57	819	895	36.9	31,738	32,922	1,428
Primary, secondary, and special education school teachers	23.28	25.57	845	895	36.3	31,392	32,922	1,348
Elementary and middle school teachers	22.70	25.70	836	900	36.8	31,288	32,922	1,378
Healthcare practitioner and technical occupations	23.97	23.71	896	854	37.4	46,596	44,385	1,944
Registered nurses	30.31	29.58	1,169	1,110	38.6	60,798	57,714	2,006
Therapists	22.33	17.58	867	703	38.8	45,070	36,575	2,018
Healthcare support occupations	14.90	13.58	502	543	33.7	26,119	28,246	1,753
Nursing, psychiatric, and home health aides	12.59	11.65	460	455	36.6	23,925	23,638	1,901
Nursing aides, orderlies, and attendants	12.76	11.65	467	455	36.6	24,280	23,638	1,903
Food preparation and serving related occupations	10.59	10.00	401	394	37.8	20,829	20,503	1,968
Cooks	12.01	10.00	474	479	39.5	24,647	24,918	2,052
Building and grounds cleaning and maintenance occupations	12.72	13.11	508	524	39.9	23,753	23,920	1,868
Building cleaning workers	12.07	11.50	482	460	39.9	22,070	23,920	1,829
Janitors and cleaners, except maids and housekeeping cleaners	13.13	13.38	525	535	40.0	23,049	23,920	1,755
Sales and related occupations	21.95	14.74	895	615	40.8	46,530	31,990	2,120
First-line supervisors/managers, sales workers	18.07	14.74	770	737	42.6	40,030	38,324	2,216
First-line supervisors/managers of retail sales workers	18.07	14.74	770	737	42.6	40,030	38,324	2,216
Retail sales workers	10.43	10.10	417	404	40.0	21,703	21,008	2,080
Cashiers, all workers	10.35	10.14	414	406	40.0	21,537	21,091	2,080
Cashiers	10.35	10.14	414	406	40.0	21,537	21,091	2,080
Retail salespersons	9.88	7.80	395	312	40.0	20,541	16,218	2,080
Office and administrative support occupations	15.23	14.50	598	555	39.3	30,970	28,850	2,033
First-line supervisors/managers of office and administrative support workers	21.79	20.89	803	807	36.8	41,744	41,974	1,916
Financial clerks	14.70	14.42	576	562	39.2	29,947	29,218	2,037
Billing and posting clerks and machine operators	14.34	14.04	510	524	35.6	26,524	27,248	1,850
Bookkeeping, accounting, and auditing clerks	15.10	14.50	610	570	40.4	31,689	29,661	2,099
Tellers	12.14	11.78	486	471	40.0	25,250	24,502	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Customer service representatives	\$15.70	\$14.66	\$633	\$586	40.3	\$32,911	\$30,493	2,096
Production, planning, and expediting clerks	19.76	19.84	808	794	40.9	42,039	41,276	2,128
Shipping, receiving, and traffic clerks	12.35	12.00	491	478	39.7	25,514	24,835	2,066
Secretaries and administrative assistants	14.77	14.00	562	546	38.0	28,602	28,387	1,936
Secretaries, except legal, medical, and executive	13.84	13.00	551	520	39.8	27,741	27,040	2,005
Office clerks, general	14.12	12.50	537	499	38.0	27,908	25,969	1,977
Construction and extraction occupations	21.67	21.58	862	863	39.8	41,743	43,156	1,926
Installation, maintenance, and repair occupations	20.01	17.27	806	700	40.3	41,835	36,400	2,090
Industrial machinery installation, repair, and maintenance workers	21.43	20.35	857	814	40.0	44,576	42,324	2,080
Industrial machinery mechanics	22.43	20.52	897	821	40.0	46,651	42,682	2,080
Production occupations	16.14	15.25	644	607	39.9	33,455	31,579	2,072
First-line supervisors/managers of production and operating workers	30.50	31.18	1,239	1,247	40.6	64,421	64,861	2,112
Electrical, electrical, electronics, and electromechanical assemblers	14.84	11.55	594	462	40.0	30,863	24,024	2,080
Miscellaneous assemblers and fabricators	14.62	15.03	582	601	39.8	30,288	31,262	2,072
Team assemblers	13.09	13.32	520	533	39.7	27,039	27,706	2,065
Computer control programmers and operators	18.14	17.70	726	708	40.0	37,630	36,816	2,074
Forming machine setters, operators, and tenders, metal and plastic	12.78	14.40	494	526	38.6	25,684	27,330	2,009
Machine tool cutting setters, operators, and tenders, metal and plastic	16.94	15.65	678	626	40.0	35,242	32,552	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	16.29	12.00	652	480	40.0	33,885	24,960	2,080
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	14.03	12.35	561	494	40.0	29,188	25,688	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	14.12	13.61	555	517	39.3	28,868	26,893	2,044
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.46	12.75	527	510	39.2	27,413	26,520	2,036
Tool and die makers	24.94	24.00	998	960	40.0	51,789	49,920	2,076
Welding, soldering, and brazing workers	13.36	13.00	534	520	40.0	27,767	27,040	2,078
Welders, cutters, solderers, and brazers	13.75	13.30	550	532	40.0	28,555	27,664	2,077
Woodworking machine setters, operators, and tenders	13.79	13.48	552	539	40.0	28,686	28,036	2,080
Woodworking machine setters, operators, and tenders, except sawing	14.31	13.74	573	550	40.0	29,774	28,579	2,080
Inspectors, testers, sorters, samplers, and weighers	18.17	19.50	715	780	39.4	37,160	40,560	2,045
Packaging and filling machine operators and tenders	16.45	16.17	658	647	40.0	34,225	33,634	2,080
Painting workers	14.26	15.15	570	606	40.0	29,580	31,512	2,075

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Coating, painting, and spraying machine setters, operators, and tenders	\$13.47	\$14.68	\$539	\$587	40.0	\$27,933	\$29,360	2,073
Miscellaneous production workers	13.64	13.10	546	524	40.0	28,370	27,248	2,080
Transportation and material moving occupations	14.60	13.50	583	539	39.9	30,177	28,038	2,067
Driver/sales workers and truck drivers	17.50	17.82	727	747	41.5	37,713	38,848	2,155
Truck drivers, heavy and tractor-trailer	16.79	16.05	713	688	42.5	36,952	35,360	2,200
Industrial truck and tractor operators ..	15.47	14.12	610	538	39.4	31,731	27,997	2,051
Laborers and material movers, hand ..	11.27	9.16	438	351	38.8	22,614	18,257	2,007
Laborers and freight, stock, and material movers, hand	12.84	10.00	485	382	37.8	25,222	19,864	1,965
Packers and packagers, hand	9.34	8.75	370	340	39.6	19,179	17,654	2,053

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$30.02	\$22.85	\$1,106	\$1,066	36.9	\$48,400	\$50,353	1,612
Education, training, and library occupations	46.92	50.32	1,510	1,614	32.2	56,119	60,869	1,196
Primary, secondary, and special education school teachers	48.71	50.32	1,577	1,628	32.4	58,458	60,827	1,200
Protective service occupations	23.45	22.85	981	1,052	41.8	51,029	54,704	2,176

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Grand Rapids-Wyoming, MI, April 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.54	\$17.18	\$16.21	\$19.75
Management, professional, and related	27.62	26.35	27.28	29.10
Management, business, and financial	28.97	24.39	33.46	32.32
Professional and related	27.00	27.55	24.01	28.09
Service	10.44	10.25	9.71	12.15
Sales and office	15.47	15.97	14.57	15.30
Sales and related	17.34	18.88	14.67	19.95
Office and administrative support	14.65	14.56	14.50	15.02
Natural resources, construction, and maintenance	20.38	20.31	19.71	21.86
Construction and extraction	21.62	22.65	—	—
Installation, maintenance, and repair	18.93	16.84	25.70	21.75
Production, transportation, and material moving	15.56	15.74	14.72	16.54
Production	16.05	15.59	15.56	16.94
Transportation and material moving	14.19	15.92	11.00	15.07
	Relative error ³ (percent)			
All workers	3.8	6.9	6.2	5.0
Management, professional, and related	4.0	10.0	4.6	4.6
Management, business, and financial	5.3	11.1	7.7	7.0
Professional and related	5.7	12.9	4.4	6.3
Service	7.0	10.8	7.1	5.6
Sales and office	6.8	10.5	8.9	5.5
Sales and related	17.9	24.8	21.4	21.3
Office and administrative support	4.0	6.8	5.0	6.0
Natural resources, construction, and maintenance	9.8	12.8	18.4	3.0
Construction and extraction	10.7	8.8	—	—
Installation, maintenance, and repair	8.8	12.5	13.9	3.2
Production, transportation, and material moving	7.2	9.6	8.9	7.1
Production	7.5	14.2	9.9	4.4
Transportation and material moving	9.3	11.5	10.4	17.8

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.27	\$17.00	\$764	\$644	39.7	\$38,676	\$32,922	2,007
Management occupations	25.69	24.75	1,110	990	43.2	57,688	51,480	2,246
Business and financial operations occupations ...	21.40	19.66	860	786	40.2	44,746	40,897	2,091
Food preparation and serving related occupations	11.78	10.72	482	479	40.9	25,040	24,918	2,126
Building and grounds cleaning and maintenance occupations	11.58	11.50	463	460	40.0	19,126	23,920	1,652
Building cleaning workers	11.58	11.50	463	460	40.0	19,126	23,920	1,652
Sales and related occupations	25.21	15.38	1,043	680	41.4	54,235	35,360	2,151
Retail sales workers	10.99	8.30	440	332	40.0	22,869	17,264	2,080
Office and administrative support occupations	15.33	14.66	595	562	38.8	30,684	29,218	2,002
Financial clerks	15.30	15.50	593	562	38.8	30,801	29,218	2,014
Bookkeeping, accounting, and auditing clerks ...	15.72	15.50	637	620	40.5	33,095	32,240	2,106
Customer service representatives	16.61	15.61	673	596	40.5	35,009	31,000	2,108
Secretaries and administrative assistants	14.23	12.17	526	529	36.9	26,396	19,390	1,855
Construction and extraction occupations	22.72	21.58	903	863	39.7	43,208	43,156	1,902
Installation, maintenance, and repair occupations	17.80	16.26	719	650	40.4	37,322	33,821	2,096
Production occupations	15.69	14.75	620	569	39.6	32,171	29,360	2,051
Machine tool cutting setters, operators, and tenders, metal and plastic	13.39	10.00	535	400	40.0	27,842	20,800	2,080
Transportation and material moving occupations	16.18	15.00	662	609	40.9	34,274	31,658	2,118
Driver/sales workers and truck drivers	18.30	19.17	771	873	42.1	39,960	45,386	2,183
Truck drivers, heavy and tractor-trailer	16.22	15.00	705	660	43.5	36,481	31,658	2,249

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Grand Rapids-Wyoming, MI, April 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.52	\$16.27	\$734	\$640	39.6	\$38,080	\$33,280	2,057
Management occupations	40.42	41.06	1,670	1,646	41.3	86,499	85,600	2,140
Business and financial operations occupations ...	28.21	25.00	1,145	987	40.6	59,528	51,334	2,110
Computer and mathematical science occupations	29.55	30.29	1,182	1,212	40.0	61,455	63,003	2,080
Architecture and engineering occupations	29.74	28.81	1,196	1,158	40.2	62,173	60,237	2,091
Engineers	32.92	32.13	1,317	1,285	40.0	68,469	66,820	2,080
Life, physical, and social science occupations	31.28	28.47	1,295	1,139	41.4	67,343	59,226	2,153
Education, training, and library occupations	20.13	21.20	795	847	39.5	35,093	35,078	1,743
Healthcare practitioner and technical occupations	23.68	23.01	903	854	38.1	46,973	44,385	1,984
Registered nurses	30.31	29.58	1,169	1,110	38.6	60,798	57,714	2,006
Therapists	22.33	17.58	867	703	38.8	45,070	36,575	2,018
Healthcare support occupations	13.10	12.38	481	455	36.7	25,018	23,638	1,910
Nursing, psychiatric, and home health aides	12.75	11.65	459	455	36.0	23,884	23,638	1,874
Nursing aides, orderlies, and attendants	12.97	11.75	467	455	36.0	24,295	23,638	1,873
Food preparation and serving related occupations	9.01	9.50	310	326	34.4	16,133	16,952	1,791
Building and grounds cleaning and maintenance occupations	13.58	13.11	541	524	39.9	28,147	27,258	2,073
Building cleaning workers	12.60	11.00	501	440	39.8	26,073	22,880	2,070
Janitors and cleaners, except maids and housekeeping cleaners	14.39	16.27	575	651	40.0	29,924	33,842	2,080
Sales and related occupations	17.74	11.92	710	477	40.0	36,907	24,794	2,080
Retail sales workers	10.06	10.10	403	404	40.0	20,933	21,008	2,080
Office and administrative support occupations	15.13	13.80	601	549	39.8	31,275	28,558	2,067
Financial clerks	13.63	12.95	545	518	40.0	28,346	26,936	2,080
Customer service representatives	14.45	13.18	578	527	40.0	30,049	27,404	2,080
Shipping, receiving, and traffic clerks	12.35	12.00	491	478	39.7	25,514	24,835	2,066
Secretaries and administrative assistants	15.54	14.80	617	569	39.7	32,084	29,603	2,065
Secretaries, except legal, medical, and executive	15.62	16.17	621	630	39.8	32,300	32,739	2,068
Office clerks, general	17.56	14.47	669	540	38.1	34,781	28,057	1,980
Installation, maintenance, and repair occupations	23.95	22.90	958	916	40.0	49,811	47,632	2,080
Industrial machinery installation, repair, and maintenance workers	22.02	21.53	881	861	40.0	45,795	44,782	2,080
Industrial machinery mechanics	22.74	21.77	909	871	40.0	47,291	45,282	2,080
Production occupations	16.24	15.48	649	616	39.9	33,732	32,053	2,077
First-line supervisors/managers of production and operating workers	31.42	31.18	1,279	1,247	40.7	66,505	64,861	2,117
Electrical, electronics, and electromechanical assemblers	14.84	11.55	594	462	40.0	30,863	24,024	2,080
Miscellaneous assemblers and fabricators	14.62	15.03	582	601	39.8	30,288	31,262	2,072
Team assemblers	13.09	13.32	520	533	39.7	27,039	27,706	2,065
Machine tool cutting setters, operators, and tenders, metal and plastic	21.16	18.91	846	756	40.0	44,007	39,333	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	22.84	25.37	914	1,015	40.0	47,517	52,770	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	14.12	13.61	555	517	39.3	28,868	26,893	2,044

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Grand Rapids-Wyoming, MI, April 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	\$13.46	\$12.75	\$527	\$510	39.2	\$27,413	\$26,520	2,036
Tool and die makers	26.06	24.13	1,042	965	40.0	54,200	50,195	2,080
Welding, soldering, and brazing workers	13.49	13.00	540	520	40.0	28,066	27,040	2,080
Woodworking machine setters, operators, and tenders	13.79	13.48	552	539	40.0	28,686	28,036	2,080
Woodworking machine setters, operators, and tenders, except sawing	14.31	13.74	573	550	40.0	29,774	28,579	2,080
Inspectors, testers, sorters, samplers, and weighers	18.38	19.50	731	780	39.8	38,012	40,560	2,068
Packaging and filling machine operators and tenders	16.45	16.17	658	647	40.0	34,225	33,634	2,080
Painting workers	13.41	14.11	536	564	40.0	27,890	29,338	2,080
Coating, painting, and spraying machine setters, operators, and tenders	13.36	13.80	534	552	40.0	27,784	28,704	2,080
Miscellaneous production workers	13.95	13.95	558	558	40.0	29,014	29,016	2,080
Transportation and material moving occupations	13.31	11.00	521	422	39.2	26,995	21,840	2,028
Industrial truck and tractor operators	17.92	18.13	717	725	40.0	37,281	37,710	2,080
Laborers and material movers, hand	10.53	9.00	406	349	38.6	20,975	18,158	1,992
Laborers and freight, stock, and material movers, hand	11.13	10.00	413	351	37.1	21,468	18,257	1,928
Packers and packagers, hand	9.26	8.75	366	340	39.5	19,029	17,654	2,056

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Grand Rapids-Wyoming, MI, April 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$23.11	\$19.95	\$28.79	\$17.27	\$17.29	—
Management, professional, and related	38.93	26.57	43.49	27.66	27.66	—
Management, business, and financial	—	—	—	28.97	28.97	—
Professional and related	38.93	26.57	43.49	27.02	27.02	—
Service	19.16	12.07	20.32	10.51	10.40	—
Sales and office	15.61	—	—	15.52	15.51	—
Sales and related	—	—	—	17.54	17.54	—
Office and administrative support	16.89	15.68	—	14.64	14.62	—
Natural resources, construction, and maintenance	25.52	27.92	—	19.91	19.91	—
Construction and extraction	27.68	—	—	21.24	21.24	—
Installation, maintenance, and repair	23.95	25.99	—	18.29	18.29	—
Production, transportation, and material moving	20.02	19.76	—	14.35	14.35	—
Production	21.01	20.53	—	14.98	14.98	—
Transportation and material moving	18.21	18.41	—	12.30	12.30	—
	Relative error ⁴ (percent)					
All workers	2.2	4.5	3.9	3.9	3.9	—
Management, professional, and related	5.8	8.6	8.9	4.2	4.2	—
Management, business, and financial	—	—	—	5.3	5.3	—
Professional and related	5.8	8.6	8.9	6.1	6.1	—
Service	6.3	16.1	4.1	6.9	7.2	—
Sales and office	10.5	—	—	7.0	7.0	—
Sales and related	—	—	—	18.5	18.5	—
Office and administrative support	13.2	20.8	—	3.9	4.0	—
Natural resources, construction, and maintenance	7.7	2.3	—	11.2	11.2	—
Construction and extraction	15.4	—	—	12.1	12.1	—
Installation, maintenance, and repair	4.8	5.8	—	9.7	9.7	—
Production, transportation, and material moving	5.3	5.6	—	7.2	7.2	—
Production	5.5	5.7	—	7.4	7.4	—
Transportation and material moving	10.7	10.7	—	8.7	8.7	—

¹ Union workers are those whose wages are determined through collective bargaining.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Grand Rapids-Wyoming, MI, April 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.76	\$17.17	\$27.62	\$27.62
Management, professional, and related	28.99	27.62	—	—
Management, business, and financial	28.97	28.97	—	—
Professional and related	29.00	27.00	—	—
Service	11.81	10.44	—	—
Sales and office	13.76	13.67	33.82	33.82
Sales and related	11.52	11.52	36.19	36.19
Office and administrative support	14.51	14.41	—	—
Natural resources, construction, and maintenance	20.81	20.64	—	—
Construction and extraction	—	21.62	—	—
Installation, maintenance, and repair	19.54	19.39	—	—
Production, transportation, and material moving	15.61	15.50	—	—
Production	16.19	16.04	—	—
Transportation and material moving	13.83	13.85	—	—
	Relative error ⁴ (percent)			
All workers	3.2	3.5	26.2	26.2
Management, professional, and related	3.4	4.0	—	—
Management, business, and financial	5.3	5.3	—	—
Professional and related	4.4	5.7	—	—
Service	6.5	7.0	—	—
Sales and office	2.9	3.0	31.5	31.5
Sales and related	7.3	7.3	37.3	37.3
Office and administrative support	3.2	3.3	—	—
Natural resources, construction, and maintenance	8.8	9.6	—	—
Construction and extraction	—	10.7	—	—
Installation, maintenance, and repair	7.9	8.5	—	—
Production, transportation, and material moving	7.3	7.3	—	—
Production	7.4	7.5	—	—
Transportation and material moving	9.9	9.9	—	—

¹ Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Grand Rapids-Wyoming, MI, April 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$20.30	\$15.05	-	\$20.40	-	\$17.67	\$8.88	-
Management, professional, and related	-	31.59	28.01	-	19.68	-	24.25	-	-
Management, business, and financial	-	32.98	-	-	19.58	-	38.64	-	-
Professional and related	-	30.67	-	-	-	-	23.36	-	-
Service	-	-	8.87	-	-	-	13.23	8.22	-
Sales and office	-	18.95	13.34	-	22.14	-	14.14	12.11	-
Sales and related	-	-	11.72	-	42.83	-	-	-	-
Office and administrative support	-	16.35	15.10	-	14.08	-	14.84	13.26	-
Natural resources, construction, and maintenance	-	22.55	15.47	-	-	-	-	-	-
Installation, maintenance, and repair	-	23.16	15.54	-	-	-	-	-	-
Production, transportation, and material moving	-	16.85	15.09	-	-	-	-	-	-
Production	-	16.90	15.93	-	-	-	-	-	-
Transportation and material moving	-	16.31	14.87	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	5.7	7.7	-	20.1	-	5.7	7.4	-
Management, professional, and related	-	5.9	6.4	-	8.0	-	5.1	-	-
Management, business, and financial	-	1.7	-	-	6.1	-	17.6	-	-
Professional and related	-	9.0	-	-	-	-	3.6	-	-
Service	-	-	.8	-	-	-	10.1	7.0	-
Sales and office	-	18.3	7.2	-	28.5	-	12.5	22.6	-
Sales and related	-	-	12.0	-	40.9	-	-	-	-
Office and administrative support	-	5.5	10.6	-	3.6	-	5.9	23.7	-
Natural resources, construction, and maintenance	-	4.8	7.6	-	-	-	-	-	-
Installation, maintenance, and repair	-	10.3	9.7	-	-	-	-	-	-
Production, transportation, and material moving	-	8.7	9.8	-	-	-	-	-	-
Production	-	8.3	10.7	-	-	-	-	-	-
Transportation and material moving	-	12.9	12.4	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Grand Rapids–Wyoming, MI, Metropolitan Statistical Area (MSA) includes Barry, Ionia, Kent, and Newaygo Counties, MI.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Grand Rapids-Wyoming, MI, April 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	503,700	470,900	32,800
Management, professional, and related	95,900	83,500	12,400
Management, business, and financial	23,800	23,800	—
Professional and related	72,200	59,800	12,400
Service	110,200	96,200	13,900
Sales and office	120,700	118,300	—
Sales and related	37,700	37,700	—
Office and administrative support	83,100	80,600	—
Natural resources, construction, and maintenance	43,100	40,900	—
Construction and extraction	22,000	20,800	—
Installation, maintenance, and repair	21,200	20,000	—
Production, transportation, and material moving	133,700	132,000	—
Production	95,000	93,800	—
Transportation and material moving	38,700	38,200	—

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Grand Rapids-Wyoming, MI, April 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	18,919	18,690	228
Total in sample	281	273	8
Responding	178	171	7
Refused or unable to provide data	68	67	1
Out of business or not in survey scope	35	35	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.