

Detroit–Ann Arbor–Flint, MI National Compensation Survey April 2000



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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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

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Introduction

The tables in this bulletin summarize the NCS results for the Detroit–Ann Arbor–Flint, MI, metropolitan area. Data were collected between September 1999 and October 2000; the average reference month is April 2000. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

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

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

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

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

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. Appendix table 2 presents the number of establishments studied and represented by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$19.27	2.0	36.2	\$18.54	2.4	36.4	\$22.75	3.1	35.3
Worker characteristics:⁴									
White-collar occupations ⁵	23.29	2.4	36.4	22.29	2.9	36.7	26.67	3.8	35.2
Professional specialty and technical	28.84	2.4	35.3	27.22	2.9	36.0	32.13	4.5	33.9
Executive, administrative, and managerial	31.88	3.2	40.2	32.14	3.6	40.5	30.35	5.6	38.4
Sales	16.25	6.4	33.6	16.25	6.4	33.7	—	—	—
Administrative support	13.68	2.4	37.4	13.67	3.1	37.5	13.70	2.4	37.2
Blue-collar occupations ⁵	17.12	2.4	37.6	17.17	2.6	37.7	16.36	4.6	37.3
Precision production, craft, and repair	21.80	1.9	40.2	21.94	2.0	40.2	19.94	4.4	39.9
Machine operators, assemblers, and inspectors	15.97	3.7	39.5	15.98	3.7	39.5	—	—	—
Transportation and material moving	15.87	6.5	33.3	16.20	7.5	33.1	13.96	3.3	34.3
Handlers, equipment cleaners, helpers, and laborers	10.99	4.3	32.0	10.76	4.7	31.6	13.65	6.4	37.4
Service occupations ⁵	10.91	3.7	32.6	9.09	3.3	31.9	15.25	3.1	34.5
Full time	20.29	2.0	39.7	19.57	2.4	40.1	23.54	3.2	38.2
Part time	10.87	5.7	20.9	10.57	6.4	21.4	13.09	9.6	18.2
Union	20.27	2.5	37.3	18.86	3.2	38.0	23.25	3.2	35.9
Nonunion	18.67	3.0	35.6	18.39	3.2	35.8	21.63	8.3	33.8
Time	19.28	2.1	36.1	18.51	2.5	36.3	22.75	3.1	35.3
Incentive	19.05	6.8	39.0	19.05	6.8	39.0	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	22.04	2.9	39.9	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.05	5.9	35.8	15.05	5.9	35.9	—	—	—
100-499 workers	17.26	5.1	36.4	16.85	5.5	36.6	22.65	5.0	34.7
500 workers or more	21.60	2.2	36.2	21.14	2.8	36.5	22.77	3.6	35.4

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

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

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$19.27	2.0	\$18.54	2.4	\$22.75	3.1
All excluding sales	19.47	2.1	18.72	2.5	22.76	3.1
White collar	23.29	2.4	22.29	2.9	26.67	3.8
White collar excluding sales	24.30	2.4	23.46	3.0	26.67	3.8
Professional specialty and technical	28.84	2.4	27.22	2.9	32.13	4.5
Professional specialty	31.40	2.5	29.64	3.0	34.36	4.6
Engineers, architects, and surveyors	31.96	2.2	32.00	2.2	—	—
Industrial engineers	28.77	5.2	28.77	5.2	—	—
Mechanical engineers	31.49	3.4	31.49	3.4	—	—
Engineers, n.e.c.	34.08	3.0	34.08	3.0	—	—
Mathematical and computer scientists	28.78	3.8	28.50	3.9	—	—
Computer systems analysts and scientists	27.69	3.3	27.63	3.3	—	—
Operations and systems researchers and analysts	30.54	5.7	30.00	6.3	—	—
Natural scientists	22.45	25.2	—	—	—	—
Health related	24.74	3.5	24.43	3.0	26.17	13.2
Physicians	32.64	18.0	32.54	19.9	—	—
Registered nurses	23.26	1.9	23.39	2.2	22.42	1.1
Pharmacists	32.21	1.7	32.21	1.7	—	—
Dietitians	17.08	7.2	—	—	—	—
Teachers, college and university	41.49	12.9	36.08	6.8	42.17	14.3
Engineering teachers	65.61	8.3	—	—	—	—
Health specialties teachers	36.85	4.1	—	—	—	—
Other post-secondary teachers	34.22	16.3	40.25	12.4	32.74	18.0
Teachers, except college and university	38.26	4.1	21.22	8.7	38.87	4.2
Prekindergarten and kindergarten	35.49	12.8	—	—	35.96	12.8
Elementary school teachers	40.12	4.0	—	—	40.54	4.0
Secondary school teachers	41.42	4.0	—	—	42.64	3.9
Teachers, special education	37.71	6.5	—	—	37.71	6.5
Teachers, n.e.c.	33.63	20.2	—	—	33.63	20.2
Vocational and educational counselors	24.87	28.4	14.90	8.3	—	—
Librarians, archivists, and curators	27.80	21.9	—	—	28.76	21.7
Librarians	27.80	21.9	—	—	28.76	21.7
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	24.30	13.5	16.67	7.1	26.22	14.9
Social workers	24.53	13.5	16.68	7.1	26.53	15.0
Lawyers and judges	56.31	21.9	—	—	—	—
Lawyers	56.07	23.3	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	33.31	6.2	33.15	6.8	—	—
Technical	20.08	4.4	20.83	4.7	16.71	8.9
Clinical laboratory technologists and technicians	19.69	4.4	19.75	4.5	—	—
Health record technologists and technicians	15.98	7.9	—	—	—	—
Radiological technicians	19.15	7.4	19.15	7.4	—	—
Licensed practical nurses	16.08	1.7	15.87	2.1	—	—
Health technologists and technicians, n.e.c.	13.22	7.3	13.65	5.0	—	—
Electrical and electronic technicians	22.75	1.9	22.75	1.9	—	—
Mechanical engineering technicians	23.99	8.9	23.99	8.9	—	—
Engineering technicians, n.e.c.	25.32	7.1	25.38	7.1	—	—
Drafters	23.33	20.2	23.33	20.2	—	—
Computer programmers	32.18	5.4	—	—	—	—
Technical and related, n.e.c.	19.91	5.0	20.11	8.0	19.70	6.1
Executive, administrative, and managerial	31.88	3.2	32.14	3.6	30.35	5.6
Executives, administrators, and managers	35.13	4.7	35.05	5.4	35.64	5.5
Administrators and officials, public administration	33.38	5.8	—	—	33.38	5.8
Financial managers	33.67	11.5	34.01	11.8	—	—
Managers, marketing, advertising, and public relations	42.96	6.1	42.96	6.1	—	—
Administrators, education and related fields	41.09	10.1	22.83	11.2	47.98	6.8
Managers, medicine and health	26.75	7.2	26.52	7.6	—	—
Managers and administrators, n.e.c.	38.08	5.0	38.32	5.1	—	—
Management related	27.21	3.2	27.85	3.6	24.01	3.3
Accountants and auditors	25.12	6.3	25.18	6.5	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Other financial officers	\$30.45	14.6	–	–	–	–
Management analysts	27.74	14.7	–	–	–	–
Personnel, training, and labor relations specialists	24.69	13.9	\$24.82	14.5	–	–
Purchasing agents and buyers, n.e.c.	29.47	8.2	29.69	8.3	–	–
Management related, n.e.c.	27.66	3.9	28.32	4.0	–	–
Sales	16.25	6.4	16.25	6.4	–	–
Supervisors, sales	25.08	14.3	25.08	14.3	–	–
Sales, other business services	17.24	9.4	17.24	9.4	–	–
Sales representatives, mining, manufacturing, and wholesale	26.99	9.0	26.99	9.0	–	–
Sales workers, furniture and home furnishings	12.80	15.6	12.80	15.6	–	–
Sales workers, other commodities	11.00	13.8	11.00	13.8	–	–
Cashiers	8.36	4.1	8.37	4.1	–	–
Administrative support, including clerical	13.68	2.4	13.67	3.1	\$13.70	2.4
Supervisors, general office	19.07	9.7	19.45	14.6	–	–
Computer operators	17.67	14.4	18.85	15.9	–	–
Secretaries	15.54	5.0	16.21	6.5	14.36	4.5
Typists	11.79	10.6	–	–	–	–
Receptionists	10.43	4.0	10.44	4.0	–	–
Information clerks, n.e.c.	10.33	6.2	10.33	6.2	–	–
Order clerks	13.58	7.8	13.58	7.8	–	–
Personnel clerks, except payroll and timekeeping	16.15	10.0	–	–	–	–
Library clerks	9.79	12.8	–	–	9.82	14.2
Records clerks, n.e.c.	11.80	5.3	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.06	4.9	12.70	5.3	–	–
Billing clerks	11.67	5.6	11.51	5.8	–	–
Telephone operators	12.44	10.7	12.44	10.7	–	–
Production coordinators	21.27	10.0	21.27	10.0	–	–
Traffic, shipping and receiving clerks	12.71	10.7	12.71	10.7	–	–
Stock and inventory clerks	13.47	10.5	13.47	10.5	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	14.73	15.0	14.73	15.0	–	–
Insurance adjusters, examiners, and investigators	13.37	7.7	13.37	7.7	–	–
Investigators and adjusters, except insurance	12.36	11.9	12.36	11.9	–	–
Bill and account collectors	13.35	9.6	13.35	9.6	–	–
General office clerks	13.05	3.6	13.52	6.7	12.65	3.0
Bank tellers	10.52	3.6	10.52	3.6	–	–
Data entry keyers	9.43	12.3	–	–	–	–
Teachers' aides	11.09	6.1	–	–	11.11	6.1
Administrative support, n.e.c.	13.45	6.0	13.19	7.4	14.33	6.9
Blue collar	17.12	2.4	17.17	2.6	16.36	4.6
Precision production, craft, and repair	21.80	1.9	21.94	2.0	19.94	4.4
Supervisors, mechanics and repairers	23.88	7.6	24.04	8.1	–	–
Automobile mechanics	19.76	9.7	–	–	–	–
Heavy equipment mechanics	22.19	5.1	–	–	–	–
Industrial machinery repairers	21.08	4.9	21.08	4.9	–	–
Millwrights	24.32	1.7	24.32	1.7	–	–
Mechanics and repairers, n.e.c.	21.07	4.0	21.14	4.2	–	–
Supervisors, construction trades, n.e.c.	24.90	8.0	25.68	10.9	–	–
Electricians	25.25	1.6	25.14	1.7	–	–
Painters, construction and maintenance	23.68	3.4	–	–	–	–
Plumbers, pipefitters and steamfitters	26.59	1.8	26.63	1.8	–	–
Construction trades, n.e.c.	17.04	8.2	–	–	–	–
Supervisors, production	20.05	7.8	20.05	7.8	–	–
Tool and die makers	24.61	2.8	24.61	2.8	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Machinists	\$21.67	4.4	\$21.67	4.4	—	—
Precision grinders, filers, and tool sharpeners	24.40	5.4	24.40	5.4	—	—
Butchers and meat cutters	14.31	9.9	14.31	9.9	—	—
Inspectors, testers, and graders	21.64	8.7	21.64	8.7	—	—
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	15.97	3.7	15.98	3.7	—	—
Grinding, abrading, buffing, and polishing machine operators	16.06	13.8	16.06	13.8	—	—
Fabricating machine operators, n.e.c.	15.02	11.1	15.02	11.1	—	—
Molding and casting machine operators	21.74	1.8	21.74	1.8	—	—
Textile sewing machine operators	9.49	12.6	9.49	12.6	—	—
Laundering and dry cleaning machine operators	14.35	24.8	14.35	24.8	—	—
Miscellaneous machine operators, n.e.c.	9.26	7.0	8.21	2.3	—	—
Welders and cutters	13.45	7.5	13.45	7.5	—	—
Assemblers	18.66	8.2	18.66	8.2	—	—
Production inspectors, checkers and examiners ..	17.35	5.3	17.35	5.3	—	—
.....	15.80	10.9	15.80	10.9	—	—
Transportation and material moving						
Truck drivers	15.87	6.5	16.20	7.5	\$13.96	3.3
Bus drivers	14.22	7.7	14.62	8.5	—	—
Crane and tower operators	14.12	16.9	—	—	13.89	3.5
Industrial truck and tractor equipment operators ..	20.04	5.0	20.04	5.0	—	—
.....	15.86	11.9	15.86	11.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	10.99	4.3	10.76	4.7	13.65	6.4
Stock handlers and baggers	13.99	8.8	—	—	13.99	8.8
Freight, stock, and material handlers, n.e.c.	9.68	5.0	9.68	5.0	—	—
Hand packers and packagers	11.06	5.7	11.06	5.7	—	—
Laborers, except construction, n.e.c.	10.53	8.3	10.53	8.3	—	—
.....	13.17	11.8	13.07	13.4	—	—
Service						
Protective service	10.91	3.7	9.09	3.3	15.25	3.1
Firefighting	14.93	8.4	8.68	6.3	18.52	2.1
Police and detectives, public service	16.49	2.8	—	—	16.49	2.8
Correctional institution officers	20.12	3.1	—	—	20.12	3.1
Crossing guards	17.17	3.1	—	—	17.17	3.1
Guards and police, except public service	7.49	6.4	—	—	7.49	6.4
Food service	8.78	6.5	8.71	6.4	—	—
Waiters, waitresses, and bartenders	7.86	5.2	7.80	5.4	9.14	10.0
Other food service	5.55	12.9	5.55	12.9	—	—
Cooks	4.14	20.4	4.14	20.4	—	—
Food counter, fountain, and related	8.51	4.9	8.47	5.1	9.14	10.0
Kitchen workers, food preparation	10.01	7.8	9.89	8.2	—	—
Food preparation, n.e.c.	6.27	11.6	6.27	11.6	—	—
Health service	8.17	4.7	8.10	4.9	—	—
Health aides, except nursing	7.40	4.6	7.33	4.7	8.20	10.3
Nursing aides, orderlies and attendants	10.02	3.8	9.84	3.7	12.99	8.5
.....	11.21	3.2	11.17	3.6	—	—
.....	9.73	4.6	9.54	4.4	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$11.91	5.6	\$11.32	7.6	\$13.31	3.6
Supervisors, cleaning and building service workers	13.91	11.2	13.91	11.2	—	—
Maids and housemen	7.99	4.1	—	—	—	—
Janitors and cleaners	12.18	6.0	11.57	8.8	13.37	3.7
Personal service	8.95	5.9	7.77	5.2	10.07	8.4
Early childhood teachers' assistants	6.64	6.7	—	—	—	—
Child care workers, n.e.c.	10.27	10.0	—	—	10.27	10.0
Service, n.e.c.	8.37	5.8	7.72	7.4	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$20.29	2.0	\$19.57	2.4	\$23.54	3.2
All excluding sales	20.37	2.1	19.62	2.5	23.54	3.2
White collar	24.20	2.3	23.26	2.9	27.22	3.9
White collar excluding sales	24.83	2.4	23.97	3.0	27.22	3.9
Professional specialty and technical	29.53	2.4	27.73	2.9	33.10	4.7
Professional specialty	32.13	2.6	30.05	3.2	35.56	4.7
Engineers, architects, and surveyors	31.96	2.2	32.00	2.2	—	—
Industrial engineers	28.77	5.2	28.77	5.2	—	—
Mechanical engineers	31.49	3.4	31.49	3.4	—	—
Engineers, n.e.c.	34.08	3.0	34.08	3.0	—	—
Mathematical and computer scientists	28.85	3.8	28.56	3.9	—	—
Computer systems analysts and scientists	27.69	3.3	27.63	3.3	—	—
Operations and systems researchers and analysts	30.74	5.4	30.19	6.0	—	—
Natural scientists	22.62	25.6	—	—	—	—
Health related	24.44	4.2	23.80	3.4	26.77	13.7
Physicians	29.73	19.7	27.61	21.5	—	—
Registered nurses	22.94	1.7	23.00	2.1	22.67	.7
Pharmacists	32.21	1.7	32.21	1.7	—	—
Teachers, college and university	44.32	13.0	37.47	7.5	45.18	14.5
Engineering teachers	65.74	8.2	—	—	—	—
Other post-secondary teachers	49.72	5.4	44.71	12.0	—	—
Teachers, except college and university	40.08	4.0	21.88	9.4	40.73	4.1
Elementary school teachers	41.80	2.8	—	—	42.25	2.8
Secondary school teachers	41.42	4.0	—	—	42.64	3.9
Teachers, special education	37.71	6.5	—	—	37.71	6.5
Vocational and educational counselors	25.04	28.8	—	—	—	—
Librarians, archivists, and curators	29.31	21.5	—	—	30.55	20.9
Librarians	29.31	21.5	—	—	30.55	20.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	25.13	13.7	—	—	26.68	15.2
Social workers	25.13	13.7	—	—	26.68	15.2
Lawyers and judges	56.31	21.9	—	—	—	—
Lawyers	56.07	23.3	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	33.60	6.0	33.45	6.6	—	—
Technical	20.65	4.1	21.58	4.0	16.78	9.1
Clinical laboratory technologists and technicians	19.73	4.8	19.80	4.9	—	—
Radiological technicians	19.46	8.5	19.46	8.5	—	—
Licensed practical nurses	16.02	2.2	15.70	2.9	—	—
Health technologists and technicians, n.e.c.	12.92	8.1	13.11	6.2	—	—
Electrical and electronic technicians	22.75	1.9	22.75	1.9	—	—
Mechanical engineering technicians	23.99	8.9	23.99	8.9	—	—
Engineering technicians, n.e.c.	25.32	7.1	25.38	7.1	—	—
Drafters	28.81	7.9	28.81	7.9	—	—
Computer programmers	32.18	5.4	—	—	—	—
Technical and related, n.e.c.	20.15	5.0	20.11	8.0	—	—
Executive, administrative, and managerial	31.90	3.2	32.16	3.6	30.37	5.7
Executives, administrators, and managers	35.15	4.7	35.05	5.4	35.82	5.5
Administrators and officials, public administration	33.38	5.8	—	—	33.38	5.8
Financial managers	33.67	11.5	34.01	11.8	—	—
Managers, marketing, advertising, and public relations	42.96	6.1	42.96	6.1	—	—
Administrators, education and related fields	41.09	10.1	22.83	11.2	47.98	6.8
Managers, medicine and health	26.75	7.2	26.52	7.6	—	—
Managers and administrators, n.e.c.	38.08	5.0	38.32	5.1	—	—
Management related	27.20	3.2	27.87	3.6	23.77	3.2
Accountants and auditors	25.14	6.5	25.20	6.6	—	—
Other financial officers	30.45	14.6	—	—	—	—
Personnel, training, and labor relations specialists	24.69	13.9	24.82	14.5	—	—
Purchasing agents and buyers, n.e.c.	29.47	8.2	29.69	8.3	—	—
Management related, n.e.c.	27.68	3.9	28.34	4.0	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Sales	\$18.83	5.8	\$18.83	5.8	–	–
Supervisors, sales	25.08	14.3	25.08	14.3	–	–
Sales, other business services	17.24	9.4	17.24	9.4	–	–
Sales representatives, mining, manufacturing, and wholesale	26.99	9.0	26.99	9.0	–	–
Sales workers, other commodities	12.91	13.2	12.91	13.2	–	–
Cashiers	9.26	9.3	9.26	9.3	–	–
Administrative support, including clerical	14.06	2.5	14.10	3.2	\$13.91	2.5
Supervisors, general office	19.07	9.7	19.45	14.6	–	–
Computer operators	17.67	14.4	18.85	15.9	–	–
Secretaries	15.62	5.0	16.27	6.5	14.47	4.7
Typists	11.79	10.6	–	–	–	–
Receptionists	10.55	4.4	10.55	4.4	–	–
Information clerks, n.e.c.	10.46	7.1	10.46	7.1	–	–
Order clerks	13.76	7.6	13.76	7.6	–	–
Personnel clerks, except payroll and timekeeping	16.15	10.0	–	–	–	–
Records clerks, n.e.c.	11.83	5.6	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.77	4.8	13.47	5.3	–	–
Billing clerks	11.69	5.7	11.53	5.9	–	–
Telephone operators	12.69	11.0	12.69	11.0	–	–
Production coordinators	21.27	10.0	21.27	10.0	–	–
Traffic, shipping and receiving clerks	12.72	11.0	12.72	11.0	–	–
Stock and inventory clerks	13.47	10.5	13.47	10.5	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	15.04	14.4	15.04	14.4	–	–
Insurance adjusters, examiners, and investigators	13.37	7.7	13.37	7.7	–	–
Investigators and adjusters, except insurance	12.36	11.9	12.36	11.9	–	–
Bill and account collectors	13.35	9.6	13.35	9.6	–	–
General office clerks	13.40	3.8	14.32	7.4	12.75	3.0
Bank tellers	10.88	3.9	10.88	3.9	–	–
Teachers' aides	10.94	6.3	–	–	10.97	6.4
Administrative support, n.e.c.	13.80	6.3	13.36	7.6	15.40	4.1
Blue collar	17.67	2.5	17.74	2.6	16.56	4.7
Precision production, craft, and repair	21.81	1.9	21.95	2.0	19.94	4.4
Supervisors, mechanics and repairers	23.88	7.6	24.04	8.1	–	–
Automobile mechanics	19.76	9.7	–	–	–	–
Heavy equipment mechanics	22.19	5.1	–	–	–	–
Industrial machinery repairers	21.08	4.9	21.08	4.9	–	–
Millwrights	24.32	1.7	24.32	1.7	–	–
Mechanics and repairers, n.e.c.	21.07	4.0	21.14	4.2	–	–
Supervisors, construction trades, n.e.c.	24.90	8.0	25.68	10.9	–	–
Electricians	25.25	1.6	25.14	1.7	–	–
Painters, construction and maintenance	23.68	3.4	–	–	–	–
Plumbers, pipefitters and steamfitters	26.59	1.8	26.63	1.8	–	–
Construction trades, n.e.c.	17.04	8.2	–	–	–	–
Supervisors, production	20.05	7.8	20.05	7.8	–	–
Tool and die makers	24.61	2.8	24.61	2.8	–	–
Machinists	21.67	4.4	21.67	4.4	–	–
Precision grinders, filers, and tool sharpeners	24.40	5.4	24.40	5.4	–	–
Butchers and meat cutters	14.31	9.9	14.31	9.9	–	–
Inspectors, testers, and graders	21.64	8.7	21.64	8.7	–	–
Machine operators, assemblers, and inspectors	16.18	3.6	16.20	3.6	–	–
Punching and stamping press operators	16.06	13.8	16.06	13.8	–	–
Grinding, abrading, buffing, and polishing machine operators	15.02	11.1	15.02	11.1	–	–
Fabricating machine operators, n.e.c.	21.74	1.8	21.74	1.8	–	–
Molding and casting machine operators	9.49	12.6	9.49	12.6	–	–
Textile sewing machine operators	14.35	24.8	14.35	24.8	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Laundering and dry cleaning machine operators	\$9.28	7.2	—	—	—	—
Miscellaneous machine operators, n.e.c.	13.45	7.5	\$13.45	7.5	—	—
Welders and cutters	18.66	8.2	18.66	8.2	—	—
Assemblers	18.02	4.6	18.02	4.6	—	—
Production inspectors, checkers and examiners ..	15.80	10.9	15.80	10.9	—	—
Transportation and material moving	16.54	5.8	17.08	6.8	\$14.03	3.6
Truck drivers	14.28	8.0	14.58	9.0	—	—
Bus drivers	13.20	5.5	—	—	13.79	4.0
Crane and tower operators	20.04	5.0	20.04	5.0	—	—
Industrial truck and tractor equipment operators ..	15.86	11.9	15.86	11.9	—	—
Handlers, equipment cleaners, helpers, and laborers	12.06	5.3	11.86	5.8	13.96	7.4
Groundskeepers and gardeners, except farm	14.49	11.0	—	—	14.49	11.0
Stock handlers and baggers	12.30	6.1	12.30	6.1	—	—
Freight, stock, and material handlers, n.e.c.	10.83	6.0	10.83	6.0	—	—
Hand packers and packagers	10.66	8.8	10.66	8.8	—	—
Laborers, except construction, n.e.c.	14.63	11.5	14.64	13.2	—	—
Service	12.12	3.9	9.92	3.7	16.37	3.2
Protective service	15.23	8.8	8.58	6.6	18.84	2.3
Firefighting	16.49	2.8	—	—	16.49	2.8
Police and detectives, public service	20.22	3.1	—	—	20.22	3.1
Correctional institution officers	17.17	3.1	—	—	17.17	3.1
Guards and police, except public service	8.68	6.7	8.60	6.6	—	—
Food service	9.36	8.3	9.29	8.7	11.12	5.7
Other food service	9.83	7.0	9.77	7.3	11.12	5.7
Cooks	10.70	10.3	10.59	11.1	—	—
Food preparation, n.e.c.	8.07	8.9	7.96	9.3	—	—
Health service	10.12	4.3	9.93	4.2	13.38	8.9
Health aides, except nursing	11.16	3.4	11.16	3.7	—	—
Nursing aides, orderlies and attendants	9.82	5.3	9.59	5.2	—	—
Cleaning and building service	12.34	5.0	11.83	7.0	13.44	3.9
Supervisors, cleaning and building service workers	13.91	11.2	13.91	11.2	—	—
Janitors and cleaners	12.67	5.0	12.19	7.7	13.48	4.0
Personal service	9.96	10.0	—	—	11.70	10.6
Child care workers, n.e.c.	12.52	11.1	—	—	12.52	11.1

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$10.87	5.7	\$10.57	6.4	\$13.09	9.6
All excluding sales	11.32	6.3	11.03	7.2	13.10	9.6
White collar	14.11	6.3	13.52	7.0	17.56	9.3
White collar excluding sales	17.16	6.6	17.03	8.1	17.63	9.2
Professional specialty and technical	21.72	5.5	22.49	6.8	19.58	8.4
Professional specialty	23.93	4.9	25.85	5.3	19.89	8.5
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.81	5.3	26.27	5.4	—	—
Registered nurses	24.05	4.5	24.21	4.5	—	—
Teachers, college and university	26.59	3.9	28.45	13.7	26.36	3.4
Other post-secondary teachers	25.53	.9	—	—	—	—
Teachers, except college and university	18.10	9.3	13.41	10.1	18.25	9.5
Elementary school teachers	19.55	15.4	—	—	—	—
Teachers, n.e.c.	18.77	6.1	—	—	18.77	6.1
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.89	14.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.89	24.5	26.89	24.5	—	—
Technical	14.32	10.2	14.28	10.8	—	—
Licensed practical nurses	16.26	1.9	16.33	1.9	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.01	5.3	8.02	5.3	—	—
Sales workers, other commodities	7.13	4.6	7.13	4.6	—	—
Cashiers	7.81	3.6	7.81	3.7	—	—
Administrative support, including clerical	8.90	2.5	8.94	2.7	8.62	7.6
Secretaries	10.17	5.3	—	—	—	—
Library clerks	7.34	9.7	—	—	7.34	9.7
General office clerks	9.28	4.6	9.52	4.7	—	—
Administrative support, n.e.c.	8.64	8.5	9.96	7.8	—	—
Blue collar	10.33	15.9	10.26	16.7	12.19	9.6
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.88	21.9	13.91	23.2	13.33	8.5
Bus drivers	14.53	23.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.48	3.7	7.48	3.8	—	—
Stock handlers and baggers	7.00	2.0	7.00	2.0	—	—
Service	7.38	3.5	7.20	3.8	8.30	5.2
Protective service	9.48	7.5	9.80	8.1	9.02	14.0
Crossing guards	7.49	6.4	—	—	7.49	6.4
Guards and police, except public service	9.83	7.8	9.80	8.1	—	—
Food service	6.73	4.5	6.65	4.7	7.99	11.5
Waiters, waitresses, and bartenders	5.23	13.5	5.23	13.5	—	—
Waiters and waitresses	3.13	6.5	3.13	6.5	—	—
Other food service	7.31	4.3	7.25	4.3	7.99	11.5
Cooks	8.65	1.9	8.57	2.0	—	—
Kitchen workers, food preparation	7.94	5.6	7.94	5.6	—	—
Food preparation, n.e.c.	7.10	3.4	7.02	3.1	7.76	11.9
Health service	9.54	3.0	9.37	2.7	—	—
Nursing aides, orderlies and attendants	9.27	2.5	9.28	2.6	—	—
Cleaning and building service	8.23	7.6	7.93	6.8	10.44	10.6
Janitors and cleaners	8.19	8.4	7.87	7.5	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Personal service	\$7.29	4.0	\$6.79	2.6	\$7.70	6.3
Child care workers, n.e.c.	7.66	7.4	—	—	7.66	7.5
Service, n.e.c.	7.81	5.1	—	—	—	—

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

² 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.

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Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$806	2.0	39.7	\$785	2.4	40.1	\$899	3.1	38.2
All excluding sales	807	2.1	39.6	785	2.5	40.0	899	3.1	38.2
White collar	954	2.3	39.4	935	2.8	40.2	1,011	3.8	37.1
White collar excluding sales	973	2.4	39.2	959	3.0	40.0	1,011	3.8	37.1
Professional specialty and technical	1,136	2.4	38.5	1,104	2.8	39.8	1,191	4.4	36.0
Professional specialty	1,223	2.5	38.1	1,195	3.0	39.8	1,265	4.4	35.6
Engineers, architects, and surveyors	1,288	2.2	40.3	1,290	2.2	40.3	-	-	-
Industrial engineers	1,161	5.6	40.4	1,161	5.6	40.4	-	-	-
Mechanical engineers	1,283	3.2	40.8	1,283	3.2	40.8	-	-	-
Engineers, n.e.c.	1,363	3.0	40.0	1,363	3.0	40.0	-	-	-
Mathematical and computer scientists	1,157	3.6	40.1	1,146	3.7	40.1	-	-	-
Computer systems analysts and scientists	1,114	3.1	40.2	1,112	3.1	40.3	-	-	-
Operations and systems researchers and analysts	1,229	5.5	40.0	1,207	6.0	40.0	-	-	-
Natural scientists	886	26.0	39.2	-	-	-	-	-	-
Health related	971	4.2	39.7	953	3.4	40.1	1,033	13.9	38.6
Physicians	1,224	19.5	41.2	1,136	21.2	41.2	-	-	-
Registered nurses	905	1.8	39.4	918	2.1	39.9	848	1.7	37.4
Pharmacists	1,289	1.7	40.0	1,289	1.7	40.0	-	-	-
Teachers, college and university	1,688	13.3	38.1	1,259	6.6	33.6	1,750	14.8	38.7
Engineering teachers	2,582	9.7	39.3	-	-	-	-	-	-
Other post-secondary teachers	1,639	4.3	33.0	1,492	10.2	33.4	-	-	-
Teachers, except college and university	1,347	3.5	33.6	846	8.8	38.6	1,362	3.6	33.4
Elementary school teachers ...	1,382	2.9	33.1	-	-	-	1,393	3.0	33.0
Secondary school teachers ...	1,410	3.3	34.0	-	-	-	1,437	3.1	33.7
Teachers, special education ...	1,225	6.0	32.5	-	-	-	1,225	6.0	32.5
Vocational and educational counselors	964	26.2	38.5	-	-	-	-	-	-
Librarians, archivists, and curators	1,099	18.7	37.5	-	-	-	1,138	18.2	37.3
Librarians	1,099	18.7	37.5	-	-	-	1,138	18.2	37.3
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	936	11.0	37.3	-	-	-	981	12.1	36.8
Social workers	936	11.0	37.3	-	-	-	981	12.1	36.8
Lawyers and judges	2,224	22.3	39.5	-	-	-	-	-	-
Lawyers	2,221	23.6	39.6	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,293	4.8	38.5	1,282	5.3	38.3	-	-	-
Technical	822	4.1	39.8	864	4.1	40.0	656	8.8	39.1
Clinical laboratory technologists and technicians	789	4.8	40.0	792	4.9	40.0	-	-	-
Radiological technicians	778	8.5	40.0	778	8.5	40.0	-	-	-
Licensed practical nurses	637	2.3	39.8	623	3.0	39.7	-	-	-
Health technologists and technicians, n.e.c.	517	8.1	40.0	524	6.2	40.0	-	-	-
Electrical and electronic technicians	910	1.9	40.0	910	1.9	40.0	-	-	-
Mechanical engineering technicians	960	8.9	40.0	960	8.9	40.0	-	-	-
Engineering technicians, n.e.c.	1,013	7.1	40.0	1,015	7.1	40.0	-	-	-
Drafters	1,152	7.9	40.0	1,152	7.9	40.0	-	-	-
Computer programmers	1,287	5.4	40.0	-	-	-	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Technical and related, n.e.c. ...	\$777	6.0	38.5	\$805	8.0	40.0	—	—	—
Executive, administrative, and managerial	1,288	2.9	40.4	1,305	3.3	40.6	\$1,191	5.4	39.2
Executives, administrators, and managers	1,428	4.0	40.6	1,433	4.6	40.9	1,397	5.1	39.0
Administrators and officials, public administration	1,323	5.9	39.6	—	—	—	1,323	5.9	39.6
Financial managers	1,329	11.0	39.5	1,342	11.3	39.4	—	—	—
Managers, marketing, advertising, and public relations	1,790	8.1	41.7	1,790	8.1	41.7	—	—	—
Administrators, education and related fields	1,562	7.8	38.0	961	11.7	42.1	1,760	5.2	36.7
Managers, medicine and health	1,129	9.2	42.2	1,128	9.9	42.5	—	—	—
Managers and administrators, n.e.c.	1,532	4.8	40.2	1,542	5.0	40.2	—	—	—
Management related	1,088	3.3	40.0	1,118	3.7	40.1	937	3.2	39.4
Accountants and auditors	1,027	6.3	40.8	1,030	6.5	40.9	—	—	—
Other financial officers	1,218	14.6	40.0	—	—	—	—	—	—
Personnel, training, and labor relations specialists	1,003	14.3	40.6	1,009	15.0	40.7	—	—	—
Purchasing agents and buyers, n.e.c.	1,177	8.3	39.9	1,188	8.3	40.0	—	—	—
Management related, n.e.c.	1,100	4.0	39.8	1,126	4.2	39.7	—	—	—
Sales	782	6.6	41.5	782	6.6	41.5	—	—	—
Supervisors, sales	1,098	18.9	43.8	1,098	18.9	43.8	—	—	—
Sales, other business services	690	9.4	40.0	690	9.4	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,080	9.0	40.0	1,080	9.0	40.0	—	—	—
Sales workers, other commodities	517	13.2	40.0	517	13.2	40.0	—	—	—
Cashiers	369	9.2	39.8	369	9.2	39.8	—	—	—
Administrative support, including clerical	557	2.5	39.6	562	3.1	39.9	541	2.4	38.9
Supervisors, general office	777	8.6	40.7	803	12.7	41.3	—	—	—
Computer operators	702	14.4	39.7	748	16.0	39.7	—	—	—
Secretaries	615	5.1	39.3	643	6.6	39.5	565	4.6	39.0
Typists	466	10.3	39.5	—	—	—	—	—	—
Receptionists	422	4.4	40.0	422	4.4	40.0	—	—	—
Information clerks, n.e.c.	419	7.1	40.0	419	7.1	40.0	—	—	—
Order clerks	569	9.7	41.4	569	9.7	41.4	—	—	—
Personnel clerks, except payroll and timekeeping	635	9.6	39.3	—	—	—	—	—	—
Records clerks, n.e.c.	471	5.4	39.8	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	545	4.8	39.6	533	5.3	39.6	—	—	—
Billing clerks	465	5.5	39.8	458	5.7	39.7	—	—	—
Telephone operators	494	9.7	38.9	494	9.7	38.9	—	—	—
Production coordinators	851	10.0	40.0	851	10.0	40.0	—	—	—
Traffic, shipping and receiving clerks	509	11.0	40.0	509	11.0	40.0	—	—	—
Stock and inventory clerks	539	10.5	40.0	539	10.5	40.0	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Material recording, scheduling, and distribution clerks, n.e.c.	\$602	14.4	40.0	\$602	14.4	40.0	—	—	—
Insurance adjusters, examiners, and investigators	522	7.3	39.1	522	7.3	39.1	—	—	—
Investigators and adjusters, except insurance	486	11.9	39.4	486	11.9	39.4	—	—	—
Bill and account collectors	534	9.6	40.0	534	9.6	40.0	—	—	—
General office clerks	534	3.8	39.8	570	7.6	39.8	\$507	3.0	39.8
Bank tellers	435	3.9	40.0	435	3.9	40.0	—	—	—
Teachers' aides	365	7.7	33.4	—	—	—	366	7.8	33.4
Administrative support, n.e.c.	547	6.2	39.6	530	7.4	39.7	607	4.8	39.4
Blue collar	708	2.5	40.0	711	2.6	40.1	650	4.9	39.2
Precision production, craft, and repair	878	2.0	40.2	884	2.1	40.3	795	4.4	39.9
Supervisors, mechanics and repairers	1,108	6.7	46.4	1,129	6.8	47.0	—	—	—
Automobile mechanics	806	11.2	40.8	—	—	—	—	—	—
Heavy equipment mechanics	888	5.1	40.0	—	—	—	—	—	—
Industrial machinery repairers	843	4.9	40.0	843	4.9	40.0	—	—	—
Millwrights	973	1.7	40.0	973	1.7	40.0	—	—	—
Mechanics and repairers, n.e.c.	843	4.0	40.0	846	4.2	40.0	—	—	—
Supervisors, construction trades, n.e.c.	996	8.0	40.0	1,027	10.9	40.0	—	—	—
Electricians	1,008	1.7	39.9	1,005	1.7	40.0	—	—	—
Painters, construction and maintenance	947	3.4	40.0	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	1,063	1.8	40.0	1,065	1.8	40.0	—	—	—
Construction trades, n.e.c.	681	8.2	40.0	—	—	—	—	—	—
Supervisors, production	817	8.6	40.7	817	8.6	40.7	—	—	—
Tool and die makers	984	2.8	40.0	984	2.8	40.0	—	—	—
Machinists	867	4.4	40.0	867	4.4	40.0	—	—	—
Precision grinders, filers, and tool sharpeners	976	5.4	40.0	976	5.4	40.0	—	—	—
Butchers and meat cutters	572	9.9	40.0	572	9.9	40.0	—	—	—
Inspectors, testers, and graders	865	8.7	40.0	865	8.7	40.0	—	—	—
Machine operators, assemblers, and inspectors	647	3.6	40.0	648	3.6	40.0	—	—	—
Punching and stamping press operators	643	13.8	40.0	643	13.8	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	601	11.1	40.0	601	11.1	40.0	—	—	—
Fabricating machine operators, n.e.c.	869	1.8	40.0	869	1.8	40.0	—	—	—
Molding and casting machine operators	379	12.6	40.0	379	12.6	40.0	—	—	—
Textile sewing machine operators	574	24.8	40.0	574	24.8	40.0	—	—	—
Laundering and dry cleaning machine operators	371	7.3	39.9	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Miscellaneous machine operators, n.e.c.	\$538	7.5	40.0	\$538	7.5	40.0	—	—	—
Welders and cutters	746	8.2	40.0	746	8.2	40.0	—	—	—
Assemblers	721	4.6	40.0	721	4.6	40.0	—	—	—
Production inspectors, checkers and examiners ...	632	10.9	40.0	632	10.9	40.0	—	—	—
Transportation and material moving	656	5.8	39.6	683	6.8	40.0	\$534	3.7	38.1
Truck drivers	571	8.0	40.0	583	9.0	39.9	—	—	—
Bus drivers	495	5.7	37.5	—	—	—	515	4.3	37.3
Crane and tower operators	802	5.0	40.0	802	5.0	40.0	—	—	—
Industrial truck and tractor equipment operators	635	11.9	40.0	635	11.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	482	5.3	40.0	474	5.8	40.0	554	7.2	39.7
Groundskeepers and gardeners, except farm	569	10.0	39.3	—	—	—	569	10.0	39.3
Stock handlers and baggers ...	492	6.1	40.0	492	6.1	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	432	6.0	39.9	432	6.0	39.9	—	—	—
Hand packers and packagers	426	8.8	40.0	426	8.8	40.0	—	—	—
Laborers, except construction, n.e.c.	585	11.5	40.0	585	13.2	40.0	—	—	—
Service	486	4.2	40.1	394	3.7	39.7	671	3.9	41.0
Protective service	631	9.5	41.5	343	6.5	40.0	797	2.5	42.3
Firefighting	856	4.0	51.9	—	—	—	856	4.0	51.9
Police and detectives, public service	813	3.0	40.2	—	—	—	813	3.0	40.2
Correctional institution officers	689	3.0	40.1	—	—	—	689	3.0	40.1
Guards and police, except public service	347	6.7	40.0	344	6.6	40.0	—	—	—
Food service	369	8.0	39.4	369	8.4	39.7	366	9.7	32.9
Other food service	386	7.1	39.3	387	7.5	39.7	366	9.7	32.9
Cooks	419	10.2	39.1	421	11.0	39.8	—	—	—
Food preparation, n.e.c.	304	8.3	37.7	303	8.8	38.0	—	—	—
Health service	398	4.0	39.4	391	3.9	39.4	530	9.3	39.6
Health aides, except nursing ..	444	3.5	39.8	443	3.8	39.7	—	—	—
Nursing aides, orderlies and attendants	386	4.9	39.3	377	4.7	39.3	—	—	—
Cleaning and building service	491	5.2	39.8	470	7.4	39.7	537	3.9	39.9
Supervisors, cleaning and building service workers ...	556	11.2	40.0	556	11.2	40.0	—	—	—
Janitors and cleaners	504	5.7	39.8	483	8.7	39.7	539	4.0	39.9
Personal service	393	9.7	39.4	—	—	—	456	11.5	38.9
Child care workers, n.e.c.	499	11.1	39.9	—	—	—	499	11.1	39.9

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$41,035	2.0	2,023	\$40,734	2.4	2,081	\$42,209	3.1	1,793
All excluding sales	41,054	2.1	2,016	40,739	2.5	2,076	42,209	3.1	1,793
White collar	47,823	2.3	1,976	48,452	2.8	2,083	46,176	3.8	1,697
White collar excluding sales	48,583	2.4	1,957	49,643	3.0	2,071	46,176	3.8	1,697
Professional specialty and technical	54,876	2.4	1,858	56,901	2.8	2,052	51,827	4.4	1,566
Professional specialty	58,077	2.5	1,808	61,349	3.0	2,042	54,061	4.4	1,520
Engineers, architects, and surveyors	66,972	2.2	2,095	67,071	2.2	2,096	-	-	-
Industrial engineers	60,386	5.6	2,099	60,386	5.6	2,099	-	-	-
Mechanical engineers	66,734	3.2	2,119	66,734	3.2	2,119	-	-	-
Engineers, n.e.c.	70,881	3.0	2,080	70,881	3.0	2,080	-	-	-
Mathematical and computer scientists	60,134	3.6	2,085	59,596	3.7	2,087	-	-	-
Computer systems analysts and scientists	57,948	3.1	2,093	57,829	3.1	2,093	-	-	-
Operations and systems researchers and analysts	63,773	5.5	2,075	62,753	6.0	2,079	-	-	-
Natural scientists	46,066	26.0	2,037	-	-	-	-	-	-
Health related	50,335	4.2	2,060	49,568	3.4	2,082	53,028	13.9	1,981
Physicians	63,639	19.5	2,141	59,090	21.2	2,140	-	-	-
Registered nurses	47,029	1.8	2,050	47,710	2.1	2,074	44,070	1.7	1,944
Pharmacists	67,007	1.7	2,080	67,007	1.7	2,080	-	-	-
Teachers, college and university	72,246	13.3	1,630	49,736	6.6	1,327	75,852	14.8	1,679
Engineering teachers	103,098	9.7	1,568	-	-	-	-	-	-
Other post-secondary teachers	60,091	4.3	1,209	53,008	10.2	1,186	-	-	-
Teachers, except college and university	52,999	3.5	1,322	35,690	8.8	1,631	53,500	3.6	1,313
Elementary school teachers ...	53,691	2.9	1,284	-	-	-	54,113	3.0	1,281
Secondary school teachers ...	54,919	3.3	1,326	-	-	-	55,801	3.1	1,309
Teachers, special education ...	50,927	6.0	1,350	-	-	-	50,927	6.0	1,350
Vocational and educational counselors	44,337	26.2	1,771	-	-	-	-	-	-
Librarians, archivists, and curators	50,998	18.7	1,740	-	-	-	52,273	18.2	1,711
Librarians	50,998	18.7	1,740	-	-	-	52,273	18.2	1,711
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	44,895	11.0	1,787	-	-	-	46,345	12.1	1,737
Social workers	44,895	11.0	1,787	-	-	-	46,345	12.1	1,737
Lawyers and judges	115,662	22.3	2,054	-	-	-	-	-	-
Lawyers	115,511	23.6	2,060	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	64,968	4.8	1,934	64,270	5.3	1,921	-	-	-
Technical	42,416	4.1	2,054	44,900	4.1	2,080	32,791	8.8	1,954
Clinical laboratory technologists and technicians	41,042	4.8	2,080	41,176	4.9	2,080	-	-	-
Radiological technicians	40,480	8.5	2,080	40,480	8.5	2,080	-	-	-
Licensed practical nurses	33,150	2.3	2,069	32,404	3.0	2,064	-	-	-
Health technologists and technicians, n.e.c.	26,869	8.1	2,080	27,263	6.2	2,080	-	-	-
Electrical and electronic technicians	47,325	1.9	2,080	47,325	1.9	2,080	-	-	-
Mechanical engineering technicians	49,898	8.9	2,080	49,898	8.9	2,080	-	-	-
Engineering technicians, n.e.c.	52,672	7.1	2,080	52,782	7.1	2,080	-	-	-
Drafters	59,929	7.9	2,080	59,929	7.9	2,080	-	-	-
Computer programmers	66,934	5.4	2,080	-	-	-	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Professional specialty and technical —Continued									
Technical —Continued									
Technical and related, n.e.c. ...	\$37,874	6.0	1,880	\$41,711	8.0	2,074	—	—	—
Executive, administrative, and managerial									
Executives, administrators, and managers	66,841	2.9	2,095	67,819	3.3	2,109	\$61,399	5.4	2,021
Administrators and officials, public administration	74,104	4.0	2,108	74,431	4.6	2,124	72,141	5.1	2,014
Financial managers	68,788	5.9	2,061	—	—	—	68,788	5.9	2,061
Managers, marketing, advertising, and public relations	69,108	11.0	2,052	69,765	11.3	2,051	—	—	—
Administrators, education and related fields	93,073	8.1	2,167	93,073	8.1	2,167	—	—	—
Managers, medicine and health	76,482	7.8	1,861	45,003	11.7	1,971	87,461	5.2	1,823
Managers and administrators, n.e.c.	58,698	9.2	2,194	58,655	9.9	2,211	—	—	—
Management related	79,647	4.8	2,091	80,201	5.0	2,093	—	—	—
Accountants and auditors	56,507	3.3	2,077	58,151	3.7	2,087	48,251	3.2	2,030
Other financial officers	53,381	6.3	2,123	53,549	6.5	2,125	—	—	—
Personnel, training, and labor relations specialists	63,344	14.6	2,080	—	—	—	—	—	—
Purchasing agents and buyers, n.e.c.	52,149	14.3	2,112	52,467	15.0	2,114	—	—	—
Management related, n.e.c.	61,191	8.3	2,076	61,761	8.3	2,080	—	—	—
	56,990	4.0	2,059	58,561	4.2	2,066	—	—	—
Sales									
Supervisors, sales	40,662	6.6	2,160	40,662	6.6	2,160	—	—	—
Sales, other business services	57,120	18.9	2,278	57,120	18.9	2,278	—	—	—
Sales representatives, mining, manufacturing, and wholesale	35,862	9.4	2,080	35,862	9.4	2,080	—	—	—
Sales workers, other commodities	56,144	9.0	2,080	56,144	9.0	2,080	—	—	—
Cashiers	26,860	13.2	2,080	26,860	13.2	2,080	—	—	—
	19,164	9.2	2,069	19,164	9.2	2,069	—	—	—
Administrative support, including clerical									
Supervisors, general office	28,568	2.5	2,033	29,204	3.1	2,071	26,620	2.4	1,914
Computer operators	40,396	8.6	2,118	41,768	12.7	2,147	—	—	—
Secretaries	36,516	14.4	2,067	38,895	16.0	2,063	—	—	—
Typists	31,185	5.1	1,996	33,382	6.6	2,051	27,571	4.6	1,905
Receptionists	24,211	10.3	2,053	—	—	—	—	—	—
Information clerks, n.e.c.	21,931	4.4	2,079	21,931	4.4	2,079	—	—	—
Order clerks	21,765	7.1	2,080	21,765	7.1	2,080	—	—	—
Personnel clerks, except payroll and timekeeping	29,614	9.7	2,152	29,614	9.7	2,152	—	—	—
Records clerks, n.e.c.	33,041	9.6	2,046	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	24,480	5.4	2,070	—	—	—	—	—	—
Billing clerks	28,349	4.8	2,059	27,703	5.3	2,057	—	—	—
Telephone operators	24,162	5.5	2,068	23,826	5.7	2,067	—	—	—
Production coordinators	25,660	9.7	2,021	25,660	9.7	2,021	—	—	—
Traffic, shipping and receiving clerks	44,247	10.0	2,080	44,247	10.0	2,080	—	—	—
Stock and inventory clerks	26,451	11.0	2,080	26,451	11.0	2,080	—	—	—
	28,023	10.5	2,080	28,023	10.5	2,080	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Material recording, scheduling, and distribution clerks, n.e.c.	\$31,287	14.4	2,080	\$31,287	14.4	2,080	—	—	—
Insurance adjusters, examiners, and investigators	27,153	7.3	2,031	27,153	7.3	2,031	—	—	—
Investigators and adjusters, except insurance	25,286	11.9	2,046	25,286	11.9	2,046	—	—	—
Bill and account collectors	27,775	9.6	2,080	27,775	9.6	2,080	—	—	—
General office clerks	27,752	3.8	2,070	29,649	7.6	2,071	\$26,390	3.0	2,070
Bank tellers	22,631	3.9	2,080	22,631	3.9	2,080	—	—	—
Teachers' aides	13,777	7.7	1,259	—	—	—	13,808	7.8	1,259
Administrative support, n.e.c.	28,010	6.2	2,030	27,555	7.4	2,063	29,564	4.8	1,919
Blue collar	36,679	2.5	2,075	36,969	2.6	2,084	32,058	4.9	1,936
Precision production, craft, and repair									
Supervisors, mechanics and repairers	45,638	2.0	2,093	45,968	2.1	2,094	41,360	4.4	2,075
Supervisors, mechanics and repairers	57,618	6.7	2,413	58,700	6.8	2,442	—	—	—
Automobile mechanics	41,889	11.2	2,120	—	—	—	—	—	—
Heavy equipment mechanics	46,154	5.1	2,080	—	—	—	—	—	—
Industrial machinery repairers	43,838	4.9	2,080	43,838	4.9	2,080	—	—	—
Millwrights	50,593	1.7	2,080	50,593	1.7	2,080	—	—	—
Mechanics and repairers, n.e.c.	43,817	4.0	2,080	43,980	4.2	2,080	—	—	—
Supervisors, construction trades, n.e.c.	51,782	8.0	2,080	53,408	10.9	2,080	—	—	—
Electricians	52,407	1.7	2,076	52,286	1.7	2,080	—	—	—
Painters, construction and maintenance	49,253	3.4	2,080	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	55,300	1.8	2,080	55,396	1.8	2,080	—	—	—
Construction trades, n.e.c.	35,401	8.2	2,077	—	—	—	—	—	—
Supervisors, production	42,466	8.6	2,118	42,466	8.6	2,118	—	—	—
Tool and die makers	51,191	2.8	2,080	51,191	2.8	2,080	—	—	—
Machinists	45,068	4.4	2,080	45,068	4.4	2,080	—	—	—
Precision grinders, filers, and tool sharpeners	50,755	5.4	2,080	50,755	5.4	2,080	—	—	—
Butchers and meat cutters	29,768	9.9	2,080	29,768	9.9	2,080	—	—	—
Inspectors, testers, and graders	45,004	8.7	2,080	45,004	8.7	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Punching and stamping press operators	33,639	3.6	2,079	33,671	3.6	2,079	—	—	—
Grinding, abrading, buffing, and polishing machine operators	33,410	13.8	2,080	33,410	13.8	2,080	—	—	—
Fabricating machine operators, n.e.c.	31,238	11.1	2,080	31,238	11.1	2,080	—	—	—
Molding and casting machine operators	45,214	1.8	2,080	45,214	1.8	2,080	—	—	—
Textile sewing machine operators	19,733	12.6	2,080	19,733	12.6	2,080	—	—	—
Laundering and dry cleaning machine operators	29,845	24.8	2,080	29,845	24.8	2,080	—	—	—
Laundering and dry cleaning machine operators	19,271	7.3	2,077	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors —Continued									
Miscellaneous machine operators, n.e.c.	\$27,970	7.5	2,080	\$27,970	7.5	2,080	—	—	—
Welders and cutters	38,804	8.2	2,080	38,804	8.2	2,080	—	—	—
Assemblers	37,471	4.6	2,080	37,471	4.6	2,080	—	—	—
Production inspectors, checkers and examiners ...	32,867	10.9	2,080	32,867	10.9	2,080	—	—	—
Transportation and material moving	33,135	5.8	2,003	35,507	6.8	2,079	\$23,964	3.7	1,708
Truck drivers	29,678	8.0	2,078	30,293	9.0	2,077	—	—	—
Bus drivers	21,305	5.7	1,614	—	—	—	21,855	4.3	1,585
Crane and tower operators	41,693	5.0	2,080	41,693	5.0	2,080	—	—	—
Industrial truck and tractor equipment operators	32,996	11.9	2,080	32,996	11.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,058	5.3	2,078	24,658	5.8	2,080	28,801	7.2	2,064
Groundskeepers and gardeners, except farm	29,585	10.0	2,042	—	—	—	29,585	10.0	2,042
Stock handlers and baggers ...	25,576	6.1	2,080	25,576	6.1	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	22,476	6.0	2,076	22,476	6.0	2,076	—	—	—
Hand packers and packagers	22,174	8.8	2,080	22,174	8.8	2,080	—	—	—
Laborers, except construction, n.e.c.	30,425	11.5	2,080	30,445	13.2	2,080	—	—	—
Service	24,986	4.2	2,061	20,461	3.7	2,062	33,681	3.9	2,058
Protective service	32,683	9.5	2,147	17,844	6.5	2,080	41,155	2.5	2,184
Firefighting	44,523	4.0	2,699	—	—	—	44,523	4.0	2,699
Police and detectives, public service	42,267	3.0	2,090	—	—	—	42,267	3.0	2,090
Correctional institution officers	35,820	3.0	2,086	—	—	—	35,820	3.0	2,086
Guards and police, except public service	17,964	6.7	2,070	17,891	6.6	2,080	—	—	—
Food service	18,917	8.0	2,020	19,178	8.4	2,064	14,959	9.7	1,346
Other food service	19,773	7.1	2,011	20,143	7.5	2,062	14,959	9.7	1,346
Cooks	21,147	10.2	1,976	21,888	11.0	2,067	—	—	—
Food preparation, n.e.c.	15,636	8.3	1,938	15,737	8.8	1,976	—	—	—
Health service	20,709	4.0	2,047	20,322	3.9	2,046	27,575	9.3	2,060
Health aides, except nursing ..	23,076	3.5	2,067	23,051	3.8	2,066	—	—	—
Nursing aides, orderlies and attendants	20,054	4.9	2,042	19,581	4.7	2,041	—	—	—
Cleaning and building service	25,544	5.2	2,069	24,440	7.4	2,066	27,906	3.9	2,077
Supervisors, cleaning and building service workers ...	28,926	11.2	2,080	28,926	11.2	2,080	—	—	—
Janitors and cleaners	26,186	5.7	2,067	25,126	8.7	2,062	28,009	4.0	2,077
Personal service	18,675	9.7	1,875	—	—	—	19,985	11.5	1,708
Child care workers, n.e.c.	22,394	11.1	1,789	—	—	—	22,394	11.1	1,789

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$19.27	2.0	\$18.54	2.4	\$22.75	3.1
All excluding sales	19.47	2.1	18.72	2.5	22.76	3.1
White collar	23.29	2.4	22.29	2.9	26.67	3.8
1	8.08	4.1	8.11	4.3	7.58	10.5
2	10.61	4.3	10.66	4.9	10.32	7.1
3	11.35	3.2	11.28	3.4	12.20	4.4
4	13.88	3.5	13.99	4.7	13.60	2.5
5	15.17	4.4	16.21	5.4	12.87	4.6
6	20.60	10.1	16.61	4.1	31.17	13.4
7	20.86	4.0	21.35	4.3	17.78	5.4
8	27.90	3.8	23.35	2.3	37.70	5.6
9	28.27	2.5	26.42	1.8	32.06	5.3
10	27.92	4.5	27.94	4.5	27.83	14.7
11	34.41	3.1	33.26	3.6	39.01	3.8
12	39.62	4.1	40.07	4.4	35.57	8.6
13	41.67	10.3	45.07	3.2	-	-
14	49.64	6.5	49.48	6.9	-	-
Not able to be leveled	30.05	8.1	30.45	11.3	29.26	9.1
White collar excluding sales	24.30	2.4	23.46	3.0	26.67	3.8
1	8.79	4.5	8.95	4.7	7.62	11.0
2	11.06	4.7	11.23	5.4	10.32	7.1
3	11.95	3.6	11.92	3.9	12.20	4.4
4	13.65	2.9	13.68	4.0	13.60	2.5
5	14.99	3.9	16.34	4.3	12.87	4.6
6	21.04	10.4	16.87	4.4	31.17	13.4
7	20.46	3.0	21.03	3.1	17.78	5.4
8	28.85	3.9	23.82	2.6	37.70	5.6
9	28.52	2.6	26.68	1.8	32.06	5.3
10	27.88	4.6	27.88	4.6	27.83	14.7
11	34.89	3.0	33.75	3.5	39.01	3.8
12	39.73	4.2	40.21	4.5	35.57	8.6
13	41.67	10.3	45.07	3.2	-	-
14	49.64	6.5	49.48	6.9	-	-
Not able to be leveled	29.74	8.4	30.00	11.9	29.26	9.1
Professional specialty and technical	28.84	2.4	27.22	2.9	32.13	4.5
Professional specialty	31.40	2.5	29.64	3.0	34.36	4.6
5	12.61	7.7	14.68	4.9	12.46	8.1
6	33.01	11.7	18.41	7.3	39.35	6.6
7	21.12	5.9	22.31	4.9	16.49	7.6
8	32.25	4.9	23.76	2.9	40.25	4.9
9	29.34	3.3	26.20	1.6	34.63	5.5
10	27.66	8.3	28.35	8.8	25.81	19.0
11	34.88	3.6	33.57	4.3	39.97	3.6
12	40.12	8.6	40.18	9.4	39.53	7.9
13	37.55	25.5	46.93	5.9	-	-
Not able to be leveled	30.67	11.3	31.26	20.0	30.03	9.0
Engineers, architects, and surveyors	31.96	2.2	32.00	2.2	-	-
9	28.23	1.8	28.32	1.8	-	-
11	34.02	1.8	34.00	1.9	-	-
12	35.21	2.7	35.21	2.7	-	-
Industrial engineers	28.77	5.2	28.77	5.2	-	-
11	33.32	2.7	33.32	2.7	-	-
Mechanical engineers	31.49	3.4	31.49	3.4	-	-
9	28.62	6.1	28.62	6.1	-	-
11	32.54	5.3	32.54	5.3	-	-
Engineers, n.e.c.	34.08	3.0	34.08	3.0	-	-
9	28.01	2.3	28.01	2.3	-	-
11	35.20	.9	35.20	.9	-	-
12	37.32	4.4	37.32	4.4	-	-
Mathematical and computer scientists	28.78	3.8	28.50	3.9	-	-
9	25.76	2.3	25.76	2.3	-	-
11	30.69	5.5	30.69	5.5	-	-
12	37.71	3.2	-	-	-	-
Computer systems analysts and scientists	27.69	3.3	27.63	3.3	-	-

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Mathematical and computer scientists –Continued						
Computer systems analysts and scientists –Continued						
9	\$26.48	2.7	\$26.48	2.7	–	–
11	28.82	5.0	28.82	5.0	–	–
Operations and systems researchers and analysts						
9	30.54	5.7	30.00	6.3	–	–
9	24.15	3.0	24.15	3.0	–	–
Natural scientists	22.45	25.2	–	–	–	–
Health related						
6	24.74	3.5	24.43	3.0	\$26.17	13.2
7	18.29	6.9	18.27	7.1	–	–
7	22.52	5.3	22.52	5.3	–	–
8	23.19	2.1	23.37	2.4	22.21	1.6
9	22.89	2.0	22.90	2.6	22.87	1.5
10	31.60	16.1	–	–	–	–
11	29.26	5.0	29.88	4.9	–	–
Not able to be leveled	27.07	20.2	32.73	27.3	–	–
Physicians	32.64	18.0	32.54	19.9	–	–
Not able to be leveled	27.07	20.2	32.73	27.3	–	–
Registered nurses						
7	23.26	1.9	23.39	2.2	22.42	1.1
7	23.05	5.1	23.05	5.1	–	–
8	22.59	1.3	22.68	1.5	22.21	1.6
9	22.79	1.9	22.74	2.5	–	–
11	29.03	7.3	29.03	7.3	–	–
Pharmacists	32.21	1.7	32.21	1.7	–	–
Dietitians	17.08	7.2	–	–	–	–
Teachers, college and university						
9	41.49	12.9	36.08	6.8	42.17	14.3
9	39.97	11.7	32.61	11.6	–	–
10	36.27	8.5	36.58	9.7	–	–
11	38.65	2.7	39.18	19.7	38.61	2.4
Engineering teachers	65.61	8.3	–	–	–	–
Health specialties teachers	36.85	4.1	–	–	–	–
Other post-secondary teachers	34.22	16.3	40.25	12.4	32.74	18.0
Teachers, except college and university						
5	38.26	4.1	21.22	8.7	38.87	4.2
5	13.59	5.8	–	–	–	–
6	39.71	6.2	–	–	40.58	5.8
8	41.51	4.7	23.18	11.3	42.38	4.8
9	38.47	5.1	–	–	38.72	5.1
Prekindergarten and kindergarten						
Elementary school teachers	35.49	12.8	–	–	35.96	12.8
6	40.12	4.0	–	–	40.54	4.0
6	40.06	5.7	–	–	–	–
8	42.48	5.6	–	–	43.12	5.6
9	38.96	7.0	–	–	39.09	7.0
Secondary school teachers						
8	41.42	4.0	–	–	42.64	3.9
8	42.86	7.1	–	–	44.99	6.5
9	40.12	4.6	–	–	–	–
Teachers, special education	37.71	6.5	–	–	37.71	6.5
Teachers, n.e.c.	33.63	20.2	–	–	33.63	20.2
Vocational and educational counselors						
Librarians, archivists, and curators	24.87	28.4	14.90	8.3	–	–
Librarians	27.80	21.9	–	–	28.76	21.7
Librarians	27.80	21.9	–	–	28.76	21.7
Social scientists and urban planners						
Social, recreation, and religious workers	–	–	–	–	–	–
10	24.30	13.5	16.67	7.1	26.22	14.9
10	18.46	9.1	–	–	–	–
Social workers						
10	24.53	13.5	16.68	7.1	26.53	15.0
10	18.46	9.1	–	–	–	–
Lawyers and judges						
Lawyers	56.31	21.9	–	–	–	–
Lawyers	56.07	23.3	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
9	33.31	6.2	33.15	6.8	–	–
9	26.94	3.0	26.94	3.0	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Writers, authors, entertainers, athletes, and professionals, n.e.c. —Continued						
11	\$38.61	18.2	\$38.61	18.2	—	—
Not able to be leveled	34.25	19.0	33.80	28.0	—	—
Technical	20.08	4.4	20.83	4.7	\$16.71	8.9
3	10.50	6.5	—	—	—	—
4	13.56	10.9	13.67	11.9	—	—
5	14.51	6.6	15.55	3.4	—	—
6	18.77	4.2	19.07	5.7	—	—
7	21.16	4.1	21.99	3.9	—	—
8	25.21	4.8	25.52	5.0	—	—
9	26.54	4.1	26.90	4.1	—	—
10	30.46	10.3	30.46	10.3	—	—
Clinical laboratory technologists and technicians	19.69	4.4	19.75	4.5	—	—
Health record technologists and technicians	15.98	7.9	—	—	—	—
Radiological technicians	19.15	7.4	19.15	7.4	—	—
Licensed practical nurses	16.08	1.7	15.87	2.1	—	—
5	15.51	3.5	15.51	3.7	—	—
6	16.59	1.5	15.93	2.1	—	—
7	15.85	2.8	15.85	2.8	—	—
Health technologists and technicians, n.e.c.	13.22	7.3	13.65	5.0	—	—
5	12.45	10.4	—	—	—	—
Electrical and electronic technicians	22.75	1.9	22.75	1.9	—	—
Mechanical engineering technicians	23.99	8.9	23.99	8.9	—	—
Engineering technicians, n.e.c.	25.32	7.1	25.38	7.1	—	—
Drafters	23.33	20.2	23.33	20.2	—	—
Computer programmers	32.18	5.4	—	—	—	—
Technical and related, n.e.c.	19.91	5.0	20.11	8.0	19.70	6.1
Executive, administrative, and managerial	31.88	3.2	32.14	3.6	30.35	5.6
6	15.85	8.8	15.80	8.8	—	—
7	20.03	6.5	19.84	6.6	—	—
8	22.69	5.0	22.70	5.5	—	—
9	26.79	4.3	27.57	5.1	25.02	6.7
10	27.00	4.1	26.17	3.7	—	—
11	35.21	4.4	34.79	4.4	36.30	10.6
12	39.43	2.9	40.24	2.6	—	—
13	44.32	3.4	44.49	3.6	—	—
14	53.56	9.7	53.69	10.8	—	—
Not able to be leveled	32.77	8.2	—	—	—	—
Executives, administrators, and managers	35.13	4.7	35.05	5.4	35.64	5.5
7	17.34	10.9	17.34	10.9	—	—
8	23.60	12.8	23.60	12.8	—	—
9	30.14	5.6	30.04	6.7	—	—
10	27.08	4.6	26.20	3.6	—	—
11	35.58	5.2	34.96	5.4	37.06	11.6
12	40.05	3.4	41.27	2.8	—	—
13	44.32	3.4	44.49	3.6	—	—
14	57.39	10.9	58.15	12.3	—	—
Not able to be leveled	33.74	16.1	—	—	—	—
Administrators and officials, public administration	33.38	5.8	—	—	33.38	5.8
Financial managers	33.67	11.5	34.01	11.8	—	—
Managers, marketing, advertising, and public relations	42.96	6.1	42.96	6.1	—	—
Administrators, education and related fields	41.09	10.1	22.83	11.2	47.98	6.8
Managers, medicine and health	26.75	7.2	26.52	7.6	—	—
Managers and administrators, n.e.c.	38.08	5.0	38.32	5.1	—	—
9	31.54	6.0	31.94	5.9	—	—
11	36.39	6.8	36.39	6.8	—	—
12	39.07	4.4	40.29	3.4	—	—
14	58.18	13.0	58.69	13.9	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related	\$27.21	3.2	\$27.85	3.6	\$24.01	3.3
7	22.09	5.2	21.90	5.5	–	–
8	22.27	3.9	22.21	4.4	–	–
9	24.60	4.0	25.50	6.0	23.12	3.2
10	26.91	6.9	26.15	6.7	–	–
11	33.62	5.3	–	–	–	–
12	37.42	5.2	37.42	5.2	–	–
Accountants and auditors	25.12	6.3	25.18	6.5	–	–
8	23.08	3.5	23.08	3.5	–	–
9	28.61	13.5	–	–	–	–
Other financial officers	30.45	14.6	–	–	–	–
Management analysts	27.74	14.7	–	–	–	–
Personnel, training, and labor relations specialists	24.69	13.9	24.82	14.5	–	–
9	26.27	10.6	27.86	11.6	–	–
Purchasing agents and buyers, n.e.c.	29.47	8.2	29.69	8.3	–	–
Management related, n.e.c.	27.66	3.9	28.32	4.0	–	–
7	21.48	9.1	–	–	–	–
8	24.09	5.6	24.01	6.8	–	–
9	25.17	4.8	26.63	6.3	–	–
Sales	16.25	6.4	16.25	6.4	–	–
1	7.62	5.3	7.62	5.4	–	–
2	8.96	2.6	8.96	2.6	–	–
3	8.76	5.2	8.76	5.2	–	–
4	15.77	18.7	15.77	18.7	–	–
5	15.89	15.1	15.89	15.1	–	–
7	22.38	14.9	22.38	14.9	–	–
8	21.31	2.0	21.31	2.0	–	–
9	22.72	7.4	22.72	7.4	–	–
Supervisors, sales	25.08	14.3	25.08	14.3	–	–
Sales, other business services	17.24	9.4	17.24	9.4	–	–
Sales representatives, mining, manufacturing, and wholesale	26.99	9.0	26.99	9.0	–	–
Sales workers, furniture and home furnishings	12.80	15.6	12.80	15.6	–	–
Sales workers, other commodities	11.00	13.8	11.00	13.8	–	–
1	7.88	11.0	7.88	11.0	–	–
4	9.01	7.1	9.01	7.1	–	–
Cashiers	8.36	4.1	8.37	4.1	–	–
1	7.47	4.9	7.47	4.9	–	–
2	8.91	3.3	8.91	3.3	–	–
3	9.43	9.6	9.43	9.6	–	–
Administrative support, including clerical	13.68	2.4	13.67	3.1	13.70	2.4
1	8.79	4.5	8.95	4.7	7.62	11.0
2	11.05	4.8	11.21	5.5	10.39	7.2
3	12.01	3.7	11.97	4.0	12.49	4.8
4	13.68	3.0	13.68	4.3	13.69	2.6
5	15.84	5.1	16.80	6.2	13.84	4.9
6	15.95	4.8	15.81	5.4	17.07	3.3
7	18.72	6.0	18.52	6.9	19.56	9.5
8	21.33	5.7	22.13	7.1	–	–
Supervisors, general office	19.07	9.7	19.45	14.6	–	–
Computer operators	17.67	14.4	18.85	15.9	–	–
Secretaries	15.54	5.0	16.21	6.5	14.36	4.5
3	12.46	3.8	11.72	3.3	–	–
4	15.01	5.9	15.44	7.7	14.13	4.4
5	16.47	11.9	20.68	11.4	–	–
7	19.91	5.5	19.33	4.6	–	–
Typists	11.79	10.6	–	–	–	–
Receptionists	10.43	4.0	10.44	4.0	–	–
3	11.08	4.3	11.08	4.3	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Information clerks, n.e.c.	\$10.33	6.2	\$10.33	6.2	—	—
Order clerks	13.58	7.8	13.58	7.8	—	—
Personnel clerks, except payroll and timekeeping	16.15	10.0	—	—	—	—
Library clerks	9.79	12.8	—	—	\$9.82	14.2
1	7.09	10.1	—	—	6.44	9.2
3	12.26	14.3	—	—	12.26	14.3
Records clerks, n.e.c.	11.80	5.3	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.06	4.9	12.70	5.3	—	—
4	13.78	5.8	12.79	7.0	—	—
5	15.43	3.5	—	—	—	—
Billing clerks	11.67	5.6	11.51	5.8	—	—
4	11.78	3.6	11.78	3.6	—	—
Telephone operators	12.44	10.7	12.44	10.7	—	—
2	12.52	13.8	12.52	13.8	—	—
Production coordinators	21.27	10.0	21.27	10.0	—	—
Traffic, shipping and receiving clerks	12.71	10.7	12.71	10.7	—	—
4	13.94	13.8	13.94	13.8	—	—
Stock and inventory clerks	13.47	10.5	13.47	10.5	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	14.73	15.0	14.73	15.0	—	—
Insurance adjusters, examiners, and investigators	13.37	7.7	13.37	7.7	—	—
Investigators and adjusters, except insurance	12.36	11.9	12.36	11.9	—	—
Bill and account collectors	13.35	9.6	13.35	9.6	—	—
General office clerks	13.05	3.6	13.52	6.7	12.65	3.0
1	8.71	3.9	—	—	—	—
3	12.35	4.6	12.33	4.7	—	—
4	12.69	2.8	—	—	12.71	3.1
5	19.74	10.8	20.74	11.0	—	—
Bank tellers	10.52	3.6	10.52	3.6	—	—
Data entry keyers	9.43	12.3	—	—	—	—
Teachers' aides	11.09	6.1	—	—	11.11	6.1
2	10.60	6.4	—	—	10.63	6.5
Administrative support, n.e.c.	13.45	6.0	13.19	7.4	14.33	6.9
4	13.22	8.4	12.32	10.3	—	—
Blue collar	17.12	2.4	17.17	2.6	16.36	4.6
1	9.13	4.5	9.12	4.5	—	—
2	12.33	7.2	12.28	8.1	12.71	3.8
3	17.96	3.6	18.17	3.7	13.82	4.9
4	16.62	6.6	16.65	6.7	—	—
5	15.52	4.3	15.50	4.5	16.16	4.8
6	19.46	4.4	19.53	4.7	—	—
7	23.32	1.5	23.54	1.6	20.96	3.2
8	25.62	3.7	25.89	3.8	—	—
9	29.69	3.3	29.69	3.3	—	—
Precision production, craft, and repair	21.80	1.9	21.94	2.0	19.94	4.4
3	12.82	11.3	12.78	14.3	—	—
4	17.20	7.3	17.20	7.5	—	—
5	16.43	5.5	16.41	5.6	—	—
6	19.34	5.2	19.36	5.6	—	—
7	23.38	1.6	23.60	1.6	20.90	3.4
8	25.44	4.0	25.72	4.1	—	—
9	29.69	3.3	29.69	3.3	—	—
Supervisors, mechanics and repairers	23.88	7.6	24.04	8.1	—	—
Automobile mechanics	19.76	9.7	—	—	—	—
Heavy equipment mechanics	22.19	5.1	—	—	—	—
7	22.62	5.6	—	—	—	—
Industrial machinery repairers	21.08	4.9	21.08	4.9	—	—
7	23.52	3.8	23.52	3.8	—	—
Millwrights	24.32	1.7	24.32	1.7	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Millwrights —Continued						
7	\$24.32	1.7	\$24.32	1.7	—	—
Mechanics and repairers, n.e.c.	21.07	4.0	21.14	4.2	—	—
7	23.67	3.7	24.07	3.9	—	—
Supervisors, construction trades, n.e.c.	24.90	8.0	25.68	10.9	—	—
Electricians	25.25	1.6	25.14	1.7	—	—
7	25.36	1.6	25.27	1.7	—	—
Painters, construction and maintenance	23.68	3.4	—	—	—	—
Plumbers, pipefitters and steamfitters	26.59	1.8	26.63	1.8	—	—
7	26.35	2.4	26.40	2.5	—	—
Construction trades, n.e.c.	17.04	8.2	—	—	—	—
Supervisors, production	20.05	7.8	20.05	7.8	—	—
7	19.98	5.2	19.98	5.2	—	—
Tool and die makers	24.61	2.8	24.61	2.8	—	—
7	24.61	2.8	24.61	2.8	—	—
Machinists	21.67	4.4	21.67	4.4	—	—
7	22.65	3.4	22.65	3.4	—	—
Precision grinders, filers, and tool sharpeners	24.40	5.4	24.40	5.4	—	—
Butchers and meat cutters	14.31	9.9	14.31	9.9	—	—
Inspectors, testers, and graders	21.64	8.7	21.64	8.7	—	—
Machine operators, assemblers, and inspectors	15.97	3.7	15.98	3.7	—	—
1	9.00	4.1	8.96	4.2	—	—
2	11.46	4.2	11.46	4.2	—	—
3	18.78	3.9	18.78	3.9	—	—
4	16.77	8.2	16.77	8.2	—	—
5	15.26	6.1	15.26	6.1	—	—
6	20.46	5.3	20.46	5.3	—	—
Punching and stamping press operators	16.06	13.8	16.06	13.8	—	—
Grinding, abrading, buffing, and polishing machine operators	15.02	11.1	15.02	11.1	—	—
Fabricating machine operators, n.e.c.	21.74	1.8	21.74	1.8	—	—
3	21.00	4.4	21.00	4.4	—	—
4	22.32	1.3	22.32	1.3	—	—
Molding and casting machine operators	9.49	12.6	9.49	12.6	—	—
Textile sewing machine operators	14.35	24.8	14.35	24.8	—	—
Laundering and dry cleaning machine operators	9.26	7.0	8.21	2.3	—	—
1	9.26	7.0	8.21	2.3	—	—
Miscellaneous machine operators, n.e.c.	13.45	7.5	13.45	7.5	—	—
3	11.21	13.5	11.21	13.5	—	—
4	17.08	6.2	17.08	6.2	—	—
Welders and cutters	18.66	8.2	18.66	8.2	—	—
Assemblers	17.35	5.3	17.35	5.3	—	—
1	8.49	5.7	8.49	5.7	—	—
3	20.49	2.5	20.49	2.5	—	—
4	17.05	11.1	17.05	11.1	—	—
Production inspectors, checkers and examiners ..	15.80	10.9	15.80	10.9	—	—
3	21.37	2.1	21.37	2.1	—	—
Transportation and material moving	15.87	6.5	16.20	7.5	\$13.96	3.3
2	13.59	17.9	13.65	21.3	13.31	4.5
3	17.31	5.8	18.40	6.5	13.44	6.0
4	16.71	12.2	16.82	12.7	—	—
5	15.88	6.9	16.00	10.1	—	—
Truck drivers	14.22	7.7	14.62	8.5	—	—
Bus drivers	14.12	16.9	—	—	13.89	3.5
2	14.55	22.2	—	—	—	—
3	12.51	8.1	—	—	13.44	6.0
Crane and tower operators	20.04	5.0	20.04	5.0	—	—
Industrial truck and tractor equipment operators ..	15.86	11.9	15.86	11.9	—	—
3	19.39	4.9	19.39	4.9	—	—
4	15.12	16.5	15.12	16.5	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers	\$10.99	4.3	\$10.76	4.7	\$13.65	6.4
1	9.18	7.6	9.19	7.6	—	—
2	11.94	4.3	11.91	5.3	12.09	4.1
3	13.52	15.3	13.15	17.2	—	—
4	14.11	12.5	14.11	12.5	—	—
Groundskeepers and gardeners, except farm	13.99	8.8	—	—	13.99	8.8
Stock handlers and baggers	9.68	5.0	9.68	5.0	—	—
1	7.57	3.6	7.57	3.6	—	—
Freight, stock, and material handlers, n.e.c.	11.06	5.7	11.06	5.7	—	—
1	10.04	10.3	10.04	10.3	—	—
2	11.94	4.6	11.94	4.6	—	—
Hand packers and packagers	10.53	8.3	10.53	8.3	—	—
Laborers, except construction, n.e.c.	13.17	11.8	13.07	13.4	—	—
1	9.29	9.3	—	—	—	—
2	16.76	8.3	—	—	—	—
Service	10.91	3.7	9.09	3.3	15.25	3.1
1	8.25	5.1	8.22	5.7	8.44	8.3
2	9.72	6.4	8.79	8.8	11.64	4.1
3	9.52	4.0	9.15	3.8	13.39	4.3
4	9.95	8.3	9.29	8.2	12.59	12.1
5	13.71	6.0	12.49	10.8	15.01	1.8
6	15.57	4.9	—	—	16.91	1.8
7	18.37	3.5	—	—	18.17	4.0
8	19.69	2.2	—	—	19.69	2.2
9	22.95	4.2	—	—	22.95	4.2
Protective service	14.93	8.4	8.68	6.3	18.52	2.1
5	13.41	7.0	—	—	15.14	2.0
6	16.96	1.9	—	—	16.96	1.9
7	18.65	3.7	—	—	18.65	3.7
8	19.64	2.3	—	—	19.64	2.3
9	22.95	4.2	—	—	22.95	4.2
Firefighting	16.49	2.8	—	—	16.49	2.8
Police and detectives, public service	20.12	3.1	—	—	20.12	3.1
8	19.87	3.2	—	—	19.87	3.2
Correctional institution officers	17.17	3.1	—	—	17.17	3.1
Crossing guards	7.49	6.4	—	—	7.49	6.4
Guards and police, except public service	8.78	6.5	8.71	6.4	—	—
Food service	7.86	5.2	7.80	5.4	9.14	10.0
1	7.06	3.0	7.03	3.0	7.51	10.4
2	6.03	17.3	5.87	18.3	—	—
3	8.10	5.0	7.95	5.5	—	—
4	9.85	8.0	9.64	7.9	—	—
Waiters, waitresses, and bartenders	5.55	12.9	5.55	12.9	—	—
1	6.17	9.2	6.17	9.2	—	—
2	4.57	24.2	4.57	24.2	—	—
Waiters and waitresses	4.14	20.4	4.14	20.4	—	—
Other food service	8.51	4.9	8.47	5.1	9.14	10.0
1	7.23	3.9	7.21	4.0	7.51	10.4
2	7.53	13.9	7.30	15.3	—	—
3	8.50	4.7	8.34	4.7	—	—
4	9.85	8.0	9.64	7.9	—	—
Cooks	10.01	7.8	9.89	8.2	—	—
4	9.00	5.0	—	—	—	—
Food counter, fountain, and related	6.27	11.6	6.27	11.6	—	—
Kitchen workers, food preparation	8.17	4.7	8.10	4.9	—	—
Food preparation, n.e.c.	7.40	4.6	7.33	4.7	8.20	10.3
1	7.29	4.4	7.26	4.6	7.51	10.4
3	8.47	4.0	—	—	—	—
Health service	10.02	3.8	9.84	3.7	12.99	8.5
2	9.94	4.2	9.70	4.6	—	—
3	9.72	5.6	9.72	5.6	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Health service—Continued						
4	\$10.43	3.4	\$10.43	3.4	—	—
Health aides, except nursing	11.21	3.2	11.17	3.6	—	—
2	12.33	7.1	—	—	—	—
Nursing aides, orderlies and attendants	9.73	4.6	9.54	4.4	—	—
2	9.29	2.3	9.24	2.4	—	—
3	9.57	6.1	9.57	6.1	—	—
4	9.69	5.0	9.69	5.0	—	—
Cleaning and building service	11.91	5.6	11.32	7.6	\$13.31	3.6
1	10.21	9.5	9.99	10.2	12.32	4.9
2	12.64	7.2	12.47	13.4	12.81	5.0
3	14.26	8.7	13.69	18.2	14.77	3.2
4	12.82	8.4	11.71	9.0	—	—
Supervisors, cleaning and building service workers	13.91	11.2	13.91	11.2	—	—
Maids and housemen	7.99	4.1	—	—	—	—
Janitors and cleaners	12.18	6.0	11.57	8.8	13.37	3.7
1	10.45	10.5	10.23	11.5	—	—
2	13.24	6.6	13.72	12.4	12.84	5.1
3	14.45	9.3	—	—	14.77	3.2
4	13.83	10.7	—	—	—	—
Personal service	8.95	5.9	7.77	5.2	10.07	8.4
1	7.10	5.1	—	—	7.19	7.2
2	8.39	8.7	—	—	9.09	7.2
Early childhood teachers' assistants	6.64	6.7	—	—	—	—
Child care workers, n.e.c.	10.27	10.0	—	—	10.27	10.0
1	7.15	8.7	—	—	7.15	8.7
2	9.67	3.6	—	—	9.67	3.6
Service, n.e.c.	8.37	5.8	7.72	7.4	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay

of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$20.29	2.0	\$19.57	2.4	\$23.54	3.2
All excluding sales	20.37	2.1	19.62	2.5	23.54	3.2
White collar	24.20	2.3	23.26	2.9	27.22	3.9
1	9.41	7.5	9.36	7.6	—	—
2	11.01	5.5	11.13	6.2	10.40	8.3
3	11.88	3.5	11.83	3.7	12.41	4.7
4	14.16	3.5	14.36	4.7	13.66	2.5
5	15.43	4.3	16.73	4.7	12.84	4.8
6	20.50	10.3	16.54	4.3	31.05	13.9
7	20.54	4.2	20.99	4.6	17.93	5.5
8	28.26	4.0	23.36	2.4	38.40	5.7
9	28.71	2.5	26.65	1.8	33.02	5.1
10	28.21	4.2	28.01	4.0	29.58	19.2
11	34.40	3.2	33.23	3.7	38.99	3.8
12	39.33	4.1	39.75	4.4	35.57	8.6
13	41.67	10.3	45.07	3.2	—	—
14	49.33	6.5	49.14	6.9	—	—
Not able to be leveled	30.61	8.3	30.86	11.2	30.04	9.7
White collar excluding sales	24.83	2.4	23.97	3.0	27.22	3.9
2	11.36	5.4	11.59	6.1	10.40	8.3
3	12.19	3.8	12.17	4.2	12.41	4.7
4	13.86	2.9	13.95	4.0	13.66	2.5
5	14.95	4.2	16.37	4.7	12.84	4.8
6	20.95	10.6	16.81	4.6	31.05	13.9
7	20.00	2.8	20.49	2.9	17.93	5.5
8	29.35	4.1	23.87	2.7	38.40	5.7
9	29.00	2.5	26.95	1.8	33.02	5.1
10	28.17	4.3	27.96	4.1	29.58	19.2
11	34.88	3.0	33.72	3.6	38.99	3.8
12	39.43	4.3	39.89	4.5	35.57	8.6
13	41.67	10.3	45.07	3.2	—	—
14	49.33	6.5	49.14	6.9	—	—
Not able to be leveled	30.30	8.7	30.42	11.8	30.04	9.7
Professional specialty and technical	29.53	2.4	27.73	2.9	33.10	4.7
Professional specialty	32.13	2.6	30.05	3.2	35.56	4.7
5	12.57	8.5	—	—	—	—
6	33.76	11.6	18.10	8.6	39.85	6.1
7	19.64	4.7	20.68	2.8	16.81	8.4
8	33.41	5.1	23.79	3.1	41.17	4.9
9	30.12	3.2	26.58	1.5	36.14	4.8
10	28.47	7.8	28.59	6.7	—	—
11	34.87	3.6	33.54	4.4	39.96	3.7
12	39.43	8.8	39.42	9.5	39.53	7.9
13	37.55	25.5	46.93	5.9	—	—
Not able to be leveled	31.31	11.9	31.52	19.8	31.05	9.4
Engineers, architects, and surveyors	31.96	2.2	32.00	2.2	—	—
9	28.23	1.8	28.32	1.8	—	—
11	34.02	1.8	34.00	1.9	—	—
12	35.21	2.7	35.21	2.7	—	—
Industrial engineers	28.77	5.2	28.77	5.2	—	—
11	33.32	2.7	33.32	2.7	—	—
Mechanical engineers	31.49	3.4	31.49	3.4	—	—
9	28.62	6.1	28.62	6.1	—	—
11	32.54	5.3	32.54	5.3	—	—
Engineers, n.e.c.	34.08	3.0	34.08	3.0	—	—
9	28.01	2.3	28.01	2.3	—	—
11	35.20	.9	35.20	.9	—	—
12	37.32	4.4	37.32	4.4	—	—
Mathematical and computer scientists	28.85	3.8	28.56	3.9	—	—
9	25.87	2.1	25.87	2.1	—	—
11	30.69	5.5	30.69	5.5	—	—
12	37.71	3.2	—	—	—	—
Computer systems analysts and scientists	27.69	3.3	27.63	3.3	—	—
9	26.48	2.7	26.48	2.7	—	—

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Mathematical and computer scientists –Continued						
Computer systems analysts and scientists –Continued						
11	\$28.82	5.0	\$28.82	5.0	–	–
Operations and systems researchers and analysts						
9	30.74	5.4	30.19	6.0	–	–
9	24.43	2.5	24.43	2.5	–	–
Natural scientists	22.62	25.6	–	–	–	–
Health related						
6	24.44	4.2	23.80	3.4	\$26.77	13.7
6	17.36	8.6	–	–	–	–
7	20.58	2.7	20.58	2.7	–	–
8	23.29	2.5	23.50	3.0	–	–
9	23.19	2.3	23.33	3.3	22.87	1.5
11	28.93	6.8	29.60	6.9	–	–
Not able to be leveled	26.97	20.0	32.57	27.2	–	–
Physicians						
Not able to be leveled	29.73	19.7	27.61	21.5	–	–
Not able to be leveled	26.97	20.0	32.57	27.2	–	–
Registered nurses						
7	22.94	1.7	23.00	2.1	22.67	.7
7	21.17	2.0	21.17	2.0	–	–
8	22.52	1.3	22.56	1.7	–	–
9	23.25	2.3	23.40	3.3	–	–
11	29.36	7.5	29.36	7.5	–	–
Pharmacists						
9	32.21	1.7	32.21	1.7	–	–
Teachers, college and university						
9	44.32	13.0	37.47	7.5	45.18	14.5
10	41.68	10.8	34.10	13.5	–	–
11	35.67	11.9	35.67	11.9	–	–
11	38.62	2.7	–	–	–	–
Engineering teachers						
Other post-secondary teachers	65.74	8.2	–	–	–	–
Other post-secondary teachers	49.72	5.4	44.71	12.0	–	–
Teachers, except college and university						
6	40.08	4.0	21.88	9.4	40.73	4.1
6	40.27	5.5	–	–	41.03	5.1
8	42.36	4.7	23.21	11.5	43.28	4.8
9	41.03	3.1	–	–	41.35	3.2
Elementary school teachers						
8	41.80	2.8	–	–	42.25	2.8
8	42.51	5.6	–	–	43.12	5.6
9	41.59	2.9	–	–	41.75	2.9
Secondary school teachers						
8	41.42	4.0	–	–	42.64	3.9
8	42.86	7.1	–	–	44.99	6.5
9	40.12	4.6	–	–	–	–
Teachers, special education						
Vocational and educational counselors	37.71	6.5	–	–	37.71	6.5
Librarians, archivists, and curators						
Librarians	25.04	28.8	–	–	–	–
Librarians	29.31	21.5	–	–	30.55	20.9
Librarians	29.31	21.5	–	–	30.55	20.9
Social scientists and urban planners						
Social, recreation, and religious workers	–	–	–	–	–	–
Social, recreation, and religious workers	25.13	13.7	–	–	26.68	15.2
Social workers	25.13	13.7	–	–	26.68	15.2
Lawyers and judges						
Lawyers	56.31	21.9	–	–	–	–
Lawyers	56.07	23.3	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
9	33.60	6.0	33.45	6.6	–	–
9	26.94	3.0	26.94	3.0	–	–
Not able to be leveled	34.91	18.4	34.75	27.3	–	–
Technical						
4	20.65	4.1	21.58	4.0	16.78	9.1
4	15.15	6.6	15.57	6.6	–	–
5	14.07	7.9	15.34	4.5	–	–
6	18.96	4.5	19.40	6.1	–	–
7	21.30	4.1	22.19	3.9	–	–
8	25.37	4.8	25.70	5.0	–	–
9	26.61	4.2	26.90	4.1	–	–
10	30.46	10.3	30.46	10.3	–	–
Clinical laboratory technologists and technicians						
10	19.73	4.8	19.80	4.9	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
Radiological technicians	\$19.46	8.5	\$19.46	8.5	–	–
Licensed practical nurses	16.02	2.2	15.70	2.9	–	–
5	14.73	3.7	14.73	3.7	–	–
7	15.91	3.3	15.91	3.3	–	–
Health technologists and technicians, n.e.c.	12.92	8.1	13.11	6.2	–	–
Electrical and electronic technicians	22.75	1.9	22.75	1.9	–	–
Mechanical engineering technicians	23.99	8.9	23.99	8.9	–	–
Engineering technicians, n.e.c.	25.32	7.1	25.38	7.1	–	–
Drafters	28.81	7.9	28.81	7.9	–	–
Computer programmers	32.18	5.4	–	–	–	–
Technical and related, n.e.c.	20.15	5.0	20.11	8.0	–	–
Executive, administrative, and managerial	31.90	3.2	32.16	3.6	\$30.37	5.7
6	15.85	8.8	15.80	8.8	–	–
7	19.94	6.6	19.74	6.8	–	–
8	22.69	5.0	22.70	5.5	–	–
9	26.79	4.3	27.57	5.1	25.02	6.7
10	26.82	4.1	26.17	3.7	–	–
11	35.21	4.4	34.79	4.4	36.30	10.6
12	39.43	2.9	40.24	2.6	–	–
13	44.32	3.4	44.49	3.6	–	–
14	53.56	9.7	53.69	10.8	–	–
Executives, administrators, and managers	35.15	4.7	35.05	5.4	35.82	5.5
7	17.34	10.9	17.34	10.9	–	–
8	23.60	12.8	23.60	12.8	–	–
9	30.14	5.6	30.04	6.7	–	–
10	27.08	4.6	26.20	3.6	–	–
11	35.58	5.2	34.96	5.4	37.06	11.6
12	40.05	3.4	41.27	2.8	–	–
13	44.32	3.4	44.49	3.6	–	–
14	57.39	10.9	58.15	12.3	–	–
Not able to be leveled	33.88	16.2	–	–	–	–
Administrators and officials, public administration	33.38	5.8	–	–	33.38	5.8
Financial managers	33.67	11.5	34.01	11.8	–	–
Managers, marketing, advertising, and public relations	42.96	6.1	42.96	6.1	–	–
Administrators, education and related fields	41.09	10.1	22.83	11.2	47.98	6.8
Managers, medicine and health	26.75	7.2	26.52	7.6	–	–
Managers and administrators, n.e.c.	38.08	5.0	38.32	5.1	–	–
9	31.54	6.0	31.94	5.9	–	–
11	36.39	6.8	36.39	6.8	–	–
12	39.07	4.4	40.29	3.4	–	–
14	58.18	13.0	58.69	13.9	–	–
Management related	27.20	3.2	27.87	3.6	23.77	3.2
7	22.04	5.5	21.83	5.7	–	–
8	22.27	3.9	22.21	4.4	–	–
9	24.60	4.0	25.50	6.0	23.12	3.2
10	26.53	6.7	26.15	6.7	–	–
11	33.62	5.3	–	–	–	–
12	37.42	5.2	37.42	5.2	–	–
Accountants and auditors	25.14	6.5	25.20	6.6	–	–
8	23.08	3.5	23.08	3.5	–	–
9	28.61	13.5	–	–	–	–
Other financial officers	30.45	14.6	–	–	–	–
Personnel, training, and labor relations specialists	24.69	13.9	24.82	14.5	–	–
9	26.27	10.6	27.86	11.6	–	–
Purchasing agents and buyers, n.e.c.	29.47	8.2	29.69	8.3	–	–
Management related, n.e.c.	27.68	3.9	28.34	4.0	–	–
8	24.09	5.6	24.01	6.8	–	–
9	25.17	4.8	26.63	6.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Sales	\$18.83	5.8	\$18.83	5.8	—	—
1	8.65	11.7	8.65	11.7	—	—
2	8.98	3.9	8.98	3.9	—	—
3	9.72	5.2	9.72	5.2	—	—
4	16.86	19.3	16.86	19.3	—	—
5	17.77	11.3	17.77	11.3	—	—
7	22.38	14.9	22.38	14.9	—	—
8	21.31	2.0	21.31	2.0	—	—
9	22.72	7.4	22.72	7.4	—	—
Supervisors, sales	25.08	14.3	25.08	14.3	—	—
Sales, other business services	17.24	9.4	17.24	9.4	—	—
Sales representatives, mining, manufacturing, and wholesale	26.99	9.0	26.99	9.0	—	—
Sales workers, other commodities	12.91	13.2	12.91	13.2	—	—
Cashiers	9.26	9.3	9.26	9.3	—	—
2	8.86	4.5	8.86	4.5	—	—
3	12.33	9.2	12.33	9.2	—	—
Administrative support, including clerical	14.06	2.5	14.10	3.2	\$13.91	2.5
2	11.34	5.6	11.58	6.4	10.40	8.3
3	12.27	4.1	12.23	4.4	12.75	5.0
4	13.77	3.0	13.81	4.3	13.69	2.6
5	15.84	5.1	16.80	6.2	13.84	4.9
6	15.95	4.8	15.81	5.4	17.07	3.3
7	18.72	6.0	18.52	6.9	19.56	9.5
8	21.33	5.7	22.13	7.1	—	—
Supervisors, general office	19.07	9.7	19.45	14.6	—	—
Computer operators	17.67	14.4	18.85	15.9	—	—
Secretaries	15.62	5.0	16.27	6.5	14.47	4.7
3	12.46	3.9	11.72	3.3	—	—
4	15.05	5.9	15.49	7.7	14.13	4.4
5	16.47	11.9	20.68	11.4	—	—
7	19.91	5.5	19.33	4.6	—	—
Typists	11.79	10.6	—	—	—	—
Receptionists	10.55	4.4	10.55	4.4	—	—
Information clerks, n.e.c.	10.46	7.1	10.46	7.1	—	—
Order clerks	13.76	7.6	13.76	7.6	—	—
Personnel clerks, except payroll and timekeeping	16.15	10.0	—	—	—	—
Records clerks, n.e.c.	11.83	5.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.77	4.8	13.47	5.3	—	—
4	14.11	5.5	13.16	6.6	—	—
5	15.43	3.5	—	—	—	—
Billing clerks	11.69	5.7	11.53	5.9	—	—
4	11.84	3.8	11.84	3.8	—	—
Telephone operators	12.69	11.0	12.69	11.0	—	—
Production coordinators	21.27	10.0	21.27	10.0	—	—
Traffic, shipping and receiving clerks	12.72	11.0	12.72	11.0	—	—
4	13.94	13.8	13.94	13.8	—	—
Stock and inventory clerks	13.47	10.5	13.47	10.5	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	15.04	14.4	15.04	14.4	—	—
Insurance adjusters, examiners, and investigators	13.37	7.7	13.37	7.7	—	—
Investigators and adjusters, except insurance	12.36	11.9	12.36	11.9	—	—
Bill and account collectors	13.35	9.6	13.35	9.6	—	—
General office clerks	13.40	3.8	14.32	7.4	12.75	3.0
3	12.52	4.9	12.51	5.0	—	—
4	12.69	2.8	—	—	12.71	3.1
5	19.74	10.8	20.74	11.0	—	—
Bank tellers	10.88	3.9	10.88	3.9	—	—
Teachers' aides	10.94	6.3	—	—	10.97	6.4
2	10.34	6.9	—	—	10.37	6.9
Administrative support, n.e.c.	13.80	6.3	13.36	7.6	15.40	4.1

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Administrative support, n.e.c. –Continued						
4	\$13.25	8.5	\$12.35	10.5	–	–
Blue collar	17.67	2.5	17.74	2.6	\$16.56	4.7
1	10.04	5.4	10.03	5.5	–	–
2	11.83	2.9	11.69	3.2	12.69	3.9
3	18.00	3.6	18.19	3.7	13.97	5.3
4	16.63	6.7	16.65	6.8	–	–
5	15.52	4.3	15.49	4.5	–	–
6	19.46	4.4	19.53	4.7	–	–
7	23.32	1.5	23.54	1.6	20.96	3.2
8	25.62	3.7	25.89	3.8	–	–
9	29.69	3.3	29.69	3.3	–	–
Precision production, craft, and repair	21.81	1.9	21.95	2.0	19.94	4.4
3	12.95	11.5	12.94	14.6	–	–
4	17.20	7.3	17.20	7.5	–	–
5	16.42	5.5	16.40	5.6	–	–
6	19.34	5.2	19.36	5.6	–	–
7	23.38	1.6	23.60	1.6	20.90	3.4
8	25.44	4.0	25.72	4.1	–	–
9	29.69	3.3	29.69	3.3	–	–
Supervisors, mechanics and repairers	23.88	7.6	24.04	8.1	–	–
Automobile mechanics	19.76	9.7	–	–	–	–
Heavy equipment mechanics	22.19	5.1	–	–	–	–
7	22.62	5.6	–	–	–	–
Industrial machinery repairers	21.08	4.9	21.08	4.9	–	–
7	23.52	3.8	23.52	3.8	–	–
Millwrights	24.32	1.7	24.32	1.7	–	–
7	24.32	1.7	24.32	1.7	–	–
Mechanics and repairers, n.e.c.	21.07	4.0	21.14	4.2	–	–
7	23.67	3.7	24.07	3.9	–	–
Supervisors, construction trades, n.e.c.	24.90	8.0	25.68	10.9	–	–
Electricians	25.25	1.6	25.14	1.7	–	–
7	25.36	1.6	25.27	1.7	–	–
Painters, construction and maintenance	23.68	3.4	–	–	–	–
Plumbers, pipefitters and steamfitters	26.59	1.8	26.63	1.8	–	–
7	26.35	2.4	26.40	2.5	–	–
Construction trades, n.e.c.	17.04	8.2	–	–	–	–
Supervisors, production	20.05	7.8	20.05	7.8	–	–
7	19.98	5.2	19.98	5.2	–	–
Tool and die makers	24.61	2.8	24.61	2.8	–	–
7	24.61	2.8	24.61	2.8	–	–
Machinists	21.67	4.4	21.67	4.4	–	–
7	22.65	3.4	22.65	3.4	–	–
Precision grinders, filers, and tool sharpeners	24.40	5.4	24.40	5.4	–	–
Butchers and meat cutters	14.31	9.9	14.31	9.9	–	–
Inspectors, testers, and graders	21.64	8.7	21.64	8.7	–	–
Machine operators, assemblers, and inspectors	16.18	3.6	16.20	3.6	–	–
1	9.31	3.9	9.27	4.1	–	–
2	11.46	4.2	11.46	4.2	–	–
3	18.78	3.9	18.78	3.9	–	–
4	16.77	8.2	16.77	8.2	–	–
5	15.26	6.1	15.26	6.1	–	–
6	20.46	5.3	20.46	5.3	–	–
Punching and stamping press operators	16.06	13.8	16.06	13.8	–	–
Grinding, abrading, buffing, and polishing						
machine operators	15.02	11.1	15.02	11.1	–	–
Fabricating machine operators, n.e.c.	21.74	1.8	21.74	1.8	–	–
3	21.00	4.4	21.00	4.4	–	–
4	22.32	1.3	22.32	1.3	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Molding and casting machine operators	\$9.49	12.6	\$9.49	12.6	—	—
Textile sewing machine operators	14.35	24.8	14.35	24.8	—	—
Laundering and dry cleaning machine operators	9.28	7.2	—	—	—	—
1	9.28	7.2	—	—	—	—
Miscellaneous machine operators, n.e.c.	13.45	7.5	13.45	7.5	—	—
3	11.21	13.5	11.21	13.5	—	—
4	17.08	6.2	17.08	6.2	—	—
Welders and cutters	18.66	8.2	18.66	8.2	—	—
Assemblers	18.02	4.6	18.02	4.6	—	—
1	8.94	6.2	8.94	6.2	—	—
3	20.49	2.5	20.49	2.5	—	—
4	17.05	11.1	17.05	11.1	—	—
Production inspectors, checkers and examiners ..	15.80	10.9	15.80	10.9	—	—
3	21.37	2.1	21.37	2.1	—	—
Transportation and material moving	16.54	5.8	17.08	6.8	\$14.03	3.6
2	12.38	8.0	11.43	14.1	—	—
3	17.39	5.9	18.43	6.5	13.43	6.4
4	16.77	12.5	16.87	13.1	—	—
5	15.97	7.3	16.00	10.1	—	—
Truck drivers	14.28	8.0	14.58	9.0	—	—
Bus drivers	13.20	5.5	—	—	13.79	4.0
3	12.45	8.5	—	—	13.43	6.4
Crane and tower operators	20.04	5.0	20.04	5.0	—	—
Industrial truck and tractor equipment operators ..	15.86	11.9	15.86	11.9	—	—
3	19.39	4.9	19.39	4.9	—	—
4	15.12	16.5	15.12	16.5	—	—
Handlers, equipment cleaners, helpers, and laborers	12.06	5.3	11.86	5.8	13.96	7.4
1	10.80	9.8	10.80	9.8	—	—
2	12.09	4.6	12.09	5.8	12.09	4.1
3	13.62	15.8	13.17	17.4	—	—
4	13.89	13.1	13.89	13.1	—	—
Groundskeepers and gardeners, except farm	14.49	11.0	—	—	14.49	11.0
Stock handlers and baggers	12.30	6.1	12.30	6.1	—	—
1	9.53	7.2	9.53	7.2	—	—
2	11.45	5.0	11.45	5.0	—	—
Freight, stock, and material handlers, n.e.c.	10.83	6.0	10.83	6.0	—	—
Hand packers and packagers	10.66	8.8	10.66	8.8	—	—
Laborers, except construction, n.e.c.	14.63	11.5	14.64	13.2	—	—
2	16.76	8.3	—	—	—	—
Service	12.12	3.9	9.92	3.7	16.37	3.2
1	9.79	7.1	9.61	7.7	11.54	7.3
2	10.84	5.8	10.19	9.2	11.82	4.6
3	9.75	4.6	9.34	4.3	14.96	2.5
4	10.16	9.9	9.37	10.0	12.90	12.5
5	13.86	5.9	12.68	11.1	15.07	1.9
6	15.61	4.9	—	—	16.98	1.8
7	18.37	3.5	—	—	18.17	4.0
8	19.69	2.2	—	—	19.69	2.2
9	22.95	4.2	—	—	22.95	4.2
Protective service	15.23	8.8	8.58	6.6	18.84	2.3
5	13.64	6.7	—	—	—	—
6	17.03	1.8	—	—	17.03	1.8
7	18.65	3.7	—	—	18.65	3.7
8	19.64	2.3	—	—	19.64	2.3
9	22.95	4.2	—	—	22.95	4.2
Firefighting	16.49	2.8	—	—	16.49	2.8
Police and detectives, public service	20.22	3.1	—	—	20.22	3.1
8	19.87	3.2	—	—	19.87	3.2

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service—Continued						
Correctional institution officers	\$17.17	3.1	—	—	\$17.17	3.1
Guards and police, except public service	8.68	6.7	\$8.60	6.6	—	—
Food service	9.36	8.3	9.29	8.7	11.12	5.7
1	8.05	8.6	7.86	9.5	—	—
2	6.37	19.0	5.94	19.5	—	—
3	8.23	6.3	8.23	6.3	—	—
4	10.32	7.0	—	—	—	—
Other food service	9.83	7.0	9.77	7.3	11.12	5.7
1	8.05	8.6	7.86	9.5	—	—
2	6.89	23.2	—	—	—	—
3	8.57	4.4	8.57	4.4	—	—
4	10.32	7.0	—	—	—	—
Cooks	10.70	10.3	10.59	11.1	—	—
Food preparation, n.e.c.	8.07	8.9	7.96	9.3	—	—
1	8.74	3.4	8.60	3.6	—	—
Health service	10.12	4.3	9.93	4.2	13.38	8.9
2	9.89	4.6	9.76	5.1	—	—
3	9.79	6.2	9.79	6.2	—	—
4	10.86	3.4	10.86	3.4	—	—
Health aides, except nursing	11.16	3.4	11.16	3.7	—	—
Nursing aides, orderlies and attendants	9.82	5.3	9.59	5.2	—	—
2	9.29	2.5	9.25	2.6	—	—
3	9.65	6.8	9.65	6.9	—	—
Cleaning and building service	12.34	5.0	11.83	7.0	13.44	3.9
1	10.88	9.3	10.65	10.4	—	—
2	12.66	7.4	12.51	13.8	12.80	5.1
3	14.47	9.2	13.69	18.2	15.25	2.7
4	12.82	8.4	11.71	9.0	—	—
Supervisors, cleaning and building service workers	13.91	11.2	13.91	11.2	—	—
Janitors and cleaners	12.67	5.0	12.19	7.7	13.48	4.0
1	11.19	9.9	10.96	11.2	—	—
2	13.27	6.7	13.83	12.7	12.81	5.1
3	14.69	9.9	—	—	15.25	2.7
4	13.83	10.7	—	—	—	—
Personal service	9.96	10.0	—	—	11.70	10.6
Child care workers, n.e.c.	12.52	11.1	—	—	12.52	11.1

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$10.87	5.7	\$10.57	6.4	\$13.09	9.6
All excluding sales	11.32	6.3	11.03	7.2	13.10	9.6
White collar	14.11	6.3	13.52	7.0	17.56	9.3
1	7.38	2.7	7.42	2.9	6.77	4.8
2	9.28	3.3	9.21	3.4	9.86	12.0
3	8.48	4.2	8.42	4.4	9.97	5.8
4	9.06	4.7	8.99	4.8	—	—
5	13.07	9.4	13.01	10.6	13.50	6.6
6	22.66	14.2	17.99	4.2	—	—
7	24.26	8.3	24.69	7.7	—	—
8	22.06	5.0	23.26	3.7	16.23	10.7
9	19.95	5.2	21.49	1.6	17.71	6.9
10	24.38	18.8	26.15	37.7	23.03	14.1
11	35.26	6.2	34.81	6.8	—	—
Not able to be leveled	23.38	12.8	17.51	43.5	—	—
White collar excluding sales	17.16	6.6	17.03	8.1	17.63	9.2
1	7.80	3.3	8.01	3.4	6.76	5.1
2	9.53	4.5	9.45	4.9	9.86	12.0
3	9.54	3.4	9.50	3.6	9.97	5.8
4	9.38	4.6	9.32	4.8	—	—
5	15.42	2.9	16.01	2.2	13.50	6.6
6	22.66	14.2	17.99	4.2	—	—
7	24.26	8.3	24.69	7.7	—	—
8	22.06	5.0	23.26	3.7	16.23	10.7
9	19.95	5.2	21.49	1.6	17.71	6.9
10	24.38	18.8	26.15	37.7	23.03	14.1
11	35.26	6.2	34.81	6.8	—	—
Not able to be leveled	23.38	12.8	17.51	43.5	—	—
Professional specialty and technical	21.72	5.5	22.49	6.8	19.58	8.4
Professional specialty	23.93	4.9	25.85	5.3	19.89	8.5
5	12.94	7.1	—	—	12.94	8.2
6	27.08	16.8	—	—	—	—
7	25.03	7.9	25.55	7.1	—	—
8	22.25	5.2	23.59	3.7	16.23	10.7
9	19.88	5.3	21.49	1.6	—	—
10	23.08	20.6	26.15	37.7	20.13	6.3
11	35.26	6.2	34.81	6.8	—	—
Not able to be leveled	25.30	9.7	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.81	5.3	26.27	5.4	—	—
7	25.91	6.6	25.91	6.6	—	—
8	22.82	3.2	22.97	3.3	—	—
9	21.54	2.1	21.54	2.1	—	—
Registered nurses	24.05	4.5	24.21	4.5	—	—
7	25.91	6.6	25.91	6.6	—	—
8	22.82	3.2	22.97	3.3	—	—
9	21.35	1.6	21.35	1.6	—	—
Teachers, college and university	26.59	3.9	28.45	13.7	26.36	3.4
10	37.64	4.5	—	—	—	—
Other post-secondary teachers	25.53	.9	—	—	—	—
Teachers, except college and university	18.10	9.3	13.41	10.1	18.25	9.5
5	13.51	6.8	—	—	—	—
Elementary school teachers	19.55	15.4	—	—	—	—
Teachers, n.e.c.	18.77	6.1	—	—	18.77	6.1
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.89	14.1	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	26.89	24.5	26.89	24.5	—	—
Technical	14.32	10.2	14.28	10.8	—	—
5	16.14	1.9	16.18	2.0	—	—
6	16.75	2.1	—	—	—	—
Licensed practical nurses	16.26	1.9	16.33	1.9	—	—

See footnotes at end of table.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	\$8.01	5.3	\$8.02	5.3	—	—
1	7.14	2.9	7.14	2.9	—	—
2	8.95	4.3	8.95	4.3	—	—
3	7.51	5.9	7.51	5.9	—	—
Sales workers, other commodities	7.13	4.6	7.13	4.6	—	—
1	6.87	4.1	6.87	4.1	—	—
3	7.14	8.3	7.14	8.3	—	—
Cashiers	7.81	3.6	7.81	3.7	—	—
1	7.25	3.5	7.25	3.6	—	—
2	8.96	5.3	8.96	5.3	—	—
3	7.78	7.1	7.78	7.1	—	—
Administrative support, including clerical	8.90	2.5	8.94	2.7	\$8.62	7.6
1	7.80	3.3	8.01	3.4	6.76	5.1
2	9.60	4.4	9.45	4.9	—	—
3	9.53	3.5	9.49	3.6	10.01	6.7
4	9.08	4.8	9.08	4.8	—	—
Secretaries	10.17	5.3	—	—	—	—
Library clerks	7.34	9.7	—	—	7.34	9.7
1	6.44	9.2	—	—	6.44	9.2
General office clerks	9.28	4.6	9.52	4.7	—	—
1	8.71	3.9	—	—	—	—
Administrative support, n.e.c.	8.64	8.5	9.96	7.8	—	—
Blue collar	10.33	15.9	10.26	16.7	12.19	9.6
1	7.13	2.5	7.13	2.5	—	—
2	13.73	22.1	13.76	22.8	—	—
3	10.83	12.8	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.88	21.9	13.91	23.2	13.33	8.5
2	14.07	23.7	—	—	—	—
Bus drivers	14.53	23.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.48	3.7	7.48	3.8	—	—
1	6.88	2.2	6.88	2.2	—	—
2	10.61	12.1	10.61	12.1	—	—
Stock handlers and baggers	7.00	2.0	7.00	2.0	—	—
1	6.73	2.2	6.73	2.2	—	—
Service	7.38	3.5	7.20	3.8	8.30	5.2
1	7.01	2.3	6.99	2.4	7.08	5.1
2	6.83	14.0	6.29	17.2	10.25	5.6
3	8.44	4.6	8.15	4.9	9.93	5.2
4	8.74	5.7	8.87	6.0	—	—
Protective service	9.48	7.5	9.80	8.1	9.02	14.0
1	7.00	5.1	—	—	—	—
Crossing guards	7.49	6.4	—	—	7.49	6.4
Guards and police, except public service	9.83	7.8	9.80	8.1	—	—
Food service	6.73	4.5	6.65	4.7	7.99	11.5
1	6.85	2.2	6.86	2.3	—	—
2	5.84	24.3	5.84	24.3	—	—
3	7.80	6.6	7.17	1.9	—	—
Waiters, waitresses, and bartenders	5.23	13.5	5.23	13.5	—	—
1	6.17	9.2	6.17	9.2	—	—
Waiters and waitresses	3.13	6.5	3.13	6.5	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service	\$7.31	4.3	\$7.25	4.3	\$7.99	11.5
1	7.01	2.7	7.04	3.0	—	—
3	8.34	7.0	7.63	4.0	—	—
Cooks	8.65	1.9	8.57	2.0	—	—
Kitchen workers, food preparation	7.94	5.6	7.94	5.6	—	—
Food preparation, n.e.c.	7.10	3.4	7.02	3.1	7.76	11.9
1	6.93	2.3	—	—	—	—
Health service	9.54	3.0	9.37	2.7	—	—
2	10.25	6.9	9.19	2.1	—	—
3	9.27	2.9	9.27	2.9	—	—
Nursing aides, orderlies and attendants	9.27	2.5	9.28	2.6	—	—
2	9.20	2.1	9.20	2.1	—	—
3	9.08	2.1	9.08	2.1	—	—
Cleaning and building service	8.23	7.6	7.93	6.8	10.44	10.6
1	7.68	5.5	7.69	5.8	—	—
Janitors and cleaners	8.19	8.4	7.87	7.5	—	—
1	7.59	5.8	7.60	6.1	—	—
Personal service	7.29	4.0	6.79	2.6	7.70	6.3
1	7.16	6.0	—	—	7.20	7.8
2	7.65	7.1	—	—	9.22	3.1
3	7.04	6.4	—	—	—	—
Child care workers, n.e.c.	7.66	7.4	—	—	7.66	7.5
1	7.15	8.7	—	—	7.15	8.7
Service, n.e.c.	7.81	5.1	—	—	—	—

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

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$20.29	\$10.87	\$20.27	\$18.67	\$19.28	\$19.05
All excluding sales	20.37	11.32	20.40	18.85	19.48	19.14
White collar	24.20	14.11	25.70	22.66	23.61	18.45
White-collar excluding sales	24.83	17.16	26.50	23.66	24.42	16.54
Professional specialty and technical	29.53	21.72	34.00	26.97	28.84	—
Professional specialty	32.13	23.93	36.42	29.32	31.40	—
Technical	20.65	14.32	19.84	20.12	20.08	—
Executive, administrative, and managerial	31.90	—	29.37	32.07	32.67	—
Sales	18.83	8.01	10.27	16.78	14.51	18.98
Administrative support, including clerical	14.06	8.90	14.79	13.30	13.66	14.57
Blue collar	17.67	10.33	19.28	13.98	16.99	20.64
Precision production, craft, and repair	21.81	—	23.18	19.86	21.74	22.61
Machine operators, assemblers, and inspectors	16.18	—	18.98	11.09	15.95	—
Transportation and material moving	16.54	13.88	17.86	13.42	15.54	—
Handlers, equipment cleaners, helpers, and laborers	12.06	7.48	12.34	9.13	10.91	—
Service	12.12	7.38	14.21	8.71	10.91	—
	Relative error ⁶ (percent)					
All occupations	2.0	5.7	2.5	3.0	2.1	6.8
All excluding sales	2.1	6.3	2.5	3.2	2.1	6.6
White collar	2.3	6.3	3.7	2.9	2.3	8.6
White-collar excluding sales	2.4	6.6	3.6	3.0	2.4	13.1
Professional specialty and technical	2.4	5.5	3.7	3.3	2.4	—
Professional specialty	2.6	4.9	3.8	3.6	2.5	—
Technical	4.1	10.2	6.0	5.2	4.4	—
Executive, administrative, and managerial	3.2	—	6.4	3.4	2.7	—
Sales	5.8	5.3	10.2	6.8	8.2	10.1
Administrative support, including clerical	2.5	2.5	3.3	3.0	2.5	7.7
Blue collar	2.5	15.9	3.1	4.5	2.5	7.7
Precision production, craft, and repair	1.9	—	2.0	3.1	1.9	5.9
Machine operators, assemblers, and inspectors	3.6	—	3.5	5.9	3.7	—
Transportation and material moving	5.8	21.9	6.3	13.5	6.9	—
Handlers, equipment cleaners, helpers, and laborers	5.3	3.7	7.3	3.5	4.4	—
Service	3.9	3.5	4.2	3.3	3.7	—

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

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

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

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

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

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$18.54	\$22.04	-	-	\$21.94	-	-	-	-	-
All excluding sales	18.72	21.93	-	-	21.83	-	-	-	-	-
White collar	22.29	29.73	-	-	29.76	-	-	-	-	-
White-collar excluding sales	23.46	29.76	-	-	29.79	-	-	-	-	-
Professional specialty and technical	27.22	30.68	-	-	30.68	-	-	-	-	-
Professional specialty	29.64	32.05	-	-	32.05	-	-	-	-	-
Technical	20.83	25.82	-	-	25.83	-	-	-	-	-
Executive, administrative, and managerial	32.14	37.29	-	-	37.67	-	-	-	-	-
Sales	16.25	29.13	-	-	29.13	-	-	-	-	-
Administrative support, including clerical	13.67	16.96	-	-	16.99	-	-	-	-	-
Blue collar	17.17	18.60	-	-	18.33	-	-	-	-	-
Precision production, craft, and repair	21.94	22.94	-	-	22.57	-	-	-	-	-
Machine operators, assemblers, and inspectors	15.98	16.51	-	-	16.49	-	-	-	-	-
Transportation and material moving	16.20	20.49	-	-	20.49	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.76	13.94	-	-	13.75	-	-	-	-	-
Service	9.09	17.34	-	-	17.34	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.4	2.9	-	-	2.9	-	-	-	-	-
All excluding sales	2.5	2.9	-	-	3.0	-	-	-	-	-
White collar	2.9	2.6	-	-	2.6	-	-	-	-	-
White-collar excluding sales	3.0	2.8	-	-	2.8	-	-	-	-	-
Professional specialty and technical	2.9	2.2	-	-	2.2	-	-	-	-	-
Professional specialty	3.0	2.2	-	-	2.2	-	-	-	-	-
Technical	4.7	4.6	-	-	4.6	-	-	-	-	-
Executive, administrative, and managerial	3.6	4.2	-	-	4.3	-	-	-	-	-
Sales	6.4	9.4	-	-	9.4	-	-	-	-	-
Administrative support, including clerical	3.1	5.6	-	-	5.6	-	-	-	-	-
Blue collar	2.6	2.6	-	-	2.7	-	-	-	-	-
Precision production, craft, and repair	2.0	1.9	-	-	1.9	-	-	-	-	-
Machine operators, assemblers, and inspectors	3.7	3.7	-	-	3.7	-	-	-	-	-
Transportation and material moving	7.5	4.4	-	-	4.5	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.7	7.6	-	-	7.9	-	-	-	-	-
Service	3.3	7.9	-	-	7.9	-	-	-	-	-

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

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

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

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

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$18.54	\$15.05	\$19.24	\$16.85	\$21.14
All excluding sales	18.72	14.83	19.47	16.81	21.48
White collar	22.29	18.03	23.07	22.09	23.80
White-collar excluding sales	23.46	18.50	24.23	23.36	24.80
Professional specialty and technical	27.22	24.38	27.43	27.95	27.15
Professional specialty	29.64	26.03	29.79	31.21	29.08
Technical	20.83	23.30	20.39	19.20	21.08
Executive, administrative, and managerial	32.14	26.20	33.34	35.19	32.35
Sales	16.25	16.76	16.07	17.28	14.08
Administrative support, including clerical	13.67	12.05	14.07	13.85	14.28
Blue collar	17.17	15.29	17.53	13.67	20.57
Precision production, craft, and repair	21.94	18.76	23.04	21.10	24.14
Machine operators, assemblers, and inspectors	15.98	14.00	16.19	11.15	20.08
Transportation and material moving	16.20	—	17.78	16.43	18.70
Handlers, equipment cleaners, helpers, and laborers	10.76	9.53	10.94	10.02	12.70
Service	9.09	7.64	9.58	8.91	10.29
Relative error ⁴ (percent)					
All occupations	2.4	5.9	2.7	5.5	2.8
All excluding sales	2.5	5.9	2.8	5.8	2.7
White collar	2.9	6.9	3.2	6.3	3.5
White-collar excluding sales	3.0	7.6	3.2	6.9	3.1
Professional specialty and technical	2.9	5.5	3.1	7.6	2.5
Professional specialty	3.0	7.8	3.1	7.4	2.6
Technical	4.7	8.6	5.3	13.3	3.7
Executive, administrative, and managerial	3.6	13.6	3.2	5.2	3.9
Sales	6.4	12.7	7.7	9.7	10.7
Administrative support, including clerical	3.1	3.8	3.7	6.2	4.0
Blue collar	2.6	6.3	2.9	5.9	2.8
Precision production, craft, and repair	2.0	5.4	1.9	4.4	2.2
Machine operators, assemblers, and inspectors	3.7	11.1	3.9	5.5	3.6
Transportation and material moving	7.5	—	6.2	13.7	6.6
Handlers, equipment cleaners, helpers, and laborers	4.7	6.0	5.3	5.1	10.1
Service	3.3	4.8	3.9	5.0	5.4

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

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

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	10	25	Median 50	75	90
All	\$8.36	\$10.90	\$17.51	\$23.59	\$33.96
All excluding sales	8.43	11.07	17.58	23.92	34.01
White collar	9.92	13.33	20.82	30.52	40.28
White collar excluding sales	10.90	14.12	21.85	31.97	42.37
Professional specialty and technical	15.64	20.45	26.65	35.23	43.95
Professional specialty	18.07	22.53	30.00	37.56	44.94
Engineers, architects, and surveyors	24.93	27.76	32.28	35.20	40.38
Industrial engineers	20.73	26.88	29.39	32.73	34.06
Mechanical engineers	23.50	28.08	33.60	34.59	36.28
Engineers, n.e.c.	26.37	28.89	34.72	37.01	44.18
Mathematical and computer scientists	22.36	25.97	27.15	34.01	34.74
Computer systems analysts and scientists	21.02	25.97	27.15	31.00	33.57
Operations and systems researchers and analysts	23.19	26.01	34.01	34.01	36.15
Natural scientists	11.08	11.08	16.55	30.07	38.14
Health related	18.90	20.37	22.42	23.94	30.02
Physicians	17.30	18.41	19.42	20.24	80.64
Registered nurses	19.74	21.52	22.58	23.94	29.47
Pharmacists	30.00	30.89	32.44	32.48	35.00
Dietitians	13.25	13.93	17.39	18.46	21.15
Teachers, college and university	25.51	34.75	36.75	40.61	71.62
Engineering teachers	33.67	71.62	71.62	71.62	71.62
Health specialties teachers	34.75	34.75	34.75	38.98	38.98
Other post-secondary teachers	25.51	25.51	25.51	40.61	60.23
Teachers, except college and university	16.03	36.00	41.37	43.45	49.60
Prekindergarten and kindergarten	15.13	27.14	39.30	44.13	51.36
Elementary school teachers	33.80	37.56	42.60	43.45	49.60
Secondary school teachers	33.60	38.52	40.10	44.94	51.67
Teachers, special education	27.67	32.60	38.30	41.25	47.45
Teachers, n.e.c.	14.91	22.37	43.17	43.17	43.17
Vocational and educational counselors	14.97	14.97	14.97	43.09	51.67
Librarians, archivists, and curators	17.29	17.29	19.67	44.92	44.92
Librarians	17.29	17.29	19.67	44.92	44.92
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	16.26	16.44	19.57	23.00	43.95
Social workers	16.26	16.44	19.57	23.00	43.95
Lawyers and judges	26.17	44.68	45.64	96.15	96.15
Lawyers	26.17	29.76	45.64	96.15	96.15
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.82	24.85	32.05	35.23	47.59
Technical	11.05	15.60	19.03	24.04	29.18
Clinical laboratory technologists and technicians	10.97	18.93	19.69	22.22	23.23
Health record technologists and technicians	11.82	12.00	16.25	16.25	22.14
Radiological technicians	15.96	16.50	17.89	19.09	26.02
Licensed practical nurses	13.92	15.64	16.50	17.01	17.10
Health technologists and technicians, n.e.c.	10.19	10.82	11.45	15.60	17.58
Electrical and electronic technicians	19.27	20.58	23.37	23.37	25.72
Mechanical engineering technicians	14.49	23.10	26.44	27.19	28.60
Engineering technicians, n.e.c.	18.51	20.45	28.06	30.38	32.54
Drafters	8.66	8.66	25.25	29.96	38.92
Computer programmers	28.43	30.33	31.08	34.39	40.82
Technical and related, n.e.c.	13.76	17.05	19.67	22.81	25.99
Executive, administrative, and managerial	17.56	23.20	30.02	38.46	48.00
Executives, administrators, and managers	16.32	27.50	34.97	45.23	50.43
Administrators and officials, public administration	27.30	30.37	30.63	33.74	38.77
Financial managers	18.13	19.25	36.34	45.63	55.25
Managers, marketing, advertising, and public relations	29.59	42.07	42.37	48.92	54.30
Administrators, education and related fields	18.66	28.10	39.54	51.75	56.62
Managers, medicine and health	16.32	22.99	29.36	30.88	35.56
Managers and administrators, n.e.c.	20.78	30.00	36.31	46.60	49.68
Management related	19.17	21.74	24.67	31.73	37.90
Accountants and auditors	20.20	21.74	24.27	25.09	38.27
Other financial officers	20.17	20.17	21.20	36.58	50.58
Management analysts	16.88	18.35	23.87	39.31	39.31
Personnel, training, and labor relations specialists	15.94	16.49	22.17	27.04	47.80

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Executive, administrative, and managerial —Continued					
Management related—Continued					
Purchasing agents and buyers, n.e.c.	\$20.07	\$21.26	\$31.97	\$37.90	\$37.90
Management related, n.e.c.	22.33	23.22	25.00	31.42	37.45
Sales	7.00	8.49	14.33	21.46	29.26
Supervisors, sales	11.00	17.80	21.46	38.22	38.85
Sales, other business services	11.56	14.26	14.33	20.50	29.01
Sales representatives, mining, manufacturing, and wholesale	19.23	22.76	23.85	37.54	39.47
Sales workers, furniture and home furnishings	7.78	9.85	10.65	16.48	16.48
Sales workers, other commodities	6.50	7.49	9.57	17.73	17.73
Cashiers	6.68	7.00	8.00	8.63	12.23
Administrative support, including clerical	9.00	10.75	12.58	15.73	19.75
Supervisors, general office	11.25	16.95	19.32	19.75	31.50
Computer operators	10.65	11.96	15.21	27.01	27.01
Secretaries	10.87	12.31	14.27	17.36	22.12
Typists	8.62	8.62	11.13	15.50	15.50
Receptionists	9.50	9.77	9.77	11.01	12.11
Information clerks, n.e.c.	9.08	9.08	9.93	11.64	12.14
Order clerks	11.24	11.24	12.18	15.75	15.81
Personnel clerks, except payroll and timekeeping	11.50	11.50	17.68	19.09	19.09
Library clerks	5.67	6.04	9.27	11.53	15.73
Records clerks, n.e.c.	9.53	9.97	11.99	13.74	13.74
Bookkeepers, accounting and auditing clerks	8.00	10.67	13.43	15.43	16.56
Billing clerks	9.60	9.60	11.43	13.06	14.25
Telephone operators	8.00	8.20	13.45	14.88	14.88
Production coordinators	16.80	16.80	18.80	25.42	26.98
Traffic, shipping and receiving clerks	8.99	9.20	11.51	13.76	21.79
Stock and inventory clerks	9.50	10.76	10.76	15.69	20.27
Material recording, scheduling, and distribution clerks, n.e.c.	8.01	12.00	12.00	20.72	22.17
Insurance adjusters, examiners, and investigators	10.50	11.84	12.58	15.33	17.52
Investigators and adjusters, except insurance	8.71	8.71	12.50	15.48	17.87
Bill and account collectors	10.75	10.75	12.45	14.59	21.82
General office clerks	10.18	11.12	12.52	13.05	15.55
Bank tellers	8.75	9.66	9.81	12.10	12.53
Data entry keyers	7.15	7.15	9.92	9.92	13.46
Teachers' aides	8.07	10.05	10.69	12.43	15.64
Administrative support, n.e.c.	8.75	10.38	13.33	16.49	17.58
Blue collar	8.50	11.13	17.91	22.23	25.54
Precision production, craft, and repair	14.30	18.67	22.31	25.60	27.09
Supervisors, mechanics and repairers	20.38	20.38	21.74	26.28	32.01
Automobile mechanics	13.72	18.67	20.06	20.06	28.05
Heavy equipment mechanics	18.92	19.53	19.97	25.30	25.30
Industrial machinery repairers	15.57	17.75	19.85	25.59	25.68
Millwrights	20.34	23.92	25.21	25.30	25.35
Mechanics and repairers, n.e.c.	16.15	18.97	20.25	25.63	25.71
Supervisors, construction trades, n.e.c.	20.10	20.10	22.28	30.51	32.91
Electricians	21.60	25.57	25.66	26.78	27.09
Painters, construction and maintenance	17.59	23.32	25.15	25.24	25.24
Plumbers, pipefitters and steamfitters	25.26	25.26	26.49	27.51	27.97
Construction trades, n.e.c.	12.98	12.98	17.46	18.07	23.39
Supervisors, production	13.95	14.70	21.50	25.31	27.30
Tool and die makers	21.30	23.50	25.67	26.67	26.80
Machinists	16.60	19.63	21.49	25.35	25.60
Precision grinders, filers, and tool sharpeners	19.55	25.26	25.45	26.78	26.78
Butchers and meat cutters	11.15	11.15	13.90	16.80	20.13
Inspectors, testers, and graders	12.51	21.84	22.60	25.58	25.58
Machine operators, assemblers, and inspectors	8.38	10.36	16.39	21.93	22.50
Punching and stamping press operators	8.55	8.75	21.41	21.55	22.30

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Grinding, abrading, buffing, and polishing machine operators	\$9.97	\$10.24	\$16.37	\$17.72	\$20.18
Fabricating machine operators, n.e.c.	21.85	21.93	22.23	22.50	23.25
Molding and casting machine operators	6.79	6.79	8.84	11.98	11.98
Textile sewing machine operators	6.25	7.04	11.45	21.82	21.82
Laundering and dry cleaning machine operators	7.50	8.30	8.77	10.48	10.48
Miscellaneous machine operators, n.e.c.	8.88	9.46	12.60	16.96	21.02
Welders and cutters	12.95	13.80	20.40	22.08	22.49
Assemblers	7.50	11.46	20.98	22.14	22.79
Production inspectors, checkers and examiners ..	8.07	10.26	15.31	20.65	22.14
Transportation and material moving					
Truck drivers	9.00	9.85	15.25	21.46	22.44
Bus drivers	8.17	12.69	14.23	16.30	21.48
Crane and tower operators	9.85	9.85	14.13	19.25	19.25
Industrial truck and tractor equipment operators ..	17.04	17.49	22.13	22.22	22.22
Industrial truck and tractor equipment operators ..	8.00	9.20	15.80	21.88	22.98
Handlers, equipment cleaners, helpers, and laborers					
Groundskeepers and gardeners, except farm	6.80	8.25	9.75	11.85	17.91
Stock handlers and baggers	11.85	11.85	11.85	17.61	18.10
Freight, stock, and material handlers, n.e.c.	5.79	6.75	8.25	11.61	14.32
Hand packers and packagers	7.75	9.00	11.04	11.49	13.35
Laborers, except construction, n.e.c.	8.95	8.95	9.35	9.75	11.13
Laborers, except construction, n.e.c.	7.33	9.50	12.70	17.88	17.91
Service					
Protective service	6.73	7.79	9.17	13.24	18.13
Firefighting	7.00	8.61	15.89	18.27	22.78
Police and detectives, public service	14.82	15.37	16.12	17.21	18.27
Correctional institution officers	16.75	18.13	19.91	22.78	23.97
Crossing guards	13.76	17.42	17.42	18.00	19.12
Guards and police, except public service	6.71	6.71	7.00	7.52	9.50
Food service	7.00	7.00	8.61	8.75	11.58
Waiters, waitresses, and bartenders	4.31	6.73	7.49	9.00	11.05
Waiters and waitresses	2.65	3.02	6.00	6.62	8.88
Other food service	2.65	2.65	3.02	4.65	10.27
Cooks	6.34	6.73	8.00	9.10	11.86
Food counter, fountain, and related	8.43	8.75	9.00	9.84	12.00
Kitchen workers, food preparation	2.52	4.28	6.86	7.31	9.10
Food preparation, n.e.c.	6.25	7.19	8.07	8.55	10.74
Health service	6.00	6.73	7.00	8.00	9.42
Health aides, except nursing	7.79	8.90	9.56	11.04	12.84
Nursing aides, orderlies and attendants	9.64	10.50	10.82	11.78	14.13
Cleaning and building service	7.79	8.36	9.23	10.83	12.84
Supervisors, cleaning and building service workers	7.50	8.45	10.72	13.80	18.31
Maids and housemen	10.55	10.55	11.90	15.99	21.63
Janitors and cleaners	7.00	7.50	8.22	8.22	8.38
Personal service	7.62	8.57	11.23	14.91	21.26
Early childhood teachers' assistants	6.20	6.87	8.38	9.30	13.55
Child care workers, n.e.c.	5.72	5.72	6.20	6.92	9.04
Service, n.e.c.	5.65	8.58	9.50	13.53	16.07
Service, n.e.c.	6.65	7.21	9.08	9.08	9.08

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.07	\$10.26	\$17.36	\$23.22	\$30.52
All excluding sales	8.22	10.39	17.51	23.47	30.53
White collar	9.50	12.85	20.45	28.98	37.18
White collar excluding sales	10.65	13.96	21.79	30.02	37.90
Professional specialty and technical	16.02	20.92	25.97	32.44	36.70
Professional specialty	19.32	22.53	27.44	33.96	38.36
Engineers, architects, and surveyors	24.93	27.76	32.28	35.20	40.38
Industrial engineers	20.73	26.88	29.39	32.73	34.06
Mechanical engineers	23.50	28.08	33.60	34.59	36.28
Engineers, n.e.c.	26.37	28.89	34.72	37.01	44.18
Mathematical and computer scientists	22.36	24.05	27.15	34.01	34.13
Computer systems analysts and scientists	21.02	23.82	27.15	31.00	33.57
Operations and systems researchers and analysts	23.19	26.01	34.01	34.01	34.74
Natural scientists	-	-	-	-	-
Health related	18.90	20.67	22.12	24.86	30.00
Physicians	16.61	17.31	19.32	20.16	84.63
Registered nurses	19.50	21.40	22.42	23.94	30.00
Pharmacists	30.00	30.89	32.44	32.48	35.00
Teachers, college and university	22.18	29.00	37.50	40.61	51.45
Other post-secondary teachers	16.03	32.24	38.51	51.45	61.73
Teachers, except college and university	13.59	18.26	19.21	23.87	25.00
Vocational and educational counselors	11.33	11.71	14.26	18.27	18.27
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	15.08	15.88	16.26	19.57	19.57
Social workers	15.08	15.88	16.26	19.57	19.57
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.82	24.68	30.31	34.82	47.59
Technical	12.00	15.85	20.58	25.80	30.33
Clinical laboratory technologists and technicians	10.97	19.03	20.76	22.22	23.23
Radiological technicians	15.96	16.50	17.89	19.09	26.02
Licensed practical nurses	13.58	15.41	16.06	17.00	17.10
Health technologists and technicians, n.e.c.	10.82	10.93	14.27	15.60	17.15
Electrical and electronic technicians	19.27	20.58	23.37	23.37	25.72
Mechanical engineering technicians	14.49	23.10	26.44	27.19	28.60
Engineering technicians, n.e.c.	18.51	20.45	28.06	30.38	32.54
Drafters	8.66	8.66	25.25	29.96	38.92
Technical and related, n.e.c.	13.76	17.05	21.47	25.17	25.99
Executive, administrative, and managerial	16.83	22.82	30.53	39.23	48.00
Executives, administrators, and managers	15.38	24.04	35.56	45.23	49.68
Financial managers	18.13	19.25	36.52	45.63	55.25
Managers, marketing, advertising, and public relations	29.59	42.07	42.37	48.92	54.30
Administrators, education and related fields	15.50	18.38	18.66	24.52	36.22
Managers, medicine and health	16.32	22.99	29.36	30.88	35.56
Managers and administrators, n.e.c.	20.78	30.53	37.50	46.60	49.68
Management related	18.35	21.74	25.09	32.77	38.27
Accountants and auditors	20.20	21.74	24.27	25.09	38.27
Personnel, training, and labor relations specialists	15.94	16.49	23.43	28.38	47.80
Purchasing agents and buyers, n.e.c.	20.07	26.22	31.97	37.90	37.90
Management related, n.e.c.	22.33	23.66	27.87	31.95	37.45
Sales	7.00	8.49	14.33	21.46	29.26
Supervisors, sales	11.00	17.80	21.46	38.22	38.85
Sales, other business services	11.56	14.26	14.33	20.50	29.01
Sales representatives, mining, manufacturing, and wholesale	19.23	22.76	23.85	37.54	39.47
Sales workers, furniture and home furnishings	7.78	9.85	10.65	16.48	16.48
Sales workers, other commodities	6.50	7.49	9.57	17.73	17.73
Cashiers	6.68	7.00	8.00	8.63	12.23
Administrative support, including clerical	8.99	10.38	12.30	15.81	20.72

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Supervisors, general office	\$11.25	\$16.95	\$17.31	\$19.75	\$31.50
Computer operators	10.65	10.65	15.21	27.01	27.01
Secretaries	10.25	12.52	15.50	19.51	22.12
Receptionists	9.50	9.77	9.77	11.01	12.11
Information clerks, n.e.c.	9.08	9.08	9.93	11.64	12.14
Order clerks	11.24	11.24	12.18	15.75	15.81
Bookkeepers, accounting and auditing clerks	8.00	9.76	12.06	14.41	16.56
Billing clerks	9.60	9.60	11.25	12.31	14.25
Telephone operators	8.00	8.20	13.45	14.88	14.88
Production coordinators	16.80	16.80	18.80	25.42	26.98
Traffic, shipping and receiving clerks	8.99	9.20	11.51	13.76	21.79
Stock and inventory clerks	9.50	10.76	10.76	15.69	20.27
Material recording, scheduling, and distribution clerks, n.e.c.	8.01	12.00	12.00	20.72	22.17
Insurance adjusters, examiners, and investigators	10.50	11.84	12.58	15.33	17.52
Investigators and adjusters, except insurance	8.71	8.71	12.50	15.48	17.87
Bill and account collectors	10.75	10.75	12.45	14.59	21.82
General office clerks	9.33	10.92	12.24	15.00	20.90
Bank tellers	8.75	9.66	9.81	12.10	12.53
Administrative support, n.e.c.	8.75	10.00	11.68	17.09	17.58
Blue collar	8.43	10.87	18.26	22.39	25.58
Precision production, craft, and repair					
Supervisors, mechanics and repairers	14.41	18.18	23.08	25.66	27.18
Industrial machinery repairers	20.38	20.38	21.74	26.28	32.01
Millwrights	15.57	17.75	19.85	25.59	25.68
Mechanics and repairers, n.e.c.	20.34	23.92	25.21	25.30	25.35
Supervisors, construction trades, n.e.c.	16.15	18.97	20.50	25.63	25.71
Electricians	20.10	20.10	26.87	32.38	33.70
Plumbers, pipefitters and steamfitters	20.98	25.57	25.59	25.84	26.78
Supervisors, production	25.26	25.26	26.49	27.51	27.97
Tool and die makers	13.95	14.70	21.50	25.31	27.30
Machinists	21.30	23.50	25.67	26.67	26.80
Precision grinders, filers, and tool sharpeners	16.60	19.63	21.49	25.35	25.60
Butchers and meat cutters	19.55	25.26	25.45	26.78	26.78
Inspectors, testers, and graders	11.15	11.15	13.90	16.80	20.13
Machine operators, assemblers, and inspectors	12.51	21.84	22.60	25.58	25.58
Punching and stamping press operators	8.38	10.36	16.39	21.93	22.50
Grinding, abrading, buffing, and polishing machine operators	8.55	8.75	21.41	21.55	22.30
Fabricating machine operators, n.e.c.	9.97	10.24	16.37	17.72	20.18
Molding and casting machine operators	21.85	21.93	22.23	22.50	23.25
Textile sewing machine operators	6.79	6.79	8.84	11.98	11.98
Laundry and dry cleaning machine operators	6.25	7.04	11.45	21.82	21.82
Miscellaneous machine operators, n.e.c.	7.50	8.12	8.30	8.30	8.68
Welders and cutters	8.88	9.46	12.60	16.96	21.02
Assemblers	12.95	13.80	20.40	22.08	22.49
Production inspectors, checkers and examiners ..	7.50	11.46	20.98	22.14	22.79
Transportation and material moving	8.07	10.26	15.31	20.65	22.14
Truck drivers	8.17	9.85	16.62	21.51	22.98
Crane and tower operators	8.17	12.74	14.75	16.30	21.48
Industrial truck and tractor equipment operators ..	17.04	17.49	22.13	22.22	22.22
Handlers, equipment cleaners, helpers, and laborers ..	8.00	9.20	15.80	21.88	22.98
Stock handlers and baggers	6.75	8.07	9.35	11.49	17.91
Freight, stock, and material handlers, n.e.c.	5.79	6.75	8.25	11.61	14.32
Hand packers and packagers	7.75	9.00	11.04	11.49	13.35
Laborers, except construction, n.e.c.	8.95	8.95	9.35	9.75	11.13
Service	7.33	9.50	9.90	17.88	17.91
Service	6.56	7.08	8.57	9.84	12.38

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Protective service	\$7.00	\$7.00	\$8.61	\$8.75	\$10.95
Guards and police, except public service	7.00	7.00	8.61	8.75	11.37
Food service	4.28	6.73	7.31	8.93	10.27
Waiters, waitresses, and bartenders	2.65	3.02	6.00	6.62	8.88
Waiters and waitresses	2.65	2.65	3.02	4.65	10.27
Other food service	6.73	6.73	8.00	9.00	11.86
Cooks	8.43	8.75	9.00	9.79	12.00
Food counter, fountain, and related	2.52	4.28	6.86	7.31	9.10
Kitchen workers, food preparation	6.25	7.19	8.07	8.55	10.74
Food preparation, n.e.c.	6.73	6.73	6.73	8.00	8.93
Health service	7.79	8.73	9.45	10.93	12.69
Health aides, except nursing	9.64	10.48	10.82	11.48	14.13
Nursing aides, orderlies and attendants	7.79	8.36	9.23	10.08	11.93
Cleaning and building service	7.25	8.13	9.11	11.59	21.36
Supervisors, cleaning and building service workers	10.55	10.55	11.90	15.99	21.63
Janitors and cleaners	7.25	8.13	9.29	11.59	21.36
Personal service	6.23	6.68	8.38	8.38	8.38
Service, n.e.c.	6.65	6.65	7.24	7.29	9.86

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$11.02	\$13.46	\$18.10	\$30.42	\$42.88
All excluding sales	11.02	13.46	18.10	30.42	42.88
White collar	11.53	14.37	22.59	38.77	44.44
White collar excluding sales	11.60	14.37	22.59	38.77	44.68
Professional specialty and technical	14.91	19.32	35.23	42.60	48.74
Professional specialty	16.03	22.44	36.75	43.04	50.22
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	19.16	20.24	22.74	23.73	60.04
Registered nurses	21.85	22.59	22.74	22.87	23.80
Teachers, college and university	25.51	34.75	36.75	41.11	71.62
Other post-secondary teachers	25.51	25.51	25.51	35.85	60.23
Teachers, except college and university	16.03	36.00	41.88	44.13	50.22
Prekindergarten and kindergarten	15.13	27.14	39.30	44.13	51.36
Elementary school teachers	34.01	37.56	42.60	43.45	50.22
Secondary school teachers	36.07	38.52	40.28	44.94	51.67
Teachers, special education	27.67	32.60	38.30	41.25	47.45
Teachers, n.e.c.	14.91	22.37	43.17	43.17	43.17
Librarians, archivists, and curators	17.29	17.29	23.25	44.92	44.92
Librarians	17.29	17.29	23.25	44.92	44.92
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	16.44	18.07	20.86	24.02	43.95
Social workers	16.44	19.32	20.86	43.41	43.95
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	10.19	11.05	17.01	19.67	22.81
Technical and related, n.e.c.	18.20	18.20	19.67	22.81	22.81
Executive, administrative, and managerial	21.20	23.22	27.72	33.74	48.28
Executives, administrators, and managers	26.66	28.10	30.63	39.54	52.01
Administrators and officials, public administration	27.30	30.37	30.63	33.74	38.77
Administrators, education and related fields	34.31	39.54	51.75	56.62	56.62
Management related	21.20	21.43	23.22	25.74	31.42
Sales	-	-	-	-	-
Administrative support, including clerical	10.29	12.19	13.29	15.55	17.34
Secretaries	11.79	12.31	13.59	15.62	17.34
Library clerks	5.67	6.04	9.27	13.81	15.73
General office clerks	10.29	12.19	12.56	12.87	15.55
Teachers' aides	8.07	10.05	10.69	12.43	15.64
Administrative support, n.e.c.	7.10	14.06	14.22	16.49	16.49
Blue collar	11.76	12.69	15.90	19.85	21.63
Precision production, craft, and repair	13.47	18.75	19.85	21.05	25.26
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	11.79	12.69	14.13	14.57	16.79
Bus drivers	11.79	13.40	14.22	14.57	15.25
Handlers, equipment cleaners, helpers, and laborers	9.88	11.76	11.85	16.86	17.61
Groundskeepers and gardeners, except farm	11.85	11.85	11.85	17.61	18.10
Service	9.08	11.23	15.57	18.13	22.11
Protective service	14.08	16.12	18.13	21.06	23.49
Firefighting	14.82	15.37	16.12	17.21	18.27
Police and detectives, public service	16.75	18.13	19.91	22.78	23.97
Correctional institution officers	13.76	17.42	17.42	18.00	19.12
Crossing guards	6.71	6.71	7.00	7.52	9.50
Food service	5.92	7.49	9.23	11.28	12.59
Other food service	5.92	7.49	9.23	11.28	12.59

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service—Continued					
Food preparation, n.e.c.	\$5.92	\$5.92	\$7.77	\$9.42	\$10.19
Health service	10.83	10.99	11.78	15.57	15.57
Cleaning and building service	11.23	11.39	13.55	14.98	16.58
Janitors and cleaners	11.23	11.39	13.55	14.98	16.58
Personal service	5.65	7.10	9.17	10.13	16.07
Child care workers, n.e.c.	5.65	8.58	9.50	13.53	16.07

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	10	25	Median 50	75	90
All	\$9.02	\$12.00	\$18.80	\$24.86	\$34.75
All excluding sales	9.10	12.03	18.94	25.15	34.75
White collar	10.98	14.27	21.74	31.97	41.88
White collar excluding sales	11.10	14.44	22.25	33.07	42.60
Professional specialty and technical	16.26	21.02	27.15	35.99	44.04
Professional specialty	18.64	23.17	31.10	38.14	45.30
Engineers, architects, and surveyors	24.93	27.76	32.28	35.20	40.38
Industrial engineers	20.73	26.88	29.39	32.73	34.06
Mechanical engineers	23.50	28.08	33.60	34.59	36.28
Engineers, n.e.c.	26.37	28.89	34.72	37.01	44.18
Mathematical and computer scientists	22.36	25.97	27.15	34.01	34.74
Computer systems analysts and scientists	21.02	25.97	27.15	31.00	33.57
Operations and systems researchers and analysts	23.19	26.01	34.01	34.01	36.15
Natural scientists	11.08	11.08	16.55	36.23	38.14
Health related	18.41	20.21	22.42	23.94	30.43
Physicians	17.00	17.54	19.42	20.24	63.20
Registered nurses	19.30	21.59	22.59	23.52	25.94
Pharmacists	30.00	30.89	32.44	32.48	35.00
Teachers, college and university	34.75	34.75	38.98	50.20	71.62
Engineering teachers	33.67	71.62	71.62	71.62	71.62
Other post-secondary teachers	34.98	38.51	53.47	60.23	61.73
Teachers, except college and university	32.60	37.56	41.88	44.40	50.57
Elementary school teachers	35.99	37.56	42.60	44.44	50.57
Secondary school teachers	33.60	38.52	40.10	44.94	51.67
Teachers, special education	27.67	32.60	38.30	41.25	47.45
Vocational and educational counselors	14.97	14.97	14.97	43.09	51.67
Librarians, archivists, and curators	17.29	17.39	23.25	44.92	44.92
Librarians	17.29	17.39	23.25	44.92	44.92
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	16.44	17.11	19.57	23.00	43.95
Social workers	16.44	17.11	19.57	23.00	43.95
Lawyers and judges	26.17	44.68	45.64	96.15	96.15
Lawyers	26.17	29.76	45.64	96.15	96.15
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.82	24.85	32.05	35.23	47.59
Technical	11.82	16.00	20.45	25.72	30.33
Clinical laboratory technologists and technicians	10.97	19.03	20.76	22.22	23.23
Radiological technicians	15.96	16.00	18.07	26.02	26.02
Licensed practical nurses	13.58	15.41	16.53	17.01	17.10
Health technologists and technicians, n.e.c.	10.19	10.19	11.05	14.57	17.58
Electrical and electronic technicians	19.27	20.58	23.37	23.37	25.72
Mechanical engineering technicians	14.49	23.10	26.44	27.19	28.60
Engineering technicians, n.e.c.	18.51	20.45	28.06	30.38	32.54
Drafters	22.77	23.08	29.18	30.52	38.92
Computer programmers	28.43	30.33	31.08	34.39	40.82
Technical and related, n.e.c.	13.76	17.05	19.67	22.81	25.99
Executive, administrative, and managerial	17.56	23.20	30.02	38.46	48.00
Executives, administrators, and managers	16.32	27.50	34.97	45.23	50.43
Administrators and officials, public administration	27.30	30.37	30.63	33.74	38.77
Financial managers	18.13	19.25	36.34	45.63	55.25
Managers, marketing, advertising, and public relations	29.59	42.07	42.37	48.92	54.30
Administrators, education and related fields	18.66	28.10	39.54	51.75	56.62
Managers, medicine and health	16.32	22.99	29.36	30.88	35.56
Managers and administrators, n.e.c.	20.78	30.00	36.31	46.60	49.68
Management related	19.17	21.74	24.67	31.73	38.11
Accountants and auditors	20.20	21.74	23.20	25.09	38.27
Other financial officers	20.17	20.17	21.20	36.58	50.58
Personnel, training, and labor relations specialists	15.94	16.49	22.17	27.04	47.80
Purchasing agents and buyers, n.e.c.	20.07	21.26	31.97	37.90	37.90
Management related, n.e.c.	22.33	23.22	25.03	31.42	37.45
Sales	8.25	11.41	17.73	22.02	33.82
Supervisors, sales	11.00	17.80	21.46	38.22	38.85
Sales, other business services	11.56	14.26	14.33	20.50	29.01

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales representatives, mining, manufacturing, and wholesale	\$19.23	\$22.76	\$23.85	\$37.54	\$39.47
Sales workers, other commodities	8.30	9.57	10.75	17.73	17.73
Cashiers	7.00	7.00	8.20	12.21	14.32
Administrative support, including clerical					
Supervisors, general office	11.25	16.95	19.32	19.75	31.50
Computer operators	10.65	11.96	15.21	27.01	27.01
Secretaries	11.39	12.31	14.37	17.36	22.12
Typists	8.62	8.62	11.13	15.50	15.50
Receptionists	9.50	9.77	9.77	11.01	12.11
Information clerks, n.e.c.	9.08	9.08	9.93	11.64	12.14
Order clerks	11.24	11.24	12.18	15.75	15.81
Personnel clerks, except payroll and timekeeping	11.50	11.50	17.68	19.09	19.09
Records clerks, n.e.c.	9.53	9.97	11.99	13.74	13.74
Bookkeepers, accounting and auditing clerks	9.50	11.02	13.79	15.43	16.56
Billing clerks	9.60	9.60	11.90	13.06	14.25
Telephone operators	8.00	8.20	14.88	14.88	14.88
Production coordinators	16.80	16.80	18.80	25.42	26.98
Traffic, shipping and receiving clerks	8.99	9.20	11.51	13.76	22.80
Stock and inventory clerks	9.50	10.76	10.76	15.69	20.27
Material recording, scheduling, and distribution clerks, n.e.c.	8.01	12.00	13.50	20.72	22.17
Insurance adjusters, examiners, and investigators	10.50	11.84	12.58	15.33	17.52
Investigators and adjusters, except insurance	8.71	8.71	12.50	15.48	17.87
Bill and account collectors	10.75	10.75	12.45	14.59	21.82
General office clerks	10.29	12.19	12.74	13.95	16.41
Bank tellers	8.75	9.66	11.04	12.10	12.53
Teachers' aides	8.07	10.05	10.69	12.21	15.64
Administrative support, n.e.c.	9.75	10.38	14.06	17.09	17.58
Blue collar					
Precision production, craft, and repair					
Supervisors, mechanics and repairers	20.38	20.38	21.74	26.28	32.01
Automobile mechanics	13.72	18.67	20.06	20.06	28.05
Heavy equipment mechanics	18.92	19.53	19.97	25.30	25.30
Industrial machinery repairers	15.57	17.75	19.85	25.59	25.68
Millwrights	20.34	23.92	25.21	25.30	25.35
Mechanics and repairers, n.e.c.	16.15	18.97	20.25	25.63	25.71
Supervisors, construction trades, n.e.c.	20.10	20.10	22.28	30.51	32.91
Electricians	21.60	25.57	25.66	26.78	27.09
Painters, construction and maintenance	17.59	23.32	25.15	25.24	25.24
Plumbers, pipefitters and steamfitters	25.26	25.26	26.49	27.51	27.97
Construction trades, n.e.c.	12.98	12.98	17.46	18.07	23.39
Supervisors, production	13.95	14.70	21.50	25.31	27.30
Tool and die makers	21.30	23.50	25.67	26.67	26.80
Machinists	16.60	19.63	21.49	25.35	25.60
Precision grinders, filers, and tool sharpeners	19.55	25.26	25.45	26.78	26.78
Butchers and meat cutters	11.15	11.15	13.90	16.80	20.13
Inspectors, testers, and graders	12.51	21.84	22.60	25.58	25.58
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	8.55	8.75	21.41	21.55	22.30
Grinding, abrading, buffing, and polishing machine operators	9.97	10.24	16.37	17.72	20.18
Fabricating machine operators, n.e.c.	21.85	21.93	22.23	22.50	23.25
Molding and casting machine operators	6.79	6.79	8.84	11.98	11.98
Textile sewing machine operators	6.25	7.04	11.45	21.82	21.82
Laundering and dry cleaning machine operators	7.50	8.30	8.77	10.48	10.48
Miscellaneous machine operators, n.e.c.	8.88	9.46	12.60	16.96	21.02
Welders and cutters	12.95	13.80	20.40	22.08	22.49
Assemblers	8.60	12.38	21.00	22.41	22.89
Production inspectors, checkers and examiners ..	8.07	10.26	15.31	20.65	22.14

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$8.87	\$11.96	\$15.91	\$21.88	\$22.98
Truck drivers	8.17	12.69	13.17	16.30	21.48
Bus drivers	11.79	11.79	14.13	14.57	14.62
Crane and tower operators	17.04	17.49	22.13	22.22	22.22
Industrial truck and tractor equipment operators ..	8.00	9.20	15.80	21.88	22.98
Handlers, equipment cleaners, helpers, and laborers	8.75	9.20	10.47	13.32	19.44
Groundskeepers and gardeners, except farm	11.85	11.85	11.85	17.61	18.10
Stock handlers and baggers	7.50	10.05	11.60	14.20	21.12
Freight, stock, and material handlers, n.e.c.	7.75	9.00	11.49	11.49	13.35
Hand packers and packagers	8.95	8.95	9.35	9.75	11.13
Laborers, except construction, n.e.c.	9.90	9.90	16.03	17.88	17.91
Service	7.62	8.57	10.36	15.46	19.39
Protective service	7.00	8.75	16.12	19.12	23.03
Firefighting	14.82	15.37	16.12	17.21	18.27
Police and detectives, public service	18.13	18.13	20.36	22.78	23.97
Correctional institution officers	13.76	17.42	17.42	18.00	19.12
Guards and police, except public service	7.00	7.00	8.61	8.75	11.58
Food service	4.65	8.00	9.00	10.27	13.24
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	4.65	8.22	9.00	11.05	13.24
Cooks	8.43	9.00	9.00	11.28	13.49
Food preparation, n.e.c.	4.65	8.00	8.22	9.23	9.67
Health service	7.79	8.97	9.60	11.20	12.84
Health aides, except nursing	9.64	10.50	10.82	11.48	14.13
Nursing aides, orderlies and attendants	7.79	8.36	9.33	10.99	12.84
Cleaning and building service	8.00	8.57	11.23	14.98	21.32
Supervisors, cleaning and building service workers	10.55	10.55	11.90	15.99	21.63
Janitors and cleaners	8.00	9.02	11.23	14.98	21.35
Personal service	8.38	8.38	8.38	10.13	16.07
Child care workers, n.e.c.	8.58	10.13	11.48	16.07	16.07

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation ³	10	25	Median 50	75	90
All	\$6.25	\$6.79	\$8.43	\$10.93	\$19.74
All excluding sales	6.20	6.87	8.66	12.50	21.38
White collar	6.70	7.99	9.81	19.50	25.51
White collar excluding sales	7.99	9.00	15.64	22.12	27.50
Professional specialty and technical	11.02	16.03	21.18	25.51	30.00
Professional specialty	14.91	19.50	22.12	27.00	30.00
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.50	21.38	22.49	27.26	30.00
Registered nurses	20.37	21.51	22.51	27.00	30.00
Teachers, college and university	25.51	25.51	25.51	25.51	29.00
Other post-secondary teachers	25.51	25.51	25.51	25.51	25.51
Teachers, except college and university	11.02	13.33	16.03	20.62	27.19
Elementary school teachers	11.02	16.03	16.03	16.03	42.88
Teachers, n.e.c.	13.33	14.91	20.62	22.37	22.37
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	8.14	11.42	15.88	21.05	21.05
Writers, authors, entertainers, athletes, and professionals, n.e.c.	5.15	15.38	28.43	38.36	38.36
Technical	8.66	8.66	15.60	17.00	18.51
Licensed practical nurses	15.41	15.83	16.50	17.00	17.00
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.50	6.70	7.75	8.75	10.65
Sales workers, other commodities	5.88	6.50	6.60	7.80	8.30
Cashiers	6.54	6.77	7.40	8.63	9.08
Administrative support, including clerical	7.15	7.99	8.75	9.59	10.95
Secretaries	9.00	9.00	10.14	10.82	11.50
Library clerks	5.15	5.67	6.14	9.27	9.59
General office clerks	7.80	8.65	9.33	10.95	10.95
Administrative support, n.e.c.	7.00	7.00	8.47	11.20	11.42
Blue collar	6.00	7.00	8.43	10.43	19.25
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	9.85	9.85	11.14	19.25	19.25
Bus drivers	9.85	9.85	14.22	19.25	19.25
Handlers, equipment cleaners, helpers, and laborers	5.73	6.00	6.96	7.68	8.68
Stock handlers and baggers	5.66	5.80	6.87	7.53	8.40
Service	5.65	6.62	7.00	8.75	9.50
Protective service	6.71	7.52	10.00	10.95	12.47
Crossing guards	6.71	6.71	7.00	7.52	9.50
Guards and police, except public service	8.35	8.35	10.30	10.95	12.47
Food service	2.85	6.56	6.73	7.50	8.75
Waiters, waitresses, and bartenders	2.65	2.85	6.00	6.56	7.50
Waiters and waitresses	2.65	2.65	2.85	3.53	4.31
Other food service	6.73	6.73	6.73	8.00	8.75
Cooks	7.50	8.75	8.75	8.75	9.50
Kitchen workers, food preparation	6.25	7.19	8.07	8.55	8.55
Food preparation, n.e.c.	6.73	6.73	6.73	7.00	8.35
Health service	7.80	8.73	9.39	10.93	11.78
Nursing aides, orderlies and attendants	7.80	8.73	9.00	9.87	10.93

See footnotes at end of table.

Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$7.08	\$7.08	\$7.08	\$8.77	\$10.28
Janitors and cleaners	7.08	7.08	7.08	8.77	10.79
Personal service	5.65	6.20	6.79	9.04	9.31
Child care workers, n.e.c.	5.65	5.65	9.07	9.31	9.44
Service, n.e.c.	7.00	7.21	7.24	7.29	9.86

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

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. See appendix table 2 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

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

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

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

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1000–2,499	16
2,500+	20

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

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based

on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

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

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

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

Straight-time. Time worked at the standard rate of pay for the job.

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

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

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

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

Survey response

	<i>Establish- ments</i>
Total in sample	574
Responding	357
Out of business or not in survey scope	48
Unable or refused to provide data	169

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that

had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,256,500	1,009,400	247,100
All excluding sales	1,175,100	928,400	246,800
White collar	619,800	457,700	162,100
White-collar excluding sales	538,400	376,600	161,800
Professional specialty and technical	281,300	173,300	108,000
Professional specialty	224,300	126,700	97,500
Technical	57,000	46,600	10,400
Executive, administrative, and managerial	85,100	71,700	13,400
Sales	81,400	81,100	–
Administrative support, including clerical	172,100	131,600	40,400
Blue collar	434,500	409,400	25,100
Precision production, craft, and repair	126,200	117,200	9,000
Machine operators, assemblers, and inspectors	173,500	172,600	–
Transportation and material moving	67,700	57,100	10,500
Handlers, equipment cleaners, helpers, and laborers	67,100	62,500	4,600
Service	202,200	142,300	59,900

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

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

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Detroit-Ann Arbor-Flint, MI, April 2000**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	6,100	357	69	288	118	170
Private industry	5,800	303	68	235	101	134
Goods-producing industries	1,800	122	22	100	35	65
Mining	(³)	2	2	-	-	-
Construction	200	6	3	3	1	2
Manufacturing	1,600	114	17	97	34	63
Service-producing industries	4,000	181	46	135	66	69
Transportation and public utilities	500	13	3	10	6	4
Wholesale and retail trade	2,000	49	19	30	15	15
Finance, insurance and real estate	200	13	2	11	3	8
Services	1,400	106	22	84	42	42
State and local government	300	54	1	53	17	36

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	2
All excluding sales	4	5	2
White collar	7	7	4
White collar excluding sales	7	8	6
Professional specialty and technical	8	9	8
Professional specialty	9	9	8
Engineers, architects, and surveyors	11	11	—
Industrial engineers	9	9	—
Mechanical engineers	11	11	—
Engineers, n.e.c.	11	11	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	9	9	—
Operations and systems researchers and analysts	11	11	—
Natural scientists	12	12	—
Health related	8	8	8
Physicians	—	—	—
Registered nurses	8	8	8
Pharmacists	10	10	—
Dietitians	9	—	—
Teachers, college and university	10	11	9
Engineering teachers	15	15	—
Health specialties teachers	11	—	—
Other post-secondary teachers	8	9	—
Teachers, except college and university	8	8	8
Prekindergarten and kindergarten	8	—	—
Elementary school teachers	8	8	6
Secondary school teachers	8	8	—
Teachers, special education	9	9	—
Teachers, n.e.c.	8	—	9
Vocational and educational counselors	7	7	—
Librarians, archivists, and curators	8	8	—
Librarians	8	8	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	10	10	10
Social workers	10	10	—
Lawyers and judges	12	12	—
Lawyers	12	12	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	8	8	8
Technical	7	7	5
Clinical laboratory technologists and technicians	9	9	—
Health record technologists and technicians	7	—	—
Radiological technicians	6	6	—
Licensed practical nurses	5	6	5
Health technologists and technicians, n.e.c.	5	5	—
Electrical and electronic technicians	7	7	—
Mechanical engineering technicians	7	7	—
Engineering technicians, n.e.c.	8	8	—
Drafters	7	9	—
Computer programmers	9	9	—
Technical and related, n.e.c.	6	6	—
Executive, administrative, and managerial	9	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	10	10	—
Managers, marketing, advertising, and public relations	12	12	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—
Managers and administrators, n.e.c.	12	12	—
Management related	9	9	—
Accountants and auditors	8	8	—
Other financial officers	9	9	—
Management analysts	9	—	—
Personnel, training, and labor relations specialists	7	7	—
Purchasing agents and buyers, n.e.c.	7	7	—
Management related, n.e.c.	9	9	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Sales	4	6	2
Supervisors, sales	8	8	—
Sales, other business services	5	5	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, furniture and home furnishings	5	—	—
Sales workers, other commodities	3	4	3
Cashiers	1	2	1
Administrative support, including clerical	4	4	2
Supervisors, general office	8	8	—
Computer operators	5	5	—
Secretaries	4	4	2
Typists	2	2	—
Receptionists	3	3	—
Information clerks, n.e.c.	2	2	—
Order clerks	3	3	—
Personnel clerks, except payroll and timekeeping	6	6	—
Library clerks	1	—	1
Records clerks, n.e.c.	3	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Billing clerks	4	4	—
Telephone operators	2	2	—
Production coordinators	7	7	—
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	3	3	—
Material recording, scheduling, and distribution clerks, n.e.c.	4	3	—
Insurance adjusters, examiners, and investigators	5	5	—
Investigators and adjusters, except insurance	4	4	—
Bill and account collectors	3	3	—
General office clerks	4	4	1
Bank tellers	3	4	—
Data entry keyers	2	—	—
Teachers' aides	2	2	—
Administrative support, n.e.c.	4	4	1
Blue collar	3	4	1
Precision production, craft, and repair	7	7	—
Supervisors, mechanics and repairers	8	8	—
Automobile mechanics	5	5	—
Heavy equipment mechanics	7	7	—
Industrial machinery repairers	7	7	—
Millwrights	7	7	—
Mechanics and repairers, n.e.c.	7	7	—
Supervisors, construction trades, n.e.c.	8	8	—
Electricians	7	7	—
Painters, construction and maintenance	6	6	—
Plumbers, pipefitters and steamfitters	7	7	—
Construction trades, n.e.c.	6	6	—
Supervisors, production	7	7	—
Tool and die makers	7	7	—
Machinists	7	7	—
Precision grinders, filers, and tool sharpeners	7	7	—
Butchers and meat cutters	6	6	—
Inspectors, testers, and graders	4	4	—
Machine operators, assemblers, and inspectors	3	3	—
Punching and stamping press operators	3	3	—
Grinding, abrading, buffing, and polishing machine operators	4	4	—
Fabricating machine operators, n.e.c.	4	4	—
Molding and casting machine operators	4	4	—
Textile sewing machine operators	2	2	—
Laundry and dry cleaning machine operators	1	1	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar —Continued			
Machine operators, assemblers, and inspectors —Continued			
Miscellaneous machine operators, n.e.c.	3	3	—
Welders and cutters	4	4	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	3	3	—
Transportation and material moving			
Truck drivers	3	4	2
Bus drivers	3	3	—
Crane and tower operators	2	3	2
Crane and tower operators	4	4	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers			
Groundskeepers and gardeners, except farm	1	2	1
Stock handlers and baggers	2	2	—
Stock handlers and baggers	1	2	1
Freight, stock, and material handlers, n.e.c.	2	2	—
Hand packers and packagers	3	3	—
Laborers, except construction, n.e.c.	1	2	—
Service			
Protective service	2	3	1
Firefighting	5	6	3
Police and detectives, public service	6	6	—
Police and detectives, public service	8	8	—
Correctional institution officers	6	6	—
Crossing guards	1	—	1
Guards and police, except public service	3	3	3
Food service	1	3	1
Waiters, waitresses, and bartenders	2	—	1
Waiters and waitresses	2	—	2
Other food service	1	3	1
Cooks	3	4	2
Food counter, fountain, and related	2	—	—
Kitchen workers, food preparation	1	—	1
Food preparation, n.e.c.	1	2	1
Health service	3	3	3
Health aides, except nursing	3	3	—
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service	2	2	1
Supervisors, cleaning and building service workers	4	4	—
Maids and housemen	1	—	—
Janitors and cleaners	2	2	1
Personal service	2	3	1
Early childhood teachers' assistants	2	—	—
Child care workers, n.e.c.	1	2	1
Service, n.e.c.	3	—	2

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 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

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