

Detroit–Ann Arbor–Flint, MI National Compensation Survey August 1999



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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. 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; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates also are limited to 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 employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied 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, August 1999

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	\$19.42	2.0	36.4	\$18.91	2.3	36.8	\$21.87	3.1	34.7
Worker characteristics:⁴									
White-collar occupations ⁵	23.18	2.2	36.7	22.49	2.7	37.1	25.70	3.8	35.0
Professional specialty and technical	27.91	2.4	35.8	26.68	2.9	36.7	30.83	4.7	33.6
Executive, administrative, and managerial	31.32	3.2	40.2	31.79	3.6	40.5	28.49	5.5	38.8
Sales	16.69	8.0	33.9	16.70	8.0	34.0	—	—	—
Administrative support	13.35	2.5	37.4	13.36	3.1	37.5	13.34	2.5	36.9
Blue-collar occupations ⁵	17.39	2.1	38.0	17.48	2.2	38.1	15.90	4.6	36.7
Precision production, craft, and repair	21.75	1.8	40.2	21.94	1.9	40.2	19.32	4.6	39.9
Machine operators, assemblers, and inspectors	16.08	3.4	39.8	16.10	3.4	39.8	—	—	—
Transportation and material moving	16.35	5.4	33.6	16.96	6.3	33.8	13.54	3.1	32.8
Handlers, equipment cleaners, helpers, and laborers	11.10	4.9	31.7	10.88	5.5	31.2	13.26	6.8	37.4
Service occupations ⁵	10.61	3.8	32.3	8.72	3.3	32.1	14.84	3.2	32.9
Full time	20.36	1.9	39.8	19.86	2.3	40.1	22.73	3.2	38.2
Part time	10.71	5.5	20.5	10.42	6.4	21.2	12.34	8.0	17.0
Union	20.02	2.1	37.5	18.87	2.4	38.4	22.39	3.4	35.7
Nonunion	19.08	2.9	35.9	18.93	3.1	36.2	20.73	7.7	32.6
Time	19.41	2.0	36.3	18.87	2.3	36.7	21.87	3.1	34.7
Incentive	19.69	9.9	39.2	19.69	9.9	39.2	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	22.23	2.8	40.0	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.66	6.6	36.9	16.66	6.6	36.9	—	—	—
100-499 workers	17.42	5.1	36.7	17.07	5.6	36.9	21.23	5.2	34.6
500 workers or more	21.28	2.1	36.2	21.02	2.5	36.8	21.99	3.6	34.7

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, 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 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, August 1999

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	\$19.42	2.0	\$18.91	2.3	\$21.87	3.1
All excluding sales	19.60	2.0	19.09	2.3	21.87	3.1
White collar	23.18	2.2	22.49	2.7	25.70	3.8
White collar excluding sales	24.04	2.2	23.51	2.7	25.70	3.8
Professional specialty and technical	27.91	2.4	26.68	2.9	30.83	4.7
Professional specialty	30.28	2.6	28.88	3.2	32.99	4.7
Engineers, architects, and surveyors	31.63	4.0	31.63	4.0	—	—
Industrial engineers	27.67	5.0	27.67	5.0	—	—
Mechanical engineers	33.51	12.0	33.51	12.0	—	—
Engineers, n.e.c.	32.42	3.4	32.42	3.4	—	—
Mathematical and computer scientists	28.61	5.2	28.59	5.3	—	—
Computer systems analysts and scientists	26.58	5.0	26.51	5.1	—	—
Natural scientists	21.33	16.3	—	—	—	—
Health related	24.49	3.8	24.21	3.7	25.97	12.6
Physicians	33.12	16.8	33.42	19.1	—	—
Registered nurses	23.12	2.1	23.19	2.4	22.65	3.0
Dietitians	16.65	7.5	—	—	—	—
Teachers, college and university	39.18	13.9	35.99	6.4	39.56	15.5
Engineering teachers	63.52	7.3	—	—	—	—
Health specialties teachers	34.24	8.9	—	—	—	—
Other post-secondary teachers	31.27	18.5	37.50	10.5	29.82	20.9
Teachers, except college and university	36.45	4.3	20.02	7.4	37.01	4.4
Prekindergarten and kindergarten	33.83	12.5	—	—	—	—
Elementary school teachers	38.01	4.3	—	—	38.36	4.3
Secondary school teachers	38.55	4.4	22.81	10.1	39.86	4.3
Teachers, special education	38.26	5.5	—	—	38.26	5.5
Teachers, n.e.c.	33.00	23.4	—	—	33.00	23.4
Vocational and educational counselors	25.45	30.6	14.87	8.7	—	—
Librarians, archivists, and curators	25.68	21.2	—	—	26.22	21.5
Librarians	25.68	21.2	—	—	26.22	21.5
Social scientists and urban planners	23.13	28.5	—	—	—	—
Social, recreation, and religious workers	23.18	14.7	15.41	11.1	25.27	15.8
Social workers	23.39	14.8	15.41	11.1	25.58	15.8
Lawyers and judges	53.64	27.8	—	—	—	—
Lawyers	53.64	27.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	31.64	5.6	31.25	6.4	—	—
Designers	34.51	10.5	34.51	10.5	—	—
Technical	20.33	4.3	21.19	4.5	15.65	8.6
Clinical laboratory technologists and technicians	16.27	14.1	19.66	3.0	—	—
Health record technologists and technicians	15.82	8.3	—	—	—	—
Radiological technicians	18.42	7.0	18.38	7.2	—	—
Licensed practical nurses	15.42	1.7	15.25	1.7	15.90	3.1
Health technologists and technicians, n.e.c.	13.96	4.7	13.97	4.4	—	—
Electrical and electronic technicians	22.05	4.7	22.05	4.7	—	—
Mechanical engineering technicians	27.83	4.9	27.83	4.9	—	—
Drafters	22.58	18.6	22.58	18.6	—	—
Chemical technicians	19.47	3.4	19.47	3.4	—	—
Computer programmers	28.64	1.2	28.64	1.2	—	—
Technical and related, n.e.c.	21.80	4.3	24.27	3.7	19.69	5.9
Executive, administrative, and managerial	31.32	3.2	31.79	3.6	28.49	5.5
Executives, administrators, and managers	35.55	4.4	35.73	4.9	34.33	5.5
Administrators and officials, public administration	31.42	5.5	—	—	31.42	5.5
Financial managers	35.29	11.9	35.69	12.3	—	—
Managers, marketing, advertising, and public relations	42.12	6.6	42.12	6.6	—	—
Administrators, education and related fields	41.10	10.8	22.23	10.6	48.38	8.0
Managers, medicine and health	28.34	7.4	28.24	8.1	—	—
Managers and administrators, n.e.c.	38.15	4.9	38.32	5.0	—	—
Management related	25.30	3.2	25.87	3.7	22.53	3.4
Accountants and auditors	23.51	7.8	23.54	8.0	—	—
Other financial officers	31.45	16.0	34.53	16.7	—	—

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, August 1999 — 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						
Personnel, training, and labor relations specialists	\$24.24	11.4	\$24.47	14.2	–	–
Purchasing agents and buyers, n.e.c.	27.60	8.4	27.79	8.4	–	–
Construction inspectors	22.26	3.8	–	–	\$22.26	3.8
Management related, n.e.c.	25.56	4.4	25.87	4.9	–	–
Sales	16.69	8.0	16.70	8.0	–	–
Supervisors, sales	22.10	14.4	22.10	14.4	–	–
Sales, other business services	19.34	15.8	19.34	15.8	–	–
Sales representatives, mining, manufacturing, and wholesale	29.06	10.3	29.06	10.3	–	–
Sales workers, furniture and home furnishings	13.59	24.6	13.59	24.6	–	–
Sales workers, other commodities	9.45	9.1	9.45	9.1	–	–
Cashiers	8.16	4.7	8.17	4.7	–	–
Administrative support, including clerical	13.35	2.5	13.36	3.1	13.34	2.5
Supervisors, general office	18.11	8.7	18.05	11.6	–	–
Computer operators	16.17	14.2	17.17	15.4	–	–
Secretaries	15.16	5.0	15.85	6.4	14.02	4.6
Typists	10.36	8.6	–	–	–	–
Receptionists	10.99	6.0	11.01	6.0	–	–
Information clerks, n.e.c.	10.32	6.6	10.32	6.6	–	–
Order clerks	12.87	8.2	12.87	8.2	–	–
Personnel clerks, except payroll and timekeeping	15.17	8.8	–	–	–	–
Library clerks	9.51	12.1	–	–	9.54	13.4
Records clerks, n.e.c.	11.61	7.3	–	–	–	–
Bookkeepers, accounting and auditing clerks	12.38	5.0	12.04	5.4	–	–
Payroll and timekeeping clerks	11.83	12.5	11.83	12.5	–	–
Billing clerks	11.64	4.1	11.39	4.1	–	–
Telephone operators	12.04	9.4	12.04	9.4	–	–
Traffic, shipping and receiving clerks	12.22	9.6	12.22	9.6	–	–
Stock and inventory clerks	11.13	12.2	11.13	12.2	–	–
Material recording, scheduling, and distribution clerks, n.e.c.	14.98	12.2	14.98	12.2	–	–
Insurance adjusters, examiners, and investigators	14.34	7.4	14.34	7.4	–	–
Investigators and adjusters, except insurance	12.55	11.4	12.55	11.4	–	–
Bill and account collectors	12.05	10.6	12.05	10.6	–	–
General office clerks	12.73	3.1	13.17	5.3	12.33	3.2
Bank tellers	10.38	3.2	10.38	3.2	–	–
Data entry keyers	9.96	12.3	9.31	13.2	–	–
Teachers' aides	10.34	5.3	–	–	10.37	5.3
Administrative support, n.e.c.	12.85	5.5	12.51	6.1	14.20	7.8
Blue collar	17.39	2.1	17.48	2.2	15.90	4.6
Precision production, craft, and repair	21.75	1.8	21.94	1.9	19.32	4.6
Supervisors, mechanics and repairers	23.57	6.7	23.70	7.0	–	–
Automobile mechanics	20.97	10.6	–	–	–	–
Heavy equipment mechanics	21.17	5.0	22.00	4.8	–	–
Industrial machinery repairers	21.56	4.3	21.56	4.3	–	–
Millwrights	23.57	1.5	23.57	1.5	–	–
Mechanics and repairers, n.e.c.	20.22	3.5	20.28	3.6	–	–
Supervisors, construction trades, n.e.c.	27.40	7.6	–	–	–	–
Electricians	24.34	1.5	24.21	1.6	–	–
Plumbers, pipefitters and steamfitters	25.75	1.9	25.80	1.9	–	–
Construction trades, n.e.c.	17.01	7.8	–	–	–	–
Supervisors, production	21.19	6.4	21.19	6.4	–	–
Tool and die makers	23.23	3.4	23.23	3.4	–	–
Precision assemblers, metal	20.66	8.1	20.66	8.1	–	–
Machinists	21.02	4.2	21.02	4.2	–	–

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, August 1999 — 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						
Precision grinders, filers, and tool sharpeners	\$23.80	4.5	\$23.80	4.5	—	—
Patternmakers, layout workers, and cutters	25.70	10.2	25.70	10.2	—	—
Butchers and meat cutters	14.74	9.0	14.74	9.0	—	—
Inspectors, testers, and graders	20.81	8.4	20.81	8.4	—	—
Machine operators, assemblers, and inspectors						
Punching and stamping press operators	16.08	3.4	16.10	3.4	—	—
Grinding, abrading, buffing, and polishing machine operators	16.23	11.4	16.23	11.4	—	—
Fabricating machine operators, n.e.c.	15.40	9.9	15.40	9.9	—	—
Molding and casting machine operators	20.89	1.6	20.89	1.6	—	—
Textile sewing machine operators	9.29	11.9	9.29	11.9	—	—
Laundering and dry cleaning machine operators	13.73	24.4	13.73	24.4	—	—
Miscellaneous machine operators, n.e.c.	8.94	7.0	7.92	2.4	—	—
Welders and cutters	13.75	6.6	13.75	6.6	—	—
Assemblers	17.86	8.2	17.86	8.2	—	—
Production inspectors, checkers and examiners ..	17.66	4.1	17.66	4.1	—	—
	15.79	11.5	15.79	11.5	—	—
Transportation and material moving						
Truck drivers	16.35	5.4	16.96	6.3	\$13.54	3.1
Bus drivers	14.66	8.6	15.37	9.9	—	—
Crane and tower operators	13.44	15.3	—	—	13.41	3.3
Industrial truck and tractor equipment operators ..	19.55	4.9	19.55	4.9	—	—
	17.60	6.9	17.60	6.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	11.10	4.9	10.88	5.5	13.26	6.8
Stock handlers and baggers	13.17	8.9	—	—	13.17	8.9
Freight, stock, and material handlers, n.e.c.	9.78	5.5	9.78	5.5	—	—
Vehicle washers and equipment cleaners	10.43	5.5	10.43	5.5	—	—
Hand packers and packagers	11.54	24.4	11.54	24.4	—	—
Laborers, except construction, n.e.c.	10.98	11.8	10.98	11.8	—	—
	12.80	12.5	12.45	14.6	—	—
Service						
Protective service	10.61	3.8	8.72	3.3	14.84	3.2
Firefighting	14.44	9.4	7.94	8.3	18.21	2.1
Police and detectives, public service	16.24	2.9	—	—	16.24	2.9
Correctional institution officers	19.57	3.1	—	—	19.57	3.1
Crossing guards	17.23	3.3	—	—	17.23	3.3
Guards and police, except public service	7.20	6.9	—	—	7.20	6.9
Food service	8.02	8.1	8.00	8.1	—	—
Waiters, waitresses, and bartenders	7.72	5.2	7.61	5.5	9.37	9.1
Other food service	5.76	12.6	5.76	12.6	—	—
Cooks	4.47	22.9	4.47	22.9	—	—
Food counter, fountain, and related	8.19	5.3	8.08	5.7	9.37	9.1
Kitchen workers, food preparation	9.43	3.8	9.22	3.3	—	—
Food preparation, n.e.c.	6.27	13.1	6.27	13.1	—	—
Health service	8.86	2.5	8.77	2.3	—	—
Health aides, except nursing	7.10	6.0	6.92	5.8	8.54	9.8
Nursing aides, orderlies and attendants	9.29	3.0	9.07	2.6	12.75	7.3
	10.60	3.5	10.36	4.0	—	—
	9.04	3.2	8.86	2.5	—	—

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, August 1999 — 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	\$11.79	5.2	\$11.13	7.0	\$13.28	4.1
Maids and housemen	7.29	3.2	7.22	3.3	—	—
Janitors and cleaners	12.31	5.3	11.72	7.9	13.32	4.2
Personal service	8.77	6.1	7.48	3.7	9.86	8.0
Early childhood teachers' assistants	7.57	11.7	—	—	—	—
Child care workers, n.e.c.	9.99	10.3	—	—	10.08	10.5
Service, n.e.c.	8.26	6.5	7.55	7.1	—	—

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 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 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, August 1999

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	\$20.36	1.9	\$19.86	2.3	\$22.73	3.2
All excluding sales	20.41	2.0	19.89	2.3	22.73	3.2
White collar	24.03	2.2	23.39	2.6	26.30	4.0
White collar excluding sales	24.53	2.2	23.96	2.7	26.30	4.0
Professional specialty and technical	28.57	2.5	27.16	2.9	31.87	4.8
Professional specialty	30.97	2.7	29.26	3.4	34.24	4.8
Engineers, architects, and surveyors	31.63	4.0	31.63	4.0	—	—
Industrial engineers	27.67	5.0	27.67	5.0	—	—
Mechanical engineers	33.51	12.0	33.51	12.0	—	—
Engineers, n.e.c.	32.42	3.4	32.42	3.4	—	—
Mathematical and computer scientists	28.68	5.2	28.66	5.2	—	—
Computer systems analysts and scientists	26.58	5.0	26.51	5.1	—	—
Natural scientists	21.44	16.5	—	—	—	—
Health related	24.41	4.7	23.89	4.7	26.66	13.2
Physicians	30.77	18.4	29.91	21.7	—	—
Registered nurses	23.10	2.4	23.12	2.8	23.02	3.4
Teachers, college and university	42.17	14.0	37.48	7.1	42.71	15.4
Engineering teachers	63.64	7.1	—	—	—	—
Other post-secondary teachers	47.87	5.5	41.85	11.6	—	—
Teachers, except college and university	38.18	4.2	20.58	8.0	38.78	4.3
Elementary school teachers	39.62	3.1	—	—	39.99	3.1
Secondary school teachers	38.56	4.4	22.86	10.4	39.86	4.3
Teachers, special education	38.26	5.5	—	—	38.26	5.5
Vocational and educational counselors	25.60	31.0	—	—	—	—
Librarians, archivists, and curators	28.36	21.0	—	—	29.31	20.6
Librarians	28.36	21.0	—	—	29.31	20.6
Social scientists and urban planners	22.84	28.9	—	—	—	—
Social, recreation, and religious workers	24.03	14.8	—	—	25.76	16.1
Social workers	24.03	14.8	—	—	25.76	16.1
Lawyers and judges	53.64	27.8	—	—	—	—
Lawyers	53.64	27.8	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	31.94	5.4	31.57	6.1	—	—
Designers	34.51	10.5	34.51	10.5	—	—
Technical	20.89	4.0	21.88	3.8	15.75	9.0
Clinical laboratory technologists and technicians	16.14	14.8	19.67	3.2	—	—
Health record technologists and technicians	15.54	8.5	—	—	—	—
Radiological technicians	18.60	8.0	18.57	8.2	—	—
Licensed practical nurses	15.30	2.1	14.92	2.2	—	—
Health technologists and technicians, n.e.c.	13.66	5.5	13.54	5.1	—	—
Electrical and electronic technicians	22.05	4.7	22.05	4.7	—	—
Mechanical engineering technicians	27.83	4.9	27.83	4.9	—	—
Drafters	27.53	6.3	27.53	6.3	—	—
Chemical technicians	19.47	3.4	19.47	3.4	—	—
Computer programmers	28.64	1.2	28.64	1.2	—	—
Technical and related, n.e.c.	22.11	4.3	24.30	3.7	—	—
Executive, administrative, and managerial	31.34	3.2	31.80	3.6	28.55	5.5
Executives, administrators, and managers	35.57	4.4	35.73	4.9	34.49	5.6
Administrators and officials, public administration	31.42	5.5	—	—	31.42	5.5
Financial managers	35.29	11.9	35.69	12.3	—	—
Managers, marketing, advertising, and public relations	42.12	6.6	42.12	6.6	—	—
Administrators, education and related fields	41.10	10.8	22.23	10.6	48.38	8.0
Managers, medicine and health	28.34	7.4	28.24	8.1	—	—
Managers and administrators, n.e.c.	38.15	4.9	38.32	5.0	—	—
Management related	25.30	3.2	25.88	3.7	22.53	3.4
Accountants and auditors	23.49	8.0	23.52	8.2	—	—
Other financial officers	31.45	16.0	34.53	16.7	—	—
Personnel, training, and labor relations specialists	24.24	11.4	24.47	14.2	—	—
Purchasing agents and buyers, n.e.c.	27.60	8.4	27.79	8.4	—	—
Construction inspectors	22.26	3.8	—	—	22.26	3.8
Management related, n.e.c.	25.58	4.4	25.89	4.9	—	—

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, August 1999 — 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	\$19.41	7.5	\$19.41	7.5	—	—
Supervisors, sales	22.10	14.4	22.10	14.4	—	—
Sales, other business services	19.34	15.8	19.34	15.8	—	—
Sales representatives, mining, manufacturing, and wholesale	29.06	10.3	29.06	10.3	—	—
Sales workers, other commodities	11.05	10.2	11.05	10.2	—	—
Cashiers	9.12	9.6	9.12	9.6	—	—
Administrative support, including clerical	13.68	2.5	13.71	3.1	\$13.56	2.6
Supervisors, general office	18.11	8.7	18.05	11.6	—	—
Computer operators	16.17	14.2	17.17	15.4	—	—
Secretaries	15.20	5.0	15.90	6.4	14.04	4.6
Typists	10.36	8.6	—	—	—	—
Receptionists	11.45	6.0	11.45	6.0	—	—
Information clerks, n.e.c.	10.49	7.2	10.49	7.2	—	—
Order clerks	13.06	8.2	13.06	8.2	—	—
Personnel clerks, except payroll and timekeeping	15.17	8.8	—	—	—	—
Records clerks, n.e.c.	11.62	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.91	5.0	12.61	5.5	—	—
Billing clerks	11.68	4.3	11.43	4.3	—	—
Telephone operators	12.26	9.6	12.26	9.6	—	—
Traffic, shipping and receiving clerks	12.24	9.8	12.24	9.8	—	—
Stock and inventory clerks	11.13	12.2	11.13	12.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	15.20	12.1	15.20	12.1	—	—
Insurance adjusters, examiners, and investigators	14.34	7.4	14.34	7.4	—	—
Investigators and adjusters, except insurance	12.55	11.4	12.55	11.4	—	—
Bill and account collectors	12.05	10.6	12.05	10.6	—	—
General office clerks	13.06	3.2	13.66	5.5	12.54	3.1
Bank tellers	10.90	2.4	10.90	2.4	—	—
Teachers' aides	10.12	5.5	—	—	10.15	5.5
Administrative support, n.e.c.	13.17	5.8	12.65	6.3	—	—
Blue collar	17.86	2.0	17.97	2.1	16.18	4.8
Precision production, craft, and repair	21.76	1.8	21.95	1.9	19.32	4.6
Supervisors, mechanics and repairers	23.57	6.7	23.70	7.0	—	—
Automobile mechanics	20.97	10.6	—	—	—	—
Heavy equipment mechanics	21.17	5.0	22.00	4.8	—	—
Industrial machinery repairers	21.56	4.3	21.56	4.3	—	—
Millwrights	23.57	1.5	23.57	1.5	—	—
Mechanics and repairers, n.e.c.	20.22	3.5	20.28	3.6	—	—
Supervisors, construction trades, n.e.c.	27.40	7.6	—	—	—	—
Electricians	24.34	1.5	24.21	1.6	—	—
Plumbers, pipefitters and steamfitters	25.75	1.9	25.80	1.9	—	—
Construction trades, n.e.c.	17.01	7.8	—	—	—	—
Supervisors, production	21.19	6.4	21.19	6.4	—	—
Tool and die makers	23.23	3.4	23.23	3.4	—	—
Precision assemblers, metal	20.66	8.1	20.66	8.1	—	—
Machinists	21.02	4.2	21.02	4.2	—	—
Precision grinders, filers, and tool sharpeners	23.80	4.5	23.80	4.5	—	—
Patternmakers, layout workers, and cutters	25.70	10.2	25.70	10.2	—	—
Butchers and meat cutters	14.74	9.0	14.74	9.0	—	—
Inspectors, testers, and graders	20.81	8.4	20.81	8.4	—	—
Machine operators, assemblers, and inspectors	16.19	3.3	16.20	3.4	—	—
Punching and stamping press operators	16.23	11.4	16.23	11.4	—	—
Grinding, abrading, buffing, and polishing machine operators	15.40	9.9	15.40	9.9	—	—
Fabricating machine operators, n.e.c.	20.89	1.6	20.89	1.6	—	—
Molding and casting machine operators	9.29	11.9	9.29	11.9	—	—
Textile sewing machine operators	13.73	24.4	13.73	24.4	—	—

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, August 1999 — 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	\$8.99	6.9	\$7.97	2.3	—	—
Miscellaneous machine operators, n.e.c.	13.75	6.6	13.75	6.6	—	—
Welders and cutters	17.86	8.2	17.86	8.2	—	—
Assemblers	17.98	3.9	17.98	3.9	—	—
Production inspectors, checkers and examiners ..	15.79	11.5	15.79	11.5	—	—
Transportation and material moving	17.31	4.3	18.16	4.7	\$13.66	3.6
Truck drivers	14.88	9.2	15.47	10.7	—	—
Bus drivers	12.72	5.5	—	—	13.32	4.0
Crane and tower operators	19.55	4.9	19.55	4.9	—	—
Industrial truck and tractor equipment operators ..	17.60	6.9	17.60	6.9	—	—
Handlers, equipment cleaners, helpers, and laborers	12.33	5.2	12.17	5.9	13.55	7.8
Groundskeepers and gardeners, except farm	13.60	11.1	—	—	13.60	11.1
Stock handlers and baggers	12.63	6.0	12.63	6.0	—	—
Freight, stock, and material handlers, n.e.c.	10.47	6.0	10.47	6.0	—	—
Vehicle washers and equipment cleaners	11.84	23.8	11.84	23.8	—	—
Hand packers and packagers	11.30	12.5	11.30	12.5	—	—
Laborers, except construction, n.e.c.	14.00	12.6	13.67	14.9	—	—
Service	11.69	4.2	9.39	4.0	15.97	3.3
Protective service	14.80	9.6	7.92	9.0	18.54	2.2
Firefighting	16.24	2.9	—	—	16.24	2.9
Police and detectives, public service	19.67	3.1	—	—	19.67	3.1
Correctional institution officers	17.23	3.3	—	—	17.23	3.3
Guards and police, except public service	8.00	8.7	7.99	8.7	—	—
Food service	8.90	8.9	8.78	9.4	11.19	5.1
Other food service	9.36	7.2	9.25	7.7	11.19	5.1
Cooks	9.92	5.0	9.66	4.7	—	—
Food preparation, n.e.c.	7.77	9.8	7.66	10.0	—	—
Health service	9.25	3.2	9.01	2.6	13.11	7.4
Health aides, except nursing	10.56	3.7	10.38	4.0	—	—
Nursing aides, orderlies and attendants	8.96	3.5	8.73	2.4	—	—
Cleaning and building service	12.30	4.6	11.76	6.5	13.41	4.4
Maids and housemen	7.53	3.9	—	—	—	—
Janitors and cleaners	12.79	4.4	12.37	6.9	13.45	4.5
Personal service	9.71	9.7	—	—	11.32	9.8
Child care workers, n.e.c.	11.97	10.8	—	—	12.26	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 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, August 1999

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	\$10.71	5.5	\$10.42	6.4	\$12.34	8.0
All excluding sales	11.21	6.2	10.97	7.3	12.36	8.0
White collar	13.83	6.4	13.39	7.4	16.25	7.9
White collar excluding sales	16.82	6.1	16.97	7.5	16.31	7.8
Professional specialty and technical	20.82	5.5	21.74	6.9	18.37	6.6
Professional specialty	22.87	4.9	24.84	5.3	18.77	6.7
Mathematical and computer scientists	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related	24.81	5.2	25.24	5.3	-	-
Registered nurses	23.17	4.7	23.33	4.8	-	-
Teachers, college and university	23.95	6.9	29.44	17.6	23.20	5.0
Other post-secondary teachers	22.83	3.5	26.53	24.0	-	-
Teachers, except college and university	17.62	9.3	13.11	9.4	17.76	9.5
Elementary school teachers	18.83	14.8	-	-	-	-
Teachers, n.e.c.	16.79	11.5	-	-	16.79	11.5
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	13.89	18.0	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	14.09	10.4	14.12	11.4	13.87	13.3
Licensed practical nurses	15.73	1.9	15.95	1.5	-	-
Health technologists and technicians, n.e.c.	15.40	5.7	15.40	5.7	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	7.69	4.6	7.69	4.6	-	-
Sales workers, other commodities	7.16	4.9	7.16	4.9	-	-
Cashiers	7.51	4.3	7.51	4.4	-	-
Administrative support, including clerical	8.93	3.5	9.02	3.9	8.37	7.4
Library clerks	7.24	10.0	-	-	7.24	10.0
General office clerks	8.83	6.3	9.32	7.5	7.75	3.0
Administrative support, n.e.c.	8.34	7.7	9.47	9.2	-	-
Blue collar	9.83	14.6	9.64	16.2	12.36	7.9
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	13.11	20.6	13.12	24.1	13.03	7.3
Bus drivers	13.82	22.6	-	-	13.69	6.0
Handlers, equipment cleaners, helpers, and laborers	7.18	4.0	7.17	4.0	-	-
Stock handlers and baggers	6.81	3.1	6.81	3.1	-	-
Service	7.31	3.8	7.09	4.2	8.25	5.3
Protective service	8.36	8.4	8.11	9.4	8.78	14.8
Crossing guards	7.20	6.9	-	-	7.20	6.9
Guards and police, except public service	8.19	9.2	8.11	9.4	-	-
Food service	6.75	4.8	6.59	5.0	8.47	10.9
Waiters, waitresses, and bartenders	5.51	14.1	5.51	14.1	-	-
Other food service	7.12	6.5	6.96	6.6	8.47	10.9
Cooks	8.70	2.0	8.61	1.9	-	-
Kitchen workers, food preparation	8.55	3.0	8.55	3.0	-	-
Food preparation, n.e.c.	6.74	5.2	-	-	8.29	11.3
Health service	9.48	4.3	9.35	4.5	-	-
Nursing aides, orderlies and attendants	9.35	4.5	9.36	4.5	-	-
Cleaning and building service	7.37	8.0	6.98	6.8	-	-
Janitors and cleaners	7.68	11.0	7.20	9.9	-	-
Personal service	7.14	4.1	6.60	3.0	7.54	6.4

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, August 1999 — 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—Continued						
Child care workers, n.e.c.	\$7.30	8.3	—	—	\$7.30	8.3
Service, n.e.c.	7.59	5.2	—	—	—	—

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

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 PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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, August 1999

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	\$810	1.9	39.8	\$797	2.3	40.1	\$869	3.1	38.2
All excluding sales	810	1.9	39.7	797	2.3	40.0	869	3.1	38.2
White collar	950	2.1	39.5	941	2.6	40.3	977	3.8	37.2
White collar excluding sales	965	2.2	39.3	961	2.7	40.1	977	3.8	37.2
Professional specialty and technical	1,106	2.4	38.7	1,085	2.9	40.0	1,149	4.5	36.1
Professional specialty	1,188	2.6	38.4	1,169	3.3	40.0	1,221	4.5	35.7
Engineers, architects, and surveyors	1,273	4.0	40.2	1,273	4.0	40.2	-	-	-
Industrial engineers	1,116	5.4	40.3	1,116	5.4	40.3	-	-	-
Mechanical engineers	1,356	11.7	40.5	1,356	11.7	40.5	-	-	-
Engineers, n.e.c.	1,299	3.4	40.1	1,299	3.4	40.1	-	-	-
Mathematical and computer scientists	1,152	5.0	40.2	1,151	5.0	40.2	-	-	-
Computer systems analysts and scientists	1,075	4.6	40.4	1,072	4.7	40.4	-	-	-
Natural scientists	845	16.8	39.4	-	-	-	-	-	-
Health related	968	4.7	39.7	953	4.7	39.9	1,028	13.4	38.6
Physicians	1,240	18.4	40.3	1,196	21.7	40.0	-	-	-
Registered nurses	912	2.4	39.5	922	2.8	39.9	863	3.8	37.5
Teachers, college and university	1,605	14.1	38.1	1,240	6.2	33.1	1,654	15.6	38.7
Engineering teachers	2,499	8.7	39.3	-	-	-	-	-	-
Other post-secondary teachers	1,560	4.3	32.6	1,359	8.7	32.5	-	-	-
Teachers, except college and university	1,290	3.6	33.8	786	7.2	38.2	1,305	3.7	33.7
Elementary school teachers ...	1,318	3.0	33.3	-	-	-	1,328	3.0	33.2
Secondary school teachers ...	1,320	3.7	34.2	880	8.6	38.5	1,352	3.5	33.9
Teachers, special education ...	1,246	6.0	32.6	-	-	-	1,246	6.0	32.6
Vocational and educational counselors	978	27.9	38.2	-	-	-	-	-	-
Librarians, archivists, and curators	1,065	17.9	37.6	-	-	-	1,095	17.4	37.4
Librarians	1,065	17.9	37.6	-	-	-	1,095	17.4	37.4
Social scientists and urban planners	892	27.7	39.1	-	-	-	-	-	-
Social, recreation, and religious workers	902	12.0	37.5	-	-	-	954	12.8	37.0
Social workers	902	12.0	37.5	-	-	-	954	12.8	37.0
Lawyers and judges	2,128	28.1	39.7	-	-	-	-	-	-
Lawyers	2,128	28.1	39.7	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,262	5.3	39.5	1,245	5.9	39.4	-	-	-
Designers	1,380	10.5	40.0	1,380	10.5	40.0	-	-	-
Technical	832	4.0	39.8	875	3.8	40.0	614	8.4	39.0
Clinical laboratory technologists and technicians	645	14.8	40.0	787	3.2	40.0	-	-	-
Health record technologists and technicians	617	8.0	39.7	-	-	-	-	-	-
Radiological technicians	744	8.0	40.0	743	8.2	40.0	-	-	-
Licensed practical nurses	608	2.2	39.8	592	2.2	39.7	-	-	-
Health technologists and technicians, n.e.c.	546	5.5	40.0	542	5.1	40.0	-	-	-
Electrical and electronic technicians	882	4.7	40.0	882	4.7	40.0	-	-	-
Mechanical engineering technicians	1,113	4.9	40.0	1,113	4.9	40.0	-	-	-
Drafters	1,101	6.3	40.0	1,101	6.3	40.0	-	-	-
Chemical technicians	779	3.4	40.0	779	3.4	40.0	-	-	-
Computer programmers	1,146	1.2	40.0	1,146	1.2	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, August 1999 — 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. ...	\$847	6.7	38.3	\$972	3.7	40.0	—	—	—
Executive, administrative, and managerial	1,265	3.1	40.4	1,290	3.5	40.6	\$1,120	5.2	39.2
Executives, administrators, and managers	1,445	4.0	40.6	1,460	4.5	40.9	1,342	5.0	38.9
Administrators and officials, public administration	1,238	5.5	39.4	—	—	—	1,238	5.5	39.4
Financial managers	1,417	11.8	40.1	1,434	12.2	40.2	—	—	—
Managers, marketing, advertising, and public relations	1,760	8.8	41.8	1,760	8.8	41.8	—	—	—
Administrators, education and related fields	1,553	8.5	37.8	923	11.0	41.5	1,766	7.0	36.5
Managers, medicine and health	1,127	7.4	39.8	1,130	8.1	40.0	—	—	—
Managers and administrators, n.e.c.	1,542	5.0	40.4	1,549	5.1	40.4	—	—	—
Management related	1,012	3.3	40.0	1,037	3.8	40.1	891	3.4	39.5
Accountants and auditors	939	8.0	40.0	940	8.2	40.0	—	—	—
Other financial officers	1,278	16.7	40.6	1,408	17.5	40.8	—	—	—
Personnel, training, and labor relations specialists	979	11.6	40.4	991	14.6	40.5	—	—	—
Purchasing agents and buyers, n.e.c.	1,102	8.4	39.9	1,112	8.4	40.0	—	—	—
Construction inspectors	865	3.3	38.8	—	—	—	865	3.3	38.8
Management related, n.e.c.	1,020	4.4	39.9	1,032	4.9	39.9	—	—	—
Sales	805	7.8	41.4	805	7.8	41.4	—	—	—
Supervisors, sales	988	19.4	44.7	988	19.4	44.7	—	—	—
Sales, other business services	774	15.8	40.0	774	15.8	40.0	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,162	10.3	40.0	1,162	10.3	40.0	—	—	—
Sales workers, other commodities	442	10.2	40.0	442	10.2	40.0	—	—	—
Cashiers	363	9.4	39.8	363	9.4	39.8	—	—	—
Administrative support, including clerical	542	2.5	39.7	547	3.1	39.9	527	2.5	38.8
Supervisors, general office	742	7.6	41.0	746	10.1	41.3	—	—	—
Computer operators	636	14.7	39.3	684	15.4	39.9	—	—	—
Secretaries	598	5.2	39.4	630	6.5	39.6	547	4.6	38.9
Typists	406	7.5	39.2	—	—	—	—	—	—
Receptionists	458	6.0	40.0	458	6.0	40.0	—	—	—
Information clerks, n.e.c.	420	7.2	40.0	420	7.2	40.0	—	—	—
Order clerks	548	6.9	41.9	548	6.9	41.9	—	—	—
Personnel clerks, except payroll and timekeeping	598	8.4	39.5	—	—	—	—	—	—
Records clerks, n.e.c.	461	7.6	39.6	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	517	4.8	40.0	506	5.3	40.1	—	—	—
Billing clerks	465	4.1	39.8	454	4.0	39.7	—	—	—
Telephone operators	477	8.3	38.9	477	8.3	38.9	—	—	—
Traffic, shipping and receiving clerks	490	9.8	40.0	490	9.8	40.0	—	—	—
Stock and inventory clerks	445	12.2	40.0	445	12.2	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, August 1999 — 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.	\$608	12.1	40.0	\$608	12.1	40.0	—	—	—
Insurance adjusters, examiners, and investigators	555	6.5	38.7	555	6.5	38.7	—	—	—
Investigators and adjusters, except insurance	494	10.9	39.4	494	10.9	39.4	—	—	—
Bill and account collectors	482	10.6	40.0	482	10.6	40.0	—	—	—
General office clerks	521	3.2	39.9	546	5.5	40.0	\$500	3.1	39.8
Bank tellers	436	2.4	40.0	436	2.4	40.0	—	—	—
Teachers' aides	324	4.8	32.1	—	—	—	325	4.7	32.0
Administrative support, n.e.c.	523	5.7	39.7	503	6.1	39.7	—	—	—
Blue collar	716	2.1	40.1	720	2.2	40.1	639	4.9	39.5
Precision production, craft, and repair	876	1.9	40.3	885	2.0	40.3	771	4.6	39.9
Supervisors, mechanics and repairers	1,085	7.2	46.0	1,102	7.4	46.5	—	—	—
Automobile mechanics	855	11.8	40.8	—	—	—	—	—	—
Heavy equipment mechanics	847	5.0	40.0	880	4.8	40.0	—	—	—
Industrial machinery repairers	862	4.3	40.0	862	4.3	40.0	—	—	—
Millwrights	943	1.5	40.0	943	1.5	40.0	—	—	—
Mechanics and repairers, n.e.c.	809	3.5	40.0	811	3.6	40.0	—	—	—
Supervisors, construction trades, n.e.c.	1,096	7.6	40.0	—	—	—	—	—	—
Electricians	972	1.5	39.9	968	1.6	40.0	—	—	—
Plumbers, pipefitters and steamfitters	1,030	1.9	40.0	1,032	1.9	40.0	—	—	—
Construction trades, n.e.c.	680	7.8	40.0	—	—	—	—	—	—
Supervisors, production	864	7.2	40.8	864	7.2	40.8	—	—	—
Tool and die makers	929	3.5	40.0	929	3.5	40.0	—	—	—
Precision assemblers, metal ...	826	8.1	40.0	826	8.1	40.0	—	—	—
Machinists	841	4.2	40.0	841	4.2	40.0	—	—	—
Precision grinders, filers, and tool sharpeners	952	4.5	40.0	952	4.5	40.0	—	—	—
Patternmakers, layout workers, and cutters	1,028	10.2	40.0	1,028	10.2	40.0	—	—	—
Butchers and meat cutters	590	9.0	40.0	590	9.0	40.0	—	—	—
Inspectors, testers, and graders	832	8.4	40.0	832	8.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	647	3.3	40.0	648	3.4	40.0	—	—	—
Punching and stamping press operators	649	11.4	40.0	649	11.4	40.0	—	—	—
Grinding, abrading, buffing, and polishing machine operators	616	9.9	40.0	616	9.9	40.0	—	—	—
Fabricating machine operators, n.e.c.	836	1.6	40.0	836	1.6	40.0	—	—	—
Molding and casting machine operators	372	11.9	40.0	372	11.9	40.0	—	—	—
Textile sewing machine operators	549	24.4	40.0	549	24.4	40.0	—	—	—
Laundering and dry cleaning machine operators	356	7.4	39.6	314	3.3	39.4	—	—	—

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, August 1999 — 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.	\$550	6.6	40.0	\$550	6.6	40.0	—	—	—
Welders and cutters	715	8.2	40.0	715	8.2	40.0	—	—	—
Assemblers	719	3.9	40.0	719	3.9	40.0	—	—	—
Production inspectors, checkers and examiners ...	632	11.5	40.0	632	11.5	40.0	—	—	—
Transportation and material moving	688	4.3	39.7	726	4.7	40.0	\$528	3.7	38.6
Truck drivers	594	9.2	39.9	618	10.7	39.9	—	—	—
Bus drivers	485	5.9	38.1	—	—	—	505	4.4	37.9
Crane and tower operators	782	4.9	40.0	782	4.9	40.0	—	—	—
Industrial truck and tractor equipment operators	704	6.9	40.0	704	6.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	493	5.2	40.0	487	5.9	40.0	538	7.7	39.7
Groundskeepers and gardeners, except farm	535	10.1	39.3	—	—	—	535	10.1	39.3
Stock handlers and baggers ...	505	6.0	40.0	505	6.0	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	418	6.0	39.9	418	6.0	39.9	—	—	—
Vehicle washers and equipment cleaners	473	23.8	40.0	473	23.8	40.0	—	—	—
Hand packers and packagers	452	12.5	40.0	452	12.5	40.0	—	—	—
Laborers, except construction, n.e.c.	560	12.6	40.0	547	14.9	40.0	—	—	—
Service	469	4.4	40.1	373	3.9	39.7	653	4.0	40.9
Protective service	614	10.4	41.5	317	9.0	40.0	785	2.5	42.4
Firefighting	842	4.3	51.8	—	—	—	842	4.3	51.8
Police and detectives, public service	790	3.1	40.2	—	—	—	790	3.1	40.2
Correctional institution officers	691	3.3	40.1	—	—	—	691	3.3	40.1
Guards and police, except public service	320	8.7	40.0	319	8.7	40.0	—	—	—
Food service	349	8.2	39.3	348	8.7	39.6	375	9.8	33.5
Other food service	366	6.9	39.2	366	7.3	39.6	375	9.8	33.5
Cooks	386	4.4	39.0	384	4.5	39.7	—	—	—
Food preparation, n.e.c.	292	8.1	37.6	291	8.5	37.9	—	—	—
Health service	365	3.2	39.4	355	2.5	39.4	520	7.7	39.7
Health aides, except nursing ..	419	3.9	39.7	411	4.2	39.6	—	—	—
Nursing aides, orderlies and attendants	353	3.3	39.4	344	2.2	39.4	—	—	—
Cleaning and building service	490	4.7	39.8	467	6.7	39.7	536	4.4	39.9
Maids and housemen	301	3.9	40.0	—	—	—	—	—	—
Janitors and cleaners	509	5.0	39.8	490	7.8	39.7	538	4.5	40.0
Personal service	382	9.4	39.3	—	—	—	439	10.7	38.8
Child care workers, n.e.c.	477	10.8	39.9	—	—	—	488	11.1	39.8

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 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, August 1999

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	\$41,328	1.9	2,030	\$41,409	2.3	2,085	\$40,999	3.1	1,804
All excluding sales	41,302	1.9	2,023	41,382	2.3	2,081	40,999	3.1	1,804
White collar	47,851	2.1	1,992	48,874	2.6	2,090	44,876	3.8	1,707
White collar excluding sales	48,454	2.2	1,975	49,857	2.7	2,080	44,876	3.8	1,707
Professional specialty and technical	54,020	2.4	1,891	56,231	2.9	2,071	50,089	4.5	1,572
Professional specialty	57,127	2.6	1,845	60,486	3.3	2,067	52,356	4.5	1,529
Engineers, architects, and surveyors	66,209	4.0	2,093	66,195	4.0	2,093	-	-	-
Industrial engineers	58,044	5.4	2,098	58,044	5.4	2,098	-	-	-
Mechanical engineers	70,501	11.7	2,104	70,501	11.7	2,104	-	-	-
Engineers, n.e.c.	67,538	3.4	2,083	67,538	3.4	2,083	-	-	-
Mathematical and computer scientists	59,910	5.0	2,089	59,869	5.0	2,089	-	-	-
Computer systems analysts and scientists	55,878	4.6	2,102	55,727	4.7	2,102	-	-	-
Natural scientists	43,959	16.8	2,050	-	-	-	-	-	-
Health related	50,189	4.7	2,056	49,565	4.7	2,075	52,777	13.4	1,979
Physicians	64,484	18.4	2,096	62,209	21.7	2,080	-	-	-
Registered nurses	47,426	2.4	2,053	47,911	2.8	2,073	44,875	3.8	1,950
Teachers, college and university	68,601	14.1	1,627	48,126	6.2	1,284	71,705	15.6	1,679
Engineering teachers	99,347	8.7	1,561	-	-	-	-	-	-
Other post-secondary teachers	56,947	4.3	1,190	47,636	8.7	1,138	-	-	-
Teachers, except college and university	51,267	3.6	1,343	32,884	7.2	1,598	51,795	3.7	1,336
Elementary school teachers ...	51,792	3.0	1,307	-	-	-	52,176	3.0	1,305
Secondary school teachers ...	51,824	3.7	1,344	35,602	8.6	1,557	52,968	3.5	1,329
Teachers, special education ...	52,170	6.0	1,364	-	-	-	52,170	6.0	1,364
Vocational and educational counselors	45,996	27.9	1,796	-	-	-	-	-	-
Librarians, archivists, and curators	49,077	17.9	1,731	-	-	-	49,986	17.4	1,705
Librarians	49,077	17.9	1,731	-	-	-	49,986	17.4	1,705
Social scientists and urban planners	43,553	27.7	1,907	-	-	-	-	-	-
Social, recreation, and religious workers	43,392	12.0	1,806	-	-	-	45,186	12.8	1,754
Social workers	43,392	12.0	1,806	-	-	-	45,186	12.8	1,754
Lawyers and judges	110,638	28.1	2,063	-	-	-	-	-	-
Lawyers	110,638	28.1	2,063	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	65,599	5.3	2,054	64,743	5.9	2,051	-	-	-
Designers	71,784	10.5	2,080	71,784	10.5	2,080	-	-	-
Technical	42,952	4.0	2,056	45,504	3.8	2,080	30,567	8.4	1,941
Clinical laboratory technologists and technicians	33,561	14.8	2,080	40,911	3.2	2,080	-	-	-
Health record technologists and technicians	32,090	8.0	2,065	-	-	-	-	-	-
Radiological technicians	38,689	8.0	2,080	38,618	8.2	2,080	-	-	-
Licensed practical nurses	31,625	2.2	2,067	30,763	2.2	2,062	-	-	-
Health technologists and technicians, n.e.c.	28,411	5.5	2,080	28,164	5.1	2,080	-	-	-
Electrical and electronic technicians	45,866	4.7	2,080	45,866	4.7	2,080	-	-	-
Mechanical engineering technicians	57,891	4.9	2,080	57,891	4.9	2,080	-	-	-
Drafters	57,264	6.3	2,080	57,264	6.3	2,080	-	-	-
Chemical technicians	40,492	3.4	2,080	40,492	3.4	2,080	-	-	-
Computer programmers	59,570	1.2	2,080	59,570	1.2	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, August 1999 — 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. ...	\$40,944	6.7	1,852	\$50,546	3.7	2,080	—	—	—
Executive, administrative, and managerial	65,655	3.1	2,095	67,038	3.5	2,108	\$57,715	5.2	2,021
Executives, administrators, and managers	75,031	4.0	2,109	75,875	4.5	2,124	69,320	5.0	2,010
Administrators and officials, public administration	64,376	5.5	2,049	—	—	—	64,376	5.5	2,049
Financial managers	73,677	11.8	2,087	74,549	12.2	2,089	—	—	—
Managers, marketing, advertising, and public relations	91,506	8.8	2,172	91,506	8.8	2,172	—	—	—
Administrators, education and related fields	75,700	8.5	1,842	42,810	11.0	1,926	87,645	7.0	1,812
Managers, medicine and health	58,618	7.4	2,068	58,736	8.1	2,080	—	—	—
Managers and administrators, n.e.c.	80,175	5.0	2,101	80,559	5.1	2,102	—	—	—
Management related	52,515	3.3	2,075	53,945	3.8	2,084	45,818	3.4	2,033
Accountants and auditors	48,826	8.0	2,079	48,888	8.2	2,079	—	—	—
Other financial officers	66,434	16.7	2,112	73,209	17.5	2,120	—	—	—
Personnel, training, and labor relations specialists	50,920	11.6	2,101	51,546	14.6	2,106	—	—	—
Purchasing agents and buyers, n.e.c.	57,322	8.4	2,077	57,798	8.4	2,080	—	—	—
Construction inspectors	44,962	3.3	2,020	—	—	—	44,962	3.3	2,020
Management related, n.e.c.	52,741	4.4	2,062	53,688	4.9	2,074	—	—	—
Sales	41,835	7.8	2,155	41,835	7.8	2,155	—	—	—
Supervisors, sales	51,358	19.4	2,324	51,358	19.4	2,324	—	—	—
Sales, other business services	40,225	15.8	2,080	40,225	15.8	2,080	—	—	—
Sales representatives, mining, manufacturing, and wholesale	60,441	10.3	2,080	60,441	10.3	2,080	—	—	—
Sales workers, other commodities	22,991	10.2	2,080	22,991	10.2	2,080	—	—	—
Cashiers	18,877	9.4	2,069	18,877	9.4	2,069	—	—	—
Administrative support, including clerical	27,900	2.5	2,040	28,443	3.1	2,074	26,133	2.5	1,927
Supervisors, general office	38,594	7.6	2,131	38,809	10.1	2,150	—	—	—
Computer operators	33,086	14.7	2,046	35,573	15.4	2,072	—	—	—
Secretaries	30,340	5.2	1,996	32,689	6.5	2,055	26,723	4.6	1,904
Typists	21,093	7.5	2,037	—	—	—	—	—	—
Receptionists	23,794	6.0	2,078	23,794	6.0	2,078	—	—	—
Information clerks, n.e.c.	21,818	7.2	2,080	21,818	7.2	2,080	—	—	—
Order clerks	28,475	6.9	2,181	28,475	6.9	2,181	—	—	—
Personnel clerks, except payroll and timekeeping	31,119	8.4	2,052	—	—	—	—	—	—
Records clerks, n.e.c.	23,946	7.6	2,060	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	26,860	4.8	2,081	26,303	5.3	2,086	—	—	—
Billing clerks	24,158	4.1	2,068	23,625	4.0	2,067	—	—	—
Telephone operators	24,771	8.3	2,020	24,771	8.3	2,020	—	—	—
Traffic, shipping and receiving clerks	25,460	9.8	2,080	25,460	9.8	2,080	—	—	—
Stock and inventory clerks	23,154	12.2	2,080	23,154	12.2	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, August 1999 — 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.	\$31,616	12.1	2,080	\$31,616	12.1	2,080	—	—	—
Insurance adjusters, examiners, and investigators	28,845	6.5	2,012	28,845	6.5	2,012	—	—	—
Investigators and adjusters, except insurance	25,692	10.9	2,046	25,692	10.9	2,046	—	—	—
Bill and account collectors	25,064	10.6	2,080	25,064	10.6	2,080	—	—	—
General office clerks	27,084	3.2	2,074	28,385	5.5	2,077	\$25,993	3.1	2,072
Bank tellers	22,662	2.4	2,080	22,662	2.4	2,080	—	—	—
Teachers' aides	12,993	4.8	1,284	—	—	—	13,018	4.7	1,283
Administrative support, n.e.c.	26,785	5.7	2,035	26,151	6.1	2,067	—	—	—
Blue collar	37,128	2.1	2,078	37,453	2.2	2,085	32,042	4.9	1,980
Precision production, craft, and repair	45,558	1.9	2,094	45,998	2.0	2,095	40,094	4.6	2,075
Supervisors, mechanics and repairers	56,421	7.2	2,393	57,286	7.4	2,417	—	—	—
Automobile mechanics	44,481	11.8	2,121	—	—	—	—	—	—
Heavy equipment mechanics	44,036	5.0	2,080	45,756	4.8	2,080	—	—	—
Industrial machinery repairers	44,850	4.3	2,080	44,850	4.3	2,080	—	—	—
Millwrights	49,032	1.5	2,080	49,032	1.5	2,080	—	—	—
Mechanics and repairers, n.e.c.	42,047	3.5	2,080	42,174	3.6	2,080	—	—	—
Supervisors, construction trades, n.e.c.	56,986	7.6	2,080	—	—	—	—	—	—
Electricians	50,531	1.5	2,076	50,360	1.6	2,080	—	—	—
Plumbers, pipefitters and steamfitters	53,569	1.9	2,080	53,671	1.9	2,080	—	—	—
Construction trades, n.e.c.	35,335	7.8	2,078	—	—	—	—	—	—
Supervisors, production	44,932	7.2	2,121	44,932	7.2	2,121	—	—	—
Tool and die makers	48,312	3.5	2,080	48,312	3.5	2,080	—	—	—
Precision assemblers, metal ...	42,975	8.1	2,080	42,975	8.1	2,080	—	—	—
Machinists	43,717	4.2	2,080	43,717	4.2	2,080	—	—	—
Precision grinders, filers, and tool sharpeners	49,513	4.5	2,080	49,513	4.5	2,080	—	—	—
Patternmakers, layout workers, and cutters	53,449	10.2	2,080	53,449	10.2	2,080	—	—	—
Butchers and meat cutters	30,663	9.0	2,080	30,663	9.0	2,080	—	—	—
Inspectors, testers, and graders	43,280	8.4	2,080	43,280	8.4	2,080	—	—	—
Machine operators, assemblers, and inspectors	33,646	3.3	2,079	33,683	3.4	2,079	—	—	—
Punching and stamping press operators	33,756	11.4	2,080	33,756	11.4	2,080	—	—	—
Grinding, abrading, buffing, and polishing machine operators	32,032	9.9	2,080	32,032	9.9	2,080	—	—	—
Fabricating machine operators, n.e.c.	43,458	1.6	2,080	43,458	1.6	2,080	—	—	—
Molding and casting machine operators	19,320	11.9	2,080	19,320	11.9	2,080	—	—	—
Textile sewing machine operators	28,548	24.4	2,080	28,548	24.4	2,080	—	—	—
Laundering and dry cleaning machine operators	18,507	7.4	2,059	16,320	3.3	2,048	—	—	—

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, August 1999 — 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.	\$28,595	6.6	2,080	\$28,595	6.6	2,080	—	—	—
Welders and cutters	37,157	8.2	2,080	37,157	8.2	2,080	—	—	—
Assemblers	37,388	3.9	2,080	37,388	3.9	2,080	—	—	—
Production inspectors, checkers and examiners ...	32,848	11.5	2,080	32,848	11.5	2,080	—	—	—
Transportation and material moving									
Truck drivers	34,970	4.3	2,020	37,761	4.7	2,079	\$24,576	3.7	1,799
Bus drivers	30,912	9.2	2,077	32,113	10.7	2,076	—	—	—
Crane and tower operators	21,751	5.9	1,709	—	—	—	22,419	4.4	1,683
Industrial truck and tractor equipment operators	40,664	4.9	2,080	40,664	4.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	36,607	6.9	2,080	36,607	6.9	2,080	—	—	—
Groundskeepers and gardeners, except farm	25,615	5.2	2,078	25,304	5.9	2,079	27,973	7.7	2,064
Stock handlers and baggers ...	27,794	10.1	2,043	—	—	—	27,794	10.1	2,043
Freight, stock, and material handlers, n.e.c.	26,272	6.0	2,080	26,272	6.0	2,080	—	—	—
Vehicle washers and equipment cleaners	21,749	6.0	2,076	21,749	6.0	2,076	—	—	—
Hand packers and packagers	24,618	23.8	2,080	24,618	23.8	2,080	—	—	—
Laborers, except construction, n.e.c.	23,505	12.5	2,080	23,505	12.5	2,080	—	—	—
.....	29,127	12.6	2,080	28,429	14.9	2,080	—	—	—
Service	24,012	4.4	2,055	19,369	3.9	2,063	32,583	4.0	2,040
Protective service	31,847	10.4	2,152	16,475	9.0	2,080	40,662	2.5	2,193
Firefighting	43,768	4.3	2,696	—	—	—	43,768	4.3	2,696
Police and detectives, public service	41,103	3.1	2,089	—	—	—	41,103	3.1	2,089
Correctional institution officers	35,917	3.3	2,085	—	—	—	35,917	3.3	2,085
Guards and police, except public service	16,633	8.7	2,080	16,611	8.7	2,080	—	—	—
Food service	17,894	8.2	2,012	18,088	8.7	2,061	15,388	9.8	1,375
Other food service	18,720	6.9	2,000	19,026	7.3	2,057	15,388	9.8	1,375
Cooks	19,359	4.4	1,952	19,942	4.5	2,064	—	—	—
Food preparation, n.e.c.	14,995	8.1	1,929	15,108	8.5	1,973	—	—	—
Health service	18,968	3.2	2,051	18,469	2.5	2,050	27,034	7.7	2,062
Health aides, except nursing ..	21,787	3.9	2,064	21,395	4.2	2,062	—	—	—
Nursing aides, orderlies and attendants	18,355	3.3	2,047	17,877	2.2	2,047	—	—	—
Cleaning and building service	25,461	4.7	2,070	24,296	6.7	2,066	27,858	4.4	2,077
Maids and housemen	15,663	3.9	2,079	—	—	—	—	—	—
Janitors and cleaners	26,447	5.0	2,068	25,500	7.8	2,062	27,951	4.5	2,077
Personal service	17,775	9.4	1,831	—	—	—	18,757	10.7	1,658
Child care workers, n.e.c.	21,011	10.8	1,755	—	—	—	21,309	11.1	1,739

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 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, August 1999

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	\$19.42	2.0	\$18.91	2.3	\$21.87	3.1
All excluding sales	19.60	2.0	19.09	2.3	21.87	3.1
White collar	23.18	2.2	22.49	2.7	25.70	3.8
1	7.81	4.2	7.78	4.3	8.27	17.4
2	10.01	3.8	9.99	4.3	10.12	7.1
3	10.89	3.0	10.82	3.3	11.76	5.0
4	13.32	3.4	13.34	4.4	13.26	2.6
5	15.05	7.4	16.08	9.5	12.32	5.0
6	19.12	7.3	16.52	3.1	29.54	13.6
7	20.68	3.5	21.37	3.7	17.18	5.0
8	26.84	3.3	23.19	2.8	35.26	5.2
9	27.72	3.0	25.63	2.4	32.28	6.1
10	26.09	4.3	26.59	5.0	23.97	7.2
11	33.65	4.1	32.93	4.9	36.76	4.9
12	37.17	4.2	37.44	4.4	33.66	8.2
13	41.26	9.0	44.19	2.3	-	-
14	49.36	5.8	49.25	6.1	-	-
Not able to be leveled	27.76	7.1	28.00	9.3	27.21	10.0
White collar excluding sales	24.04	2.2	23.51	2.7	25.70	3.8
1	8.37	4.7	8.39	4.6	8.28	17.6
2	10.25	4.3	10.28	5.1	10.15	7.2
3	11.67	2.8	11.66	3.1	11.76	5.0
4	13.18	3.0	13.15	4.2	13.26	2.6
5	14.23	3.9	15.18	4.5	12.32	5.0
6	19.54	7.6	16.82	3.1	29.54	13.6
7	20.12	3.6	20.82	3.9	17.18	5.0
8	27.50	3.4	23.58	3.1	35.26	5.2
9	27.88	3.1	25.64	2.2	32.28	6.1
10	26.03	4.4	26.53	5.1	23.97	7.2
11	33.91	4.1	33.17	5.2	36.76	4.9
12	37.28	4.3	37.56	4.5	33.66	8.2
13	41.26	9.0	44.19	2.3	-	-
14	49.36	5.8	49.25	6.1	-	-
Not able to be leveled	27.47	7.4	27.60	9.8	27.21	10.0
Professional specialty and technical	27.91	2.4	26.68	2.9	30.83	4.7
Professional specialty	30.28	2.6	28.88	3.2	32.99	4.7
5	12.37	9.1	15.40	4.4	11.90	9.7
6	29.25	13.5	17.99	4.5	37.90	10.0
7	20.68	5.7	21.87	4.6	15.84	9.0
8	30.28	4.8	22.99	3.7	37.36	4.8
9	28.77	4.0	24.66	1.7	35.30	5.8
10	26.80	6.1	27.94	6.9	23.47	10.5
11	34.61	5.0	33.88	6.4	37.41	5.0
12	36.49	6.6	36.42	6.8	-	-
13	35.63	29.3	46.92	7.7	-	-
Not able to be leveled	25.24	8.4	23.33	10.9	27.59	10.3
Engineers, architects, and surveyors	31.63	4.0	31.63	4.0	-	-
9	26.84	2.4	26.84	2.4	-	-
10	30.30	3.1	30.30	3.1	-	-
11	34.02	8.5	34.02	8.6	-	-
12	31.77	3.9	31.77	3.9	-	-
Industrial engineers	27.67	5.0	27.67	5.0	-	-
9	27.63	2.1	27.63	2.1	-	-
Mechanical engineers	33.51	12.0	33.51	12.0	-	-
9	26.74	7.6	26.74	7.6	-	-
11	40.09	12.5	40.09	12.5	-	-
Engineers, n.e.c.	32.42	3.4	32.42	3.4	-	-
9	26.36	1.8	26.36	1.8	-	-
11	32.30	2.1	32.30	2.1	-	-
12	31.94	5.5	31.94	5.5	-	-
Mathematical and computer scientists	28.61	5.2	28.59	5.3	-	-
9	23.96	3.0	23.96	3.0	-	-
10	24.95	7.3	24.11	6.2	-	-
11	30.40	5.3	30.40	5.3	-	-

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, August 1999 — 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	\$26.58	5.0	\$26.51	5.1	–	–
9	24.78	3.9	24.78	3.9	–	–
10	24.95	7.3	24.11	6.2	–	–
11	31.42	4.3	31.42	4.3	–	–
Operations and systems researchers and analysts						
9	22.68	3.1	22.68	3.1	–	–
Natural scientists	21.33	16.3	–	–	–	–
Health related						
6	18.20	4.0	18.18	4.0	–	–
7	21.99	4.8	21.99	4.9	–	–
8	22.10	3.4	22.10	3.9	22.06	1.1
9	22.37	2.1	22.24	2.4	–	–
10	27.91	10.8	–	–	–	–
11	29.00	7.5	29.95	8.9	–	–
Not able to be leveled	23.74	14.7	25.79	19.9	–	–
Physicians	33.12	16.8	33.42	19.1	–	–
Not able to be leveled	23.74	14.7	25.79	19.9	–	–
Registered nurses						
6	23.12	2.1	23.19	2.4	22.65	3.0
7	19.26	1.9	19.25	2.0	–	–
8	22.47	5.1	22.47	5.1	–	–
9	22.45	1.0	22.53	1.2	22.06	1.1
11	21.76	1.8	21.74	2.0	–	–
Dietitians	30.70	8.2	31.33	9.2	–	–
Teachers, college and university						
8	16.65	7.5	–	–	–	–
9	39.18	13.9	35.99	6.4	39.56	15.5
10	49.98	8.1	–	–	–	–
11	39.25	11.5	32.06	11.2	–	–
Engineering teachers	37.60	8.3	37.97	8.9	–	–
Health specialties teachers	37.36	3.3	35.18	16.8	37.50	3.4
Other post-secondary teachers	63.52	7.3	–	–	–	–
9	34.24	8.9	–	–	–	–
Teachers, except college and university	31.27	18.5	37.50	10.5	29.82	20.9
5	42.82	9.1	35.11	15.1	–	–
6	36.45	4.3	20.02	7.4	37.01	4.4
8	11.81	4.0	–	–	–	–
9	37.19	10.4	–	–	38.94	10.0
Prekindergarten and kindergarten	38.85	4.7	23.93	9.1	39.24	4.7
Elementary school teachers	37.24	5.5	–	–	37.57	5.5
6	33.83	12.5	–	–	–	–
8	38.01	4.3	–	–	38.36	4.3
9	38.23	10.4	–	–	–	–
Secondary school teachers	39.49	5.5	–	–	39.68	5.5
8	37.86	7.5	–	–	37.98	7.5
9	38.55	4.4	22.81	10.1	39.86	4.3
Teachers, special education	39.55	7.2	–	–	40.48	7.2
Teachers, n.e.c.	38.50	4.7	–	–	–	–
Vocational and educational counselors	38.26	5.5	–	–	38.26	5.5
Librarians, archivists, and curators	33.00	23.4	–	–	33.00	23.4
Librarians	25.45	30.6	14.87	8.7	–	–
Social scientists and urban planners	25.68	21.2	–	–	26.22	21.5
Social, recreation, and religious workers	25.68	21.2	–	–	26.22	21.5
8	23.13	28.5	–	–	–	–
10	23.18	14.7	15.41	11.1	25.27	15.8
Social workers	23.44	20.1	–	–	–	–
8	17.41	14.4	–	–	–	–
10	23.39	14.8	15.41	11.1	25.58	15.8
Lawyers and judges	23.44	20.1	–	–	–	–
	17.41	14.4	–	–	–	–
	53.64	27.8	–	–	–	–

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, August 1999 — 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						
Lawyers and judges –Continued						
Lawyers	\$53.64	27.8	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	31.64	5.6	\$31.25	6.4	–	–
9	25.66	4.4	25.66	4.4	–	–
Not able to be leveled	26.87	12.4	22.55	12.2	–	–
Designers	34.51	10.5	34.51	10.5	–	–
Technical	20.33	4.3	21.19	4.5	\$15.65	8.6
3	10.25	3.3	–	–	–	–
4	14.09	11.2	14.35	11.9	–	–
5	14.05	6.1	14.95	3.4	–	–
6	18.24	4.0	18.35	4.5	17.83	9.0
7	21.29	6.9	22.81	7.3	16.75	2.7
8	25.10	3.9	25.27	4.0	–	–
9	24.51	3.9	25.22	4.2	–	–
10	28.15	6.4	28.15	6.4	–	–
Clinical laboratory technologists and technicians	16.27	14.1	19.66	3.0	–	–
Health record technologists and technicians	15.82	8.3	–	–	–	–
Radiological technicians	18.42	7.0	18.38	7.2	–	–
Licensed practical nurses	15.42	1.7	15.25	1.7	15.90	3.1
5	15.21	3.3	15.21	3.3	–	–
6	15.04	3.4	15.57	2.5	–	–
7	15.88	2.1	15.17	2.6	–	–
Health technologists and technicians, n.e.c.	13.96	4.7	13.97	4.4	–	–
4	12.37	4.5	–	–	–	–
5	14.15	2.9	14.15	2.9	–	–
Electrical and electronic technicians	22.05	4.7	22.05	4.7	–	–
8	23.77	6.5	23.77	6.5	–	–
Mechanical engineering technicians	27.83	4.9	27.83	4.9	–	–
Drafters	22.58	18.6	22.58	18.6	–	–
Chemical technicians	19.47	3.4	19.47	3.4	–	–
Computer programmers	28.64	1.2	28.64	1.2	–	–
Technical and related, n.e.c.	21.80	4.3	24.27	3.7	19.69	5.9
Executive, administrative, and managerial						
6	16.24	7.9	16.20	8.0	–	–
7	19.90	5.4	19.38	5.7	–	–
8	22.93	10.3	22.74	11.7	–	–
9	26.43	4.8	27.42	5.3	23.70	8.7
10	23.88	7.0	23.63	8.5	–	–
11	32.23	3.7	31.42	2.8	34.72	11.6
12	38.25	3.1	39.10	3.0	32.12	9.5
13	43.64	2.1	–	–	–	–
14	53.91	7.7	54.12	8.3	–	–
Not able to be leveled	36.23	12.1	36.70	12.7	–	–
Executives, administrators, and managers	35.55	4.4	35.73	4.9	34.33	5.5
7	17.23	8.7	17.23	8.7	–	–
8	32.10	18.9	31.60	21.2	–	–
9	29.74	5.4	29.83	6.4	–	–
10	21.74	11.4	21.61	11.6	–	–
11	32.48	4.3	31.51	3.2	35.44	13.1
12	38.63	3.4	39.85	3.1	32.12	9.5
13	43.64	2.1	–	–	–	–
14	58.74	8.0	59.67	8.7	–	–
Not able to be leveled	42.82	18.6	44.98	19.8	–	–
Administrators and officials, public administration	31.42	5.5	–	–	31.42	5.5
Financial managers	35.29	11.9	35.69	12.3	–	–
Managers, marketing, advertising, and public relations	42.12	6.6	42.12	6.6	–	–
Administrators, education and related fields	41.10	10.8	22.23	10.6	48.38	8.0
Managers, medicine and health	28.34	7.4	28.24	8.1	–	–

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, August 1999 — 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						
Executives, administrators, and managers —Continued						
Managers and administrators, n.e.c.	\$38.15	4.9	\$38.32	5.0	—	—
9	30.65	7.0	30.93	7.2	—	—
11	33.00	3.7	33.00	3.7	—	—
12	37.19	4.3	38.04	4.0	—	—
14	59.64	8.8	60.17	9.2	—	—
Management related	25.30	3.2	25.87	3.7	\$22.53	3.4
6	16.64	5.7	16.56	5.8	—	—
7	21.27	3.8	20.83	4.6	—	—
8	19.84	4.0	19.59	4.5	—	—
9	23.71	5.3	24.97	6.9	—	—
10	25.66	4.8	26.01	6.3	—	—
12	36.90	7.1	36.90	7.1	—	—
Accountants and auditors	23.51	7.8	23.54	8.0	—	—
8	21.22	6.0	21.22	6.0	—	—
9	28.65	13.6	—	—	—	—
Other financial officers	31.45	16.0	34.53	16.7	—	—
Personnel, training, and labor relations specialists	24.24	11.4	24.47	14.2	—	—
Purchasing agents and buyers, n.e.c.	27.60	8.4	27.79	8.4	—	—
Construction inspectors	22.26	3.8	—	—	22.26	3.8
Management related, n.e.c.	25.56	4.4	25.87	4.9	—	—
7	19.62	6.2	19.00	5.4	—	—
8	22.00	2.7	—	—	—	—
9	24.37	5.8	26.46	7.6	—	—
10	26.56	9.1	26.56	9.1	—	—
12	33.57	1.4	33.57	1.4	—	—
Sales	16.69	8.0	16.70	8.0	—	—
1	7.49	6.0	7.49	6.0	—	—
2	8.99	3.0	9.00	3.0	—	—
3	8.49	5.7	8.49	5.7	—	—
4	14.32	14.9	14.32	14.9	—	—
5	18.81	28.8	18.81	28.8	—	—
7	24.16	10.5	24.16	10.5	—	—
8	20.84	3.1	20.84	3.1	—	—
9	25.59	15.1	25.59	15.1	—	—
11	30.97	14.5	30.97	14.5	—	—
Supervisors, sales	22.10	14.4	22.10	14.4	—	—
Sales, other business services	19.34	15.8	19.34	15.8	—	—
Sales representatives, mining, manufacturing, and wholesale	29.06	10.3	29.06	10.3	—	—
Sales workers, furniture and home furnishings	13.59	24.6	13.59	24.6	—	—
Sales workers, other commodities	9.45	9.1	9.45	9.1	—	—
1	7.73	10.9	7.73	10.9	—	—
3	8.92	8.6	8.92	8.6	—	—
4	9.06	7.4	9.06	7.4	—	—
Cashiers	8.16	4.7	8.17	4.7	—	—
1	7.29	8.0	7.29	8.0	—	—
2	9.14	3.5	9.16	3.6	—	—
3	8.10	7.6	8.10	7.6	—	—
Administrative support, including clerical	13.35	2.5	13.36	3.1	13.34	2.5
1	8.37	4.7	8.39	4.6	8.28	17.6
2	10.23	4.4	10.23	5.2	10.23	7.3
3	11.74	3.0	11.71	3.2	12.11	5.3
4	13.12	3.2	13.00	4.5	13.37	2.7
5	14.80	5.5	15.34	6.9	13.35	4.4
6	16.40	4.4	16.16	5.0	18.02	10.0
7	17.47	6.0	17.60	6.8	—	—
8	21.35	8.3	22.10	11.0	—	—

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, August 1999 — 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						
Supervisors, general office	\$18.11	8.7	\$18.05	11.6	—	—
Computer operators	16.17	14.2	17.17	15.4	—	—
Secretaries	15.16	5.0	15.85	6.4	\$14.02	4.6
3	11.80	5.9	10.90	4.6	—	—
4	14.85	6.0	15.45	7.6	13.81	4.6
5	15.97	12.8	19.85	11.3	—	—
6	17.06	11.0	—	—	—	—
7	18.36	3.5	—	—	—	—
Typists	10.36	8.6	—	—	—	—
Receptionists	10.99	6.0	11.01	6.0	—	—
3	11.47	5.8	11.47	5.8	—	—
Information clerks, n.e.c.	10.32	6.6	10.32	6.6	—	—
Order clerks	12.87	8.2	12.87	8.2	—	—
Personnel clerks, except payroll and timekeeping	15.17	8.8	—	—	—	—
Library clerks	9.51	12.1	—	—	9.54	13.4
1	6.96	10.2	—	—	—	—
Records clerks, n.e.c.	11.61	7.3	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.38	5.0	12.04	5.4	—	—
4	12.67	6.3	12.00	6.9	—	—
5	13.79	8.9	13.47	9.8	—	—
Payroll and timekeeping clerks	11.83	12.5	11.83	12.5	—	—
Billing clerks	11.64	4.1	11.39	4.1	—	—
4	11.33	3.5	11.33	3.5	—	—
Telephone operators	12.04	9.4	12.04	9.4	—	—
2	12.13	11.9	12.13	11.9	—	—
Traffic, shipping and receiving clerks	12.22	9.6	12.22	9.6	—	—
4	13.90	11.6	13.90	11.6	—	—
Stock and inventory clerks	11.13	12.2	11.13	12.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	14.98	12.2	14.98	12.2	—	—
Insurance adjusters, examiners, and investigators	14.34	7.4	14.34	7.4	—	—
Investigators and adjusters, except insurance	12.55	11.4	12.55	11.4	—	—
Bill and account collectors	12.05	10.6	12.05	10.6	—	—
General office clerks	12.73	3.1	13.17	5.3	12.33	3.2
1	7.94	3.1	—	—	—	—
2	8.37	3.1	—	—	—	—
3	12.13	2.9	12.11	2.9	—	—
4	12.44	2.8	12.06	4.3	12.51	3.2
5	19.06	10.5	20.16	10.5	—	—
Bank tellers	10.38	3.2	10.38	3.2	—	—
3	9.92	4.5	9.92	4.5	—	—
Data entry keyers	9.96	12.3	9.31	13.2	—	—
Teachers' aides	10.34	5.3	—	—	10.37	5.3
2	10.45	6.5	—	—	10.49	6.5
Administrative support, n.e.c.	12.85	5.5	12.51	6.1	14.20	7.8
4	12.57	8.6	11.56	8.5	—	—
Blue collar	17.39	2.1	17.48	2.2	15.90	4.6
1	8.89	5.9	8.87	6.0	—	—
2	11.78	5.9	11.72	6.7	12.19	3.8
3	18.24	2.7	18.49	2.8	13.47	4.4
4	16.94	6.0	16.97	6.1	—	—
5	15.98	3.4	15.97	3.6	16.16	3.3
6	19.37	4.4	19.65	4.7	—	—
7	22.88	1.5	23.11	1.5	20.49	3.3
8	24.69	3.1	24.87	3.3	—	—
9	29.06	2.7	29.06	2.7	—	—
Precision production, craft, and repair	21.75	1.8	21.94	1.9	19.32	4.6
3	13.80	9.1	14.15	12.3	—	—
4	16.66	6.9	16.64	7.2	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999 — 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						
5	\$16.71	4.7	\$16.70	4.7	—	—
6	19.50	5.4	19.70	5.8	—	—
7	22.98	1.5	23.21	1.6	\$20.45	3.5
8	24.56	3.2	24.74	3.4	—	—
9	29.06	2.7	29.06	2.7	—	—
Supervisors, mechanics and repairers	23.57	6.7	23.70	7.0	—	—
Automobile mechanics	20.97	10.6	—	—	—	—
Heavy equipment mechanics	21.17	5.0	22.00	4.8	—	—
7	21.47	5.6	—	—	—	—
Industrial machinery repairers	21.56	4.3	21.56	4.3	—	—
7	23.17	3.2	23.17	3.2	—	—
Millwrights	23.57	1.5	23.57	1.5	—	—
7	23.57	1.5	23.57	1.5	—	—
Mechanics and repairers, n.e.c.	20.22	3.5	20.28	3.6	—	—
7	22.72	3.6	23.17	3.8	—	—
Supervisors, construction trades, n.e.c.	27.40	7.6	—	—	—	—
Electricians	24.34	1.5	24.21	1.6	—	—
7	24.43	1.5	24.31	1.6	—	—
Plumbers, pipefitters and steamfitters	25.75	1.9	25.80	1.9	—	—
7	25.50	2.5	25.56	2.6	—	—
Construction trades, n.e.c.	17.01	7.8	—	—	—	—
Supervisors, production	21.19	6.4	21.19	6.4	—	—
7	19.72	6.2	19.72	6.2	—	—
8	24.52	5.2	24.52	5.2	—	—
Tool and die makers	23.23	3.4	23.23	3.4	—	—
7	23.65	3.1	23.65	3.1	—	—
Precision assemblers, metal	20.66	8.1	20.66	8.1	—	—
Machinists	21.02	4.2	21.02	4.2	—	—
7	21.91	3.3	21.91	3.3	—	—
Precision grinders, filers, and tool sharpeners	23.80	4.5	23.80	4.5	—	—
Patternmakers, layout workers, and cutters	25.70	10.2	25.70	10.2	—	—
Butchers and meat cutters	14.74	9.0	14.74	9.0	—	—
Inspectors, testers, and graders	20.81	8.4	20.81	8.4	—	—
Machine operators, assemblers, and inspectors	16.08	3.4	16.10	3.4	—	—
1	8.61	3.7	8.55	3.8	—	—
2	11.13	4.1	11.13	4.1	—	—
3	18.60	3.1	18.60	3.1	—	—
4	16.60	7.8	16.60	7.8	—	—
5	15.15	5.8	15.15	5.8	—	—
6	19.56	6.5	19.98	6.2	—	—
7	18.73	2.5	—	—	—	—
Punching and stamping press operators	16.23	11.4	16.23	11.4	—	—
3	19.22	6.1	19.22	6.1	—	—
Grinding, abrading, buffing, and polishing machine operators	15.40	9.9	15.40	9.9	—	—
Fabricating machine operators, n.e.c.	20.89	1.6	20.89	1.6	—	—
3	20.22	4.2	20.22	4.2	—	—
4	21.36	.9	21.36	.9	—	—
Molding and casting machine operators	9.29	11.9	9.29	11.9	—	—
Textile sewing machine operators	13.73	24.4	13.73	24.4	—	—
Laundry and dry cleaning machine operators	8.94	7.0	7.92	2.4	—	—
1	8.94	7.0	7.92	2.4	—	—
Miscellaneous machine operators, n.e.c.	13.75	6.6	13.75	6.6	—	—
3	11.78	9.8	11.78	9.8	—	—
4	18.15	3.7	18.15	3.7	—	—
Welders and cutters	17.86	8.2	17.86	8.2	—	—
Assemblers	17.66	4.1	17.66	4.1	—	—
1	8.51	6.4	8.51	6.4	—	—
3	19.77	2.4	19.77	2.4	—	—
4	16.30	10.4	16.30	10.4	—	—
Production inspectors, checkers and examiners ..	15.79	11.5	15.79	11.5	—	—

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, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving	\$16.35	5.4	\$16.96	6.3	\$13.54	3.1
2	13.16	16.4	13.31	20.3	12.58	2.9
3	17.54	5.2	18.95	4.9	13.08	5.4
4	18.42	7.8	18.70	8.1	—	—
5	15.83	6.6	15.77	9.9	—	—
Truck drivers	14.66	8.6	15.37	9.9	—	—
Bus drivers	13.44	15.3	—	—	13.41	3.3
3	12.28	7.3	—	—	13.08	5.4
Crane and tower operators	19.55	4.9	19.55	4.9	—	—
Industrial truck and tractor equipment operators ..	17.60	6.9	17.60	6.9	—	—
3	18.84	4.5	18.84	4.5	—	—
Handlers, equipment cleaners, helpers, and laborers	11.10	4.9	10.88	5.5	13.26	6.8
1	9.00	10.0	9.01	10.1	—	—
2	11.26	4.8	11.12	5.8	11.82	5.9
3	16.72	4.3	17.34	5.0	—	—
4	16.04	11.0	16.04	11.0	—	—
Groundskeepers and gardeners, except farm	13.17	8.9	—	—	13.17	8.9
Stock handlers and baggers	9.78	5.5	9.78	5.5	—	—
1	7.38	4.3	7.38	4.3	—	—
Freight, stock, and material handlers, n.e.c.	10.43	5.5	10.43	5.5	—	—
1	9.76	11.1	9.76	11.1	—	—
Vehicle washers and equipment cleaners	11.54	24.4	11.54	24.4	—	—
1	11.54	24.4	11.54	24.4	—	—
Hand packers and packagers	10.98	11.8	10.98	11.8	—	—
Laborers, except construction, n.e.c.	12.80	12.5	12.45	14.6	—	—
2	13.57	17.6	13.31	19.3	—	—
Service	10.61	3.8	8.72	3.3	14.84	3.2
1	7.98	5.9	7.95	6.6	8.16	10.3
2	9.77	5.5	8.92	7.4	11.51	4.8
3	8.98	3.8	8.52	3.2	13.12	4.9
4	9.62	9.7	8.84	10.5	12.07	10.0
5	12.99	6.3	11.03	8.8	14.93	2.7
6	15.36	4.8	—	—	16.59	1.8
7	17.97	3.5	—	—	17.75	4.1
8	19.15	2.7	—	—	19.15	2.7
9	22.36	3.1	—	—	22.36	3.1
Protective service	14.44	9.4	7.94	8.3	18.21	2.1
2	10.75	12.4	—	—	—	—
5	13.23	8.2	—	—	—	—
6	16.65	1.8	—	—	16.65	1.8
7	18.13	4.1	—	—	18.13	4.1
8	19.13	2.8	—	—	19.13	2.8
9	22.36	3.1	—	—	22.36	3.1
Firefighting	16.24	2.9	—	—	16.24	2.9
Police and detectives, public service	19.57	3.1	—	—	19.57	3.1
8	19.16	4.0	—	—	19.16	4.0
Correctional institution officers	17.23	3.3	—	—	17.23	3.3
Crossing guards	7.20	6.9	—	—	7.20	6.9
Guards and police, except public service	8.02	8.1	8.00	8.1	—	—
Food service	7.72	5.2	7.61	5.5	9.37	9.1
1	6.76	4.0	6.70	4.0	7.45	10.3
2	6.84	14.0	6.55	15.6	—	—
3	8.01	6.7	7.79	7.6	—	—
4	10.03	10.7	—	—	—	—
Waiters, waitresses, and bartenders	5.76	12.6	5.76	12.6	—	—
1	6.42	4.5	6.42	4.5	—	—
Waiters and waitresses	4.47	22.9	4.47	22.9	—	—
Other food service	8.19	5.3	8.08	5.7	9.37	9.1
1	6.82	5.0	6.76	5.1	7.45	10.3
2	7.77	12.4	7.41	14.1	—	—
3	8.69	5.3	8.47	5.2	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
4	\$10.03	10.7	—	—	—	—
Cooks	9.43	3.8	\$9.22	3.3	—	—
Food counter, fountain, and related	6.27	13.1	6.27	13.1	—	—
Kitchen workers, food preparation	8.86	2.5	8.77	2.3	—	—
1	8.89	3.1	8.89	3.1	—	—
Food preparation, n.e.c.	7.10	6.0	6.92	5.8	\$8.54	9.8
1	6.79	5.2	—	—	7.45	10.3
2	6.93	19.9	—	—	—	—
3	8.55	5.5	—	—	—	—
Health service	9.29	3.0	9.07	2.6	12.75	7.3
2	9.03	2.5	8.79	2.1	—	—
3	8.98	3.7	8.97	3.8	—	—
4	10.16	3.4	9.98	3.1	—	—
Health aides, except nursing	10.60	3.5	10.36	4.0	—	—
4	10.90	4.8	10.57	4.4	—	—
Nursing aides, orderlies and attendants	9.04	3.2	8.86	2.5	—	—
2	8.82	2.2	8.78	2.2	—	—
3	8.78	3.5	8.78	3.5	—	—
4	9.49	4.3	9.49	4.3	—	—
Cleaning and building service	11.79	5.2	11.13	7.0	13.28	4.1
1	9.91	9.1	9.65	9.6	—	—
2	12.79	7.1	12.85	12.7	12.73	6.2
3	13.27	8.6	12.16	15.7	14.46	4.2
4	12.72	6.4	11.71	8.0	—	—
Maids and housemen	7.29	3.2	7.22	3.3	—	—
1	7.33	4.6	7.25	4.8	—	—
Janitors and cleaners	12.31	5.3	11.72	7.9	13.32	4.2
1	10.57	10.4	10.29	11.0	—	—
2	13.42	6.1	14.27	9.9	12.74	6.2
3	13.40	9.1	12.27	17.7	14.46	4.2
4	13.35	8.0	—	—	—	—
Personal service	8.77	6.1	7.48	3.7	9.86	8.0
1	7.02	5.0	—	—	7.08	6.9
2	8.30	9.8	—	—	9.05	8.4
3	8.15	4.3	—	—	11.07	7.1
4	9.06	4.2	—	—	—	—
Early childhood teachers' assistants	7.57	11.7	—	—	—	—
Child care workers, n.e.c.	9.99	10.3	—	—	10.08	10.5
1	6.63	7.2	—	—	6.63	7.2
2	9.49	4.5	—	—	9.69	3.4
Service, n.e.c.	8.26	6.5	7.55	7.1	—	—

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 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 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, August 1999

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	\$20.36	1.9	\$19.86	2.3	\$22.73	3.2
All excluding sales	20.41	2.0	19.89	2.3	22.73	3.2
White collar	24.03	2.2	23.39	2.6	26.30	4.0
1	9.43	5.9	9.23	5.8	—	—
2	10.31	4.5	10.30	5.1	10.35	8.6
3	11.45	3.2	11.40	3.5	11.92	5.4
4	13.57	3.3	13.65	4.4	13.33	2.6
5	15.37	7.5	16.67	9.3	12.36	5.1
6	19.03	7.2	16.49	3.2	29.65	13.7
7	20.42	3.6	21.10	3.9	17.28	5.1
8	27.17	3.5	23.24	3.0	36.05	5.3
9	28.24	3.0	25.86	2.5	33.64	5.6
10	26.32	4.1	26.65	4.6	24.74	8.0
11	33.64	4.1	32.91	5.0	36.74	4.9
12	36.96	4.2	37.22	4.4	33.66	8.2
13	41.26	9.0	44.19	2.3	—	—
14	49.07	5.8	48.94	6.1	—	—
Not able to be leveled	28.38	7.3	28.42	9.4	28.29	9.9
White collar excluding sales	24.53	2.2	23.96	2.7	26.30	4.0
1	9.79	7.5	—	—	—	—
2	10.47	4.9	10.50	5.6	10.35	8.6
3	11.92	3.0	11.92	3.3	11.92	5.4
4	13.37	3.0	13.38	4.1	13.33	2.6
5	14.18	4.2	15.18	5.0	12.36	5.1
6	19.47	7.5	16.80	3.3	29.65	13.7
7	19.75	3.6	20.40	4.1	17.28	5.1
8	27.92	3.6	23.67	3.2	36.05	5.3
9	28.45	3.0	25.89	2.2	33.64	5.6
10	26.26	4.2	26.59	4.7	24.74	8.0
11	33.90	4.2	33.16	5.3	36.74	4.9
12	37.07	4.2	37.34	4.5	33.66	8.2
13	41.26	9.0	44.19	2.3	—	—
14	49.07	5.8	48.94	6.1	—	—
Not able to be leveled	28.10	7.6	28.03	9.9	28.29	9.9
Professional specialty and technical	28.57	2.5	27.16	2.9	31.87	4.8
Professional specialty	30.97	2.7	29.26	3.4	34.24	4.8
5	12.45	9.8	—	—	—	—
6	29.78	13.5	17.90	5.3	38.45	9.5
7	19.39	4.5	20.58	2.1	15.99	9.4
8	31.29	5.2	23.06	4.0	38.38	4.9
9	29.75	3.8	24.99	1.8	37.48	4.5
10	27.37	5.3	28.18	5.1	24.59	12.7
11	34.61	5.1	33.88	6.5	37.39	5.1
12	36.09	6.6	36.01	6.8	—	—
13	35.63	29.3	46.92	7.7	—	—
Not able to be leveled	25.70	8.8	23.55	11.0	—	—
Engineers, architects, and surveyors	31.63	4.0	31.63	4.0	—	—
9	26.84	2.4	26.84	2.4	—	—
10	30.30	3.1	30.30	3.1	—	—
11	34.02	8.5	34.02	8.6	—	—
12	31.77	3.9	31.77	3.9	—	—
Industrial engineers	27.67	5.0	27.67	5.0	—	—
9	27.63	2.1	27.63	2.1	—	—
Mechanical engineers	33.51	12.0	33.51	12.0	—	—
9	26.74	7.6	26.74	7.6	—	—
11	40.09	12.5	40.09	12.5	—	—
Engineers, n.e.c.	32.42	3.4	32.42	3.4	—	—
9	26.36	1.8	26.36	1.8	—	—
11	32.30	2.1	32.30	2.1	—	—
12	31.94	5.5	31.94	5.5	—	—
Mathematical and computer scientists	28.68	5.2	28.66	5.2	—	—
9	24.08	2.9	24.08	2.9	—	—
10	24.95	7.3	24.11	6.2	—	—

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, August 1999 — 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						
11	\$30.40	5.3	\$30.40	5.3	–	–
Computer systems analysts and scientists	26.58	5.0	26.51	5.1	–	–
9	24.78	3.9	24.78	3.9	–	–
10	24.95	7.3	24.11	6.2	–	–
11	31.42	4.3	31.42	4.3	–	–
Operations and systems researchers and analysts						
9	22.90	2.9	22.90	2.9	–	–
Natural scientists						
21.44	16.5	–	–	–	–	
Health related						
6	18.03	5.1	18.01	5.2	\$26.66	13.2
7	20.52	1.7	20.48	1.8	–	–
8	22.19	4.3	22.18	5.1	–	–
9	22.70	2.6	22.55	3.1	–	–
10	28.18	10.5	–	–	–	–
11	28.88	8.3	29.91	10.2	–	–
Not able to be leveled	23.74	14.7	25.79	19.9	–	–
Physicians						
30.77	18.4	29.91	21.7	–	–	
Not able to be leveled	23.74	14.7	25.79	19.9	–	–
Registered nurses						
23.10	2.4	23.12	2.8	23.02	3.4	
6	19.42	1.9	–	–	–	
7	20.86	1.8	20.86	1.8	–	–
8	22.68	.9	22.79	1.1	–	–
9	22.04	2.5	22.03	2.9	–	–
11	31.21	8.4	32.03	9.4	–	–
Teachers, college and university						
42.17	14.0	37.48	7.1	42.71	15.4	
9	41.27	10.5	34.06	14.0	–	–
10	36.29	11.4	36.29	11.4	–	–
11	37.31	3.4	–	–	–	–
Engineering teachers	63.64	7.1	–	–	–	–
Other post-secondary teachers	47.87	5.5	41.85	11.6	–	–
Teachers, except college and university						
38.18	4.2	20.58	8.0	38.78	4.3	
6	37.62	9.9	–	–	39.41	9.4
8	39.85	4.7	23.99	9.3	40.27	4.7
9	39.99	2.5	–	–	40.42	2.5
Elementary school teachers						
39.62	3.1	–	–	39.99	3.1	
8	39.51	5.5	–	–	39.68	5.5
9	40.69	2.3	–	–	40.84	2.3
Secondary school teachers						
38.56	4.4	22.86	10.4	39.86	4.3	
8	39.55	7.2	–	–	40.48	7.2
9	38.50	4.7	–	–	–	–
Teachers, special education						
38.26	5.5	–	–	38.26	5.5	
Vocational and educational counselors						
25.60	31.0	–	–	–	–	
Librarians, archivists, and curators						
28.36	21.0	–	–	29.31	20.6	
Librarians	28.36	21.0	–	–	29.31	20.6
Social scientists and urban planners						
22.84	28.9	–	–	–	–	
Social, recreation, and religious workers						
24.03	14.8	–	–	25.76	16.1	
Social workers						
24.03	14.8	–	–	25.76	16.1	
Lawyers and judges						
53.64	27.8	–	–	–	–	
Lawyers	53.64	27.8	–	–	–	
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
31.94	5.4	31.57	6.1	–	–	
9	25.66	4.4	25.66	4.4	–	–
Not able to be leveled	27.53	11.5	23.35	10.8	–	–
Designers						
34.51	10.5	34.51	10.5	–	–	
Technical						
20.89	4.0	21.88	3.8	15.75	9.0	
4	15.88	6.2	16.42	6.1	–	–
5	13.62	7.2	14.68	4.3	–	–
6	18.55	4.1	18.62	4.8	–	–

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, August 1999 —**
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						
7	\$21.47	7.0	\$23.02	7.4	\$16.81	2.7
8	25.18	3.9	25.36	3.9	—	—
9	24.57	4.0	25.22	4.2	—	—
10	28.15	6.4	28.15	6.4	—	—
Clinical laboratory technologists and technicians	16.14	14.8	19.67	3.2	—	—
Health record technologists and technicians	15.54	8.5	—	—	—	—
Radiological technicians	18.60	8.0	18.57	8.2	—	—
Licensed practical nurses	15.30	2.1	14.92	2.2	—	—
5	14.30	3.9	14.30	3.9	—	—
7	15.98	2.1	15.22	3.1	—	—
Health technologists and technicians, n.e.c.	13.66	5.5	13.54	5.1	—	—
5	13.44	3.7	13.44	3.7	—	—
Electrical and electronic technicians	22.05	4.7	22.05	4.7	—	—
8	23.77	6.5	23.77	6.5	—	—
Mechanical engineering technicians	27.83	4.9	27.83	4.9	—	—
Drafters	27.53	6.3	27.53	6.3	—	—
Chemical technicians	19.47	3.4	19.47	3.4	—	—
Computer programmers	28.64	1.2	28.64	1.2	—	—
Technical and related, n.e.c.	22.11	4.3	24.30	3.7	—	—
Executive, administrative, and managerial	31.34	3.2	31.80	3.6	28.55	5.5
6	16.24	7.9	16.20	8.0	—	—
7	19.85	5.5	19.30	5.8	—	—
8	22.93	10.3	22.74	11.7	—	—
9	26.43	4.8	27.42	5.3	23.70	8.7
10	23.88	7.0	23.63	8.5	—	—
11	32.23	3.7	31.42	2.8	34.72	11.6
12	38.25	3.1	39.10	3.0	32.12	9.5
13	43.64	2.1	—	—	—	—
14	53.91	7.7	54.12	8.3	—	—
Not able to be leveled	36.28	12.2	36.70	12.7	—	—
Executives, administrators, and managers	35.57	4.4	35.73	4.9	34.49	5.6
7	17.23	8.7	17.23	8.7	—	—
8	32.10	18.9	31.60	21.2	—	—
9	29.74	5.4	29.83	6.4	—	—
10	21.74	11.4	21.61	11.6	—	—
11	32.48	4.3	31.51	3.2	35.44	13.1
12	38.63	3.4	39.85	3.1	32.12	9.5
13	43.64	2.1	—	—	—	—
14	58.74	8.0	59.67	8.7	—	—
Not able to be leveled	43.00	18.7	44.98	19.8	—	—
Administrators and officials, public administration	31.42	5.5	—	—	31.42	5.5
Financial managers	35.29	11.9	35.69	12.3	—	—
Managers, marketing, advertising, and public relations	42.12	6.6	42.12	6.6	—	—
Administrators, education and related fields	41.10	10.8	22.23	10.6	48.38	8.0
Managers, medicine and health	28.34	7.4	28.24	8.1	—	—
Managers and administrators, n.e.c.	38.15	4.9	38.32	5.0	—	—
9	30.65	7.0	30.93	7.2	—	—
11	33.00	3.7	33.00	3.7	—	—
12	37.19	4.3	38.04	4.0	—	—
14	59.64	8.8	60.17	9.2	—	—
Management related	25.30	3.2	25.88	3.7	22.53	3.4
6	16.64	5.7	16.56	5.8	—	—
7	21.22	3.9	20.75	4.7	—	—
8	19.84	4.0	19.59	4.5	—	—
9	23.71	5.3	24.97	6.9	—	—
10	25.66	4.8	26.01	6.3	—	—
12	36.90	7.1	36.90	7.1	—	—
Accountants and auditors	23.49	8.0	23.52	8.2	—	—

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, August 1999 —**
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 —Continued						
Accountants and auditors —Continued						
8	\$21.22	6.0	\$21.22	6.0	—	—
9	28.65	13.6	—	—	—	—
Other financial officers	31.45	16.0	34.53	16.7	—	—
Personnel, training, and labor relations specialists						
.....	24.24	11.4	24.47	14.2	—	—
Purchasing agents and buyers, n.e.c.	27.60	8.4	27.79	8.4	—	—
Construction inspectors	22.26	3.8	—	—	\$22.26	3.8
Management related, n.e.c.	25.58	4.4	25.89	4.9	—	—
7	19.68	6.3	—	—	—	—
8	22.00	2.7	—	—	—	—
9	24.37	5.8	26.46	7.6	—	—
10	26.56	9.1	26.56	9.1	—	—
12	33.57	1.4	33.57	1.4	—	—
Sales						
1	19.41	7.5	19.41	7.5	—	—
.....	9.14	9.0	9.14	9.0	—	—
2	9.28	4.5	9.28	4.5	—	—
3	9.24	7.2	9.24	7.2	—	—
4	15.08	14.9	15.08	14.9	—	—
5	22.33	26.1	22.33	26.1	—	—
7	24.16	10.5	24.16	10.5	—	—
8	20.84	3.1	20.84	3.1	—	—
9	25.59	15.1	25.59	15.1	—	—
11	30.97	14.5	30.97	14.5	—	—
Supervisors, sales	22.10	14.4	22.10	14.4	—	—
Sales, other business services	19.34	15.8	19.34	15.8	—	—
Sales representatives, mining, manufacturing, and wholesale						
.....	29.06	10.3	29.06	10.3	—	—
Sales workers, other commodities						
.....	11.05	10.2	11.05	10.2	—	—
Cashiers						
.....	9.12	9.6	9.12	9.6	—	—
2	9.40	5.7	9.40	5.7	—	—
Administrative support, including clerical						
1	13.68	2.5	13.71	3.1	13.56	2.6
.....	9.79	7.5	—	—	—	—
2	10.43	5.0	10.45	5.8	10.35	8.6
3	12.01	3.2	11.98	3.5	12.31	5.6
4	13.19	3.2	13.10	4.6	13.38	2.7
5	14.82	5.6	15.40	7.2	13.35	4.4
6	16.40	4.4	16.16	5.0	18.02	10.0
7	17.47	6.0	17.60	6.8	—	—
8	21.35	8.3	22.10	11.0	—	—
Supervisors, general office	18.11	8.7	18.05	11.6	—	—
Computer operators	16.17	14.2	17.17	15.4	—	—
Secretaries						
.....	15.20	5.0	15.90	6.4	14.04	4.6
3	11.80	6.0	10.90	4.6	—	—
4	14.86	6.0	15.47	7.6	13.81	4.6
5	15.97	12.8	19.85	11.3	—	—
6	17.06	11.0	—	—	—	—
7	18.36	3.5	—	—	—	—
Typists						
.....	10.36	8.6	—	—	—	—
Receptionists						
.....	11.45	6.0	11.45	6.0	—	—
3	11.45	6.0	11.45	6.0	—	—
Information clerks, n.e.c.	10.49	7.2	10.49	7.2	—	—
Order clerks	13.06	8.2	13.06	8.2	—	—
Personnel clerks, except payroll and timekeeping	15.17	8.8	—	—	—	—
Records clerks, n.e.c.	11.62	7.9	—	—	—	—
Bookkeepers, accounting and auditing clerks						
4	12.91	5.0	12.61	5.5	—	—
.....	12.92	6.1	12.26	6.8	—	—
5	13.79	8.9	13.47	9.8	—	—

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, August 1999 —**
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						
Billing clerks	\$11.68	4.3	\$11.43	4.3	—	—
4	11.39	3.7	11.39	3.7	—	—
Telephone operators	12.26	9.6	12.26	9.6	—	—
Traffic, shipping and receiving clerks	12.24	9.8	12.24	9.8	—	—
4	13.90	11.6	13.90	11.6	—	—
Stock and inventory clerks	11.13	12.2	11.13	12.2	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	15.20	12.1	15.20	12.1	—	—
Insurance adjusters, examiners, and investigators	14.34	7.4	14.34	7.4	—	—
Investigators and adjusters, except insurance	12.55	11.4	12.55	11.4	—	—
Bill and account collectors	12.05	10.6	12.05	10.6	—	—
General office clerks	13.06	3.2	13.66	5.5	\$12.54	3.1
3	12.19	3.0	12.18	3.1	—	—
4	12.44	2.8	12.06	4.3	12.51	3.2
5	19.06	10.5	20.16	10.5	—	—
Bank tellers	10.90	2.4	10.90	2.4	—	—
Teachers' aides	10.12	5.5	—	—	10.15	5.5
2	10.15	7.1	—	—	—	—
Administrative support, n.e.c.	13.17	5.8	12.65	6.3	—	—
4	12.61	8.8	11.58	8.7	—	—
Blue collar	17.86	2.0	17.97	2.1	16.18	4.8
1	9.70	7.1	9.68	7.3	—	—
2	11.53	3.3	11.41	3.8	12.30	3.8
3	18.32	2.7	18.51	2.8	13.70	5.5
4	16.96	6.0	16.99	6.1	—	—
5	15.98	3.5	15.96	3.6	—	—
6	19.37	4.4	19.65	4.7	—	—
7	22.88	1.5	23.11	1.5	20.49	3.3
8	24.69	3.1	24.87	3.3	—	—
9	29.06	2.7	29.06	2.7	—	—
Precision production, craft, and repair	21.76	1.8	21.95	1.9	19.32	4.6
3	14.01	9.2	14.47	12.4	—	—
4	16.66	6.9	16.64	7.2	—	—
5	16.70	4.7	16.69	4.8	—	—
6	19.50	5.4	19.70	5.8	—	—
7	22.98	1.5	23.21	1.6	20.45	3.5
8	24.56	3.2	24.74	3.4	—	—
9	29.06	2.7	29.06	2.7	—	—
Supervisors, mechanics and repairers	23.57	6.7	23.70	7.0	—	—
Automobile mechanics	20.97	10.6	—	—	—	—
Heavy equipment mechanics	21.17	5.0	22.00	4.8	—	—
7	21.47	5.6	—	—	—	—
Industrial machinery repairers	21.56	4.3	21.56	4.3	—	—
7	23.17	3.2	23.17	3.2	—	—
Millwrights	23.57	1.5	23.57	1.5	—	—
7	23.57	1.5	23.57	1.5	—	—
Mechanics and repairers, n.e.c.	20.22	3.5	20.28	3.6	—	—
7	22.72	3.6	23.17	3.8	—	—
Supervisors, construction trades, n.e.c.	27.40	7.6	—	—	—	—
Electricians	24.34	1.5	24.21	1.6	—	—
7	24.43	1.5	24.31	1.6	—	—
Plumbers, pipefitters and steamfitters	25.75	1.9	25.80	1.9	—	—
7	25.50	2.5	25.56	2.6	—	—
Construction trades, n.e.c.	17.01	7.8	—	—	—	—
Supervisors, production	21.19	6.4	21.19	6.4	—	—
7	19.72	6.2	19.72	6.2	—	—
8	24.52	5.2	24.52	5.2	—	—
Tool and die makers	23.23	3.4	23.23	3.4	—	—

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, August 1999 —**
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						
Tool and die makers —Continued						
7	\$23.65	3.1	\$23.65	3.1	—	—
Precision assemblers, metal	20.66	8.1	20.66	8.1	—	—
Machinists	21.02	4.2	21.02	4.2	—	—
7	21.91	3.3	21.91	3.3	—	—
Precision grinders, filers, and tool sharpeners	23.80	4.5	23.80	4.5	—	—
Patternmakers, layout workers, and cutters	25.70	10.2	25.70	10.2	—	—
Butchers and meat cutters	14.74	9.0	14.74	9.0	—	—
Inspectors, testers, and graders	20.81	8.4	20.81	8.4	—	—
Machine operators, assemblers, and inspectors						
1	16.19	3.3	16.20	3.4	—	—
2	8.74	4.0	8.67	4.1	—	—
3	11.13	4.1	11.13	4.1	—	—
4	18.60	3.1	18.60	3.1	—	—
5	16.60	7.8	16.60	7.8	—	—
6	15.15	5.8	15.15	5.8	—	—
7	19.56	6.5	19.98	6.2	—	—
Punching and stamping press operators	18.73	2.5	—	—	—	—
3	16.23	11.4	16.23	11.4	—	—
Grinding, abrading, buffing, and polishing	19.22	6.1	19.22	6.1	—	—
machine operators	15.40	9.9	15.40	9.9	—	—
Fabricating machine operators, n.e.c.	20.89	1.6	20.89	1.6	—	—
3	20.22	4.2	20.22	4.2	—	—
4	21.36	.9	21.36	.9	—	—
Molding and casting machine operators	9.29	11.9	9.29	11.9	—	—
Textile sewing machine operators	13.73	24.4	13.73	24.4	—	—
Laundering and dry cleaning machine operators	8.99	6.9	7.97	2.3	—	—
1	8.99	6.9	7.97	2.3	—	—
Miscellaneous machine operators, n.e.c.	13.75	6.6	13.75	6.6	—	—
3	11.78	9.8	11.78	9.8	—	—
4	18.15	3.7	18.15	3.7	—	—
Welders and cutters	17.86	8.2	17.86	8.2	—	—
Assemblers	17.98	3.9	17.98	3.9	—	—
1	8.79	7.2	8.79	7.2	—	—
3	19.77	2.4	19.77	2.4	—	—
4	16.30	10.4	16.30	10.4	—	—
Production inspectors, checkers and examiners ..	15.79	11.5	15.79	11.5	—	—
Transportation and material moving						
2	17.31	4.3	18.16	4.7	\$13.66	3.6
3	12.93	11.5	13.08	21.9	—	—
4	17.96	5.6	18.99	4.9	—	—
5	18.58	7.8	18.88	8.1	—	—
Truck drivers	15.83	7.0	15.77	9.9	—	—
Bus drivers	14.88	9.2	15.47	10.7	—	—
Crane and tower operators	12.72	5.5	—	—	13.32	4.0
Industrial truck and tractor equipment operators ..	19.55	4.9	19.55	4.9	—	—
3	17.60	6.9	17.60	6.9	—	—
4	18.84	4.5	18.84	4.5	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	12.33	5.2	12.17	5.9	13.55	7.8
2	10.61	12.7	10.61	12.7	—	—
3	11.43	5.2	11.31	6.4	11.88	5.9
4	17.07	4.0	17.47	5.0	—	—
5	15.84	11.8	15.84	11.8	—	—
Groundskeepers and gardeners, except farm	13.60	11.1	—	—	13.60	11.1
Stock handlers and baggers	12.63	6.0	12.63	6.0	—	—
1	9.39	7.8	9.39	7.8	—	—
Freight, stock, and material handlers, n.e.c.	10.47	6.0	10.47	6.0	—	—
Vehicle washers and equipment cleaners	11.84	23.8	11.84	23.8	—	—
1	11.84	23.8	11.84	23.8	—	—

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, August 1999 —**
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 —Continued						
Hand packers and packagers	\$11.30	12.5	\$11.30	12.5	—	—
Laborers, except construction, n.e.c.	14.00	12.6	13.67	14.9	—	—
2	13.57	17.6	13.31	19.3	—	—
Service	11.69	4.2	9.39	4.0	\$15.97	3.3
1	9.59	7.4	9.41	7.9	11.51	11.8
2	10.46	6.0	9.72	8.6	11.73	5.5
3	9.17	4.3	8.67	3.5	14.37	4.7
4	9.78	11.5	8.84	12.8	12.30	10.4
5	13.14	6.2	11.13	9.5	14.98	2.7
6	15.45	4.9	—	—	16.78	1.5
7	17.97	3.5	—	—	17.75	4.1
8	19.15	2.7	—	—	19.15	2.7
9	22.36	3.1	—	—	22.36	3.1
Protective service	14.80	9.6	7.92	9.0	18.54	2.2
5	13.45	7.8	—	—	—	—
6	16.85	1.6	—	—	16.85	1.6
7	18.13	4.1	—	—	18.13	4.1
8	19.13	2.8	—	—	19.13	2.8
9	22.36	3.1	—	—	22.36	3.1
Firefighting	16.24	2.9	—	—	16.24	2.9
Police and detectives, public service	19.67	3.1	—	—	19.67	3.1
8	19.16	4.0	—	—	19.16	4.0
Correctional institution officers	17.23	3.3	—	—	17.23	3.3
Guards and police, except public service	8.00	8.7	7.99	8.7	—	—
Food service	8.90	8.9	8.78	9.4	11.19	5.1
1	7.66	8.8	7.38	9.9	—	—
2	6.60	17.6	6.27	17.8	—	—
3	8.27	6.9	8.21	7.0	—	—
Other food service	9.36	7.2	9.25	7.7	11.19	5.1
1	7.66	8.8	7.38	9.9	—	—
2	7.05	21.0	—	—	—	—
3	8.76	4.3	8.71	4.3	—	—
Cooks	9.92	5.0	9.66	4.7	—	—
Food preparation, n.e.c.	7.77	9.8	7.66	10.0	—	—
1	8.29	3.4	8.03	3.1	—	—
Health service	9.25	3.2	9.01	2.6	13.11	7.4
2	8.91	2.2	8.79	2.2	—	—
3	8.91	3.7	8.91	3.7	—	—
4	10.38	4.1	10.11	3.7	—	—
Health aides, except nursing	10.56	3.7	10.38	4.0	—	—
4	10.90	4.8	10.57	4.4	—	—
Nursing aides, orderlies and attendants	8.96	3.5	8.73	2.4	—	—
2	8.82	2.2	8.77	2.2	—	—
3	8.67	3.2	8.66	3.2	—	—
Cleaning and building service	12.30	4.6	11.76	6.5	13.41	4.4
1	10.78	9.1	10.53	10.0	—	—
2	12.84	7.2	12.86	12.9	12.81	6.4
3	13.43	9.1	12.16	15.7	14.97	3.5
4	12.72	6.4	11.71	8.0	—	—
Maids and housemen	7.53	3.9	—	—	—	—
Janitors and cleaners	12.79	4.4	12.37	6.9	13.45	4.5
1	11.45	9.7	11.21	10.8	—	—
2	13.49	6.3	14.33	10.1	12.82	6.4
3	13.57	9.7	12.27	17.7	14.97	3.5
4	13.35	8.0	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999 — 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						
Personal service	\$9.71	9.7	—	—	\$11.32	9.8
Child care workers, n.e.c.	11.97	10.8	—	—	12.26	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 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, August 1999

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	\$10.71	5.5	\$10.42	6.4	\$12.34	8.0
All excluding sales	11.21	6.2	10.97	7.3	12.36	8.0
White collar	13.83	6.4	13.39	7.4	16.25	7.9
1	7.08	2.8	7.10	3.0	6.74	4.9
2	8.89	3.4	8.86	3.4	9.12	12.4
3	8.31	4.6	8.25	4.7	—	—
4	8.64	5.5	8.53	5.6	9.70	9.1
5	12.54	10.1	12.65	10.8	10.58	5.1
6	21.04	14.2	17.29	3.1	28.22	23.2
7	23.26	8.4	23.79	7.8	—	—
8	20.83	5.0	22.40	3.5	15.14	9.9
9	19.64	5.0	21.30	1.8	17.54	5.7
10	21.94	21.7	24.72	40.5	—	—
11	34.37	8.3	33.89	9.0	—	—
Not able to be leveled	19.65	13.9	12.22	45.4	—	—
White collar excluding sales	16.82	6.1	16.97	7.5	16.31	7.8
1	7.51	3.3	7.71	3.7	6.72	5.0
2	9.09	4.1	9.04	3.8	9.25	12.6
3	9.48	2.9	9.44	3.1	—	—
4	8.91	6.1	8.78	6.3	9.70	9.1
5	14.79	3.0	15.21	2.7	10.58	5.1
6	21.04	14.2	17.29	3.1	28.22	23.2
7	23.26	8.4	23.79	7.8	—	—
8	20.83	5.0	22.40	3.5	15.14	9.9
9	19.64	5.0	21.30	1.8	17.54	5.7
10	21.94	21.7	24.72	40.5	—	—
11	34.37	8.3	33.89	9.0	—	—
Not able to be leveled	19.65	13.9	12.22	45.4	—	—
Professional specialty and technical	20.82	5.5	21.74	6.9	18.37	6.6
Professional specialty	22.87	4.9	24.84	5.3	18.77	6.7
5	11.04	5.1	—	—	10.58	5.1
6	25.32	18.5	—	—	—	—
7	24.18	7.9	24.51	7.4	—	—
8	20.91	5.3	22.61	3.7	15.14	9.9
9	19.62	5.0	21.30	1.8	17.40	5.6
10	21.94	21.7	24.72	40.5	—	—
11	34.37	8.3	33.89	9.0	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	24.81	5.2	25.24	5.3	—	—
7	24.80	7.0	24.80	7.0	—	—
8	21.75	2.2	21.86	2.3	—	—
9	21.35	2.1	21.40	2.1	—	—
Registered nurses	23.17	4.7	23.33	4.8	—	—
7	24.96	6.9	24.96	6.9	—	—
8	21.75	2.2	21.86	2.3	—	—
9	21.18	1.7	21.22	1.7	—	—
Teachers, college and university	23.95	6.9	29.44	17.6	23.20	5.0
9	26.30	5.4	26.30	5.4	—	—
10	40.27	7.1	—	—	—	—
Other post-secondary teachers	22.83	3.5	26.53	24.0	—	—
Teachers, except college and university	17.62	9.3	13.11	9.4	17.76	9.5
5	11.36	2.6	—	—	—	—
Elementary school teachers	18.83	14.8	—	—	—	—
Teachers, n.e.c.	16.79	11.5	—	—	16.79	11.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	13.89	18.0	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	14.09	10.4	14.12	11.4	13.87	13.3
5	15.76	1.7	15.76	1.7	—	—
6	15.78	3.4	16.29	2.0	—	—

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, August 1999 —**
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						
7	\$17.46	6.5	—	—	—	—
Licensed practical nurses	15.73	1.9	\$15.95	1.5	—	—
Health technologists and technicians, n.e.c.	15.40	5.7	15.40	5.7	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	7.69	4.6	7.69	4.6	—	—
1	6.86	3.2	6.86	3.2	—	—
2	8.60	6.0	8.64	6.0	—	—
3	7.41	6.1	7.41	6.1	—	—
Sales workers, other commodities	7.16	4.9	7.16	4.9	—	—
1	6.80	3.7	6.80	3.7	—	—
3	7.43	9.5	7.43	9.5	—	—
Cashiers	7.51	4.3	7.51	4.4	—	—
1	6.87	5.2	6.87	5.2	—	—
2	8.79	7.1	—	—	—	—
3	7.64	6.7	7.64	6.7	—	—
Administrative support, including clerical	8.93	3.5	9.02	3.9	\$8.37	7.4
1	7.51	3.3	7.71	3.7	6.72	5.0
2	9.16	4.1	9.04	3.8	9.59	12.9
3	9.47	3.0	9.43	3.1	—	—
4	8.67	5.0	8.67	5.1	—	—
Library clerks	7.24	10.0	—	—	7.24	10.0
General office clerks	8.83	6.3	9.32	7.5	7.75	3.0
1	7.94	3.1	—	—	—	—
Administrative support, n.e.c.	8.34	7.7	9.47	9.2	—	—
Blue collar	9.83	14.6	9.64	16.2	12.36	7.9
1	6.88	2.9	6.88	2.9	—	—
2	12.81	23.4	12.89	24.0	—	—
3	12.13	8.2	—	—	12.66	7.9
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	13.11	20.6	13.12	24.1	13.03	7.3
2	13.30	25.3	—	—	—	—
3	13.02	7.1	—	—	—	—
Bus drivers	13.82	22.6	—	—	13.69	6.0
3	13.02	7.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.18	4.0	7.17	4.0	—	—
1	6.68	2.9	6.68	2.9	—	—
Stock handlers and baggers	6.81	3.1	6.81	3.1	—	—
1	6.50	2.9	6.50	2.9	—	—
Service	7.31	3.8	7.09	4.2	8.25	5.3
1	6.69	2.9	6.62	3.1	6.96	5.2
2	7.52	11.0	6.91	15.0	10.13	5.2
3	8.11	6.5	7.78	7.7	9.88	5.5
4	8.70	5.6	8.83	5.9	—	—
Protective service	8.36	8.4	8.11	9.4	8.78	14.8
Crossing guards	7.20	6.9	—	—	7.20	6.9
Guards and police, except public service	8.19	9.2	8.11	9.4	—	—
Food service	6.75	4.8	6.59	5.0	8.47	10.9
1	6.58	3.3	6.58	3.4	—	—

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, August 1999 — 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						
2	\$7.03	18.0	\$6.77	20.5	—	—
3	7.12	16.7	—	—	—	—
Waiters, waitresses, and bartenders	5.51	14.1	5.51	14.1	—	—
1	6.42	4.5	6.42	4.5	—	—
Other food service	7.12	6.5	6.96	6.6	\$8.47	10.9
1	6.62	4.1	6.62	4.4	—	—
2	8.37	7.5	—	—	—	—
3	8.46	10.5	—	—	—	—
Cooks	8.70	2.0	8.61	1.9	—	—
Kitchen workers, food preparation	8.55	3.0	8.55	3.0	—	—
1	8.55	5.0	8.55	5.0	—	—
Food preparation, n.e.c.	6.74	5.2	—	—	8.29	11.3
1	6.47	3.2	—	—	—	—
Health service	9.48	4.3	9.35	4.5	—	—
2	10.07	7.2	8.84	3.2	—	—
3	9.29	6.9	9.29	7.0	—	—
4	9.74	5.3	9.74	5.3	—	—
Nursing aides, orderlies and attendants	9.35	4.5	9.36	4.5	—	—
3	9.29	6.9	9.29	7.0	—	—
4	9.74	5.3	9.74	5.3	—	—
Cleaning and building service	7.37	8.0	6.98	6.8	—	—
1	6.71	5.2	6.71	5.2	—	—
Janitors and cleaners	7.68	11.0	7.20	9.9	—	—
1	6.85	7.7	6.85	7.7	—	—
Personal service	7.14	4.1	6.60	3.0	7.54	6.4
1	7.07	5.9	—	—	7.08	7.5
2	7.42	9.1	—	—	9.25	3.8
3	6.88	6.1	—	—	—	—
Child care workers, n.e.c.	7.30	8.3	—	—	7.30	8.3
1	6.63	7.2	—	—	6.63	7.2
Service, n.e.c.	7.59	5.2	—	—	—	—

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 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, August 1999**

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	\$20.36	\$10.71	\$20.02	\$19.08	\$19.41	\$19.69
All excluding sales	20.41	11.21	20.13	19.26	19.60	19.64
White collar	24.03	13.83	24.76	22.81	23.38	19.43
White-collar excluding sales	24.53	16.82	25.43	23.69	24.12	18.39
Professional specialty and technical	28.57	20.82	33.09	26.44	27.91	—
Professional specialty	30.97	22.87	35.22	28.61	30.28	—
Technical	20.89	14.09	19.16	20.50	20.33	—
Executive, administrative, and managerial	31.34	—	26.62	31.69	31.61	—
Sales	19.41	7.69	—	17.21	15.12	19.74
Administrative support, including clerical	13.68	8.93	14.64	12.91	13.37	12.47
Blue collar	17.86	9.83	19.30	14.39	17.24	20.52
Precision production, craft, and repair	21.76	—	22.65	20.46	21.56	24.50
Machine operators, assemblers, and inspectors	16.19	—	18.52	11.44	16.08	—
Transportation and material moving	17.31	13.11	18.69	12.88	16.08	—
Handlers, equipment cleaners, helpers, and laborers	12.33	7.18	13.09	8.99	11.02	—
Service	11.69	7.31	14.22	8.36	10.61	—
	Relative error ⁶ (percent)					
All occupations	1.9	5.5	2.1	2.9	2.0	9.9
All excluding sales	2.0	6.2	2.0	3.0	2.0	11.1
White collar	2.2	6.4	3.9	2.7	2.2	12.8
White-collar excluding sales	2.2	6.1	4.0	2.7	2.2	25.6
Professional specialty and technical	2.5	5.5	3.7	3.2	2.4	—
Professional specialty	2.7	4.9	3.8	3.5	2.6	—
Technical	4.0	10.4	5.8	4.8	4.3	—
Executive, administrative, and managerial	3.2	—	6.9	3.4	3.0	—
Sales	7.5	4.6	—	8.4	10.7	11.9
Administrative support, including clerical	2.5	3.5	3.7	2.9	2.5	7.8
Blue collar	2.0	14.6	2.2	4.2	2.1	8.7
Precision production, craft, and repair	1.8	—	1.7	3.4	1.8	7.1
Machine operators, assemblers, and inspectors	3.3	—	3.3	6.0	3.5	—
Transportation and material moving	4.3	20.6	3.8	12.7	5.6	—
Handlers, equipment cleaners, helpers, and laborers	5.2	4.0	6.8	6.3	5.1	—
Service	4.2	3.8	4.3	3.2	3.8	—

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

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 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, August 1999

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	\$18.91	\$22.23	-	-	\$22.15	-	-	-	-	-
All excluding sales	19.09	22.15	-	-	22.07	-	-	-	-	-
White collar	22.49	29.88	-	-	29.91	-	-	-	-	-
White-collar excluding sales	23.51	29.98	-	-	30.02	-	-	-	-	-
Professional specialty and technical	26.68	30.25	-	-	30.25	-	-	-	-	-
Professional specialty	28.88	31.96	-	-	31.96	-	-	-	-	-
Technical	21.19	25.12	-	-	25.13	-	-	-	-	-
Executive, administrative, and managerial	31.79	37.16	-	-	37.35	-	-	-	-	-
Sales	16.70	27.50	-	-	27.61	-	-	-	-	-
Administrative support, including clerical	13.36	15.96	-	-	16.01	-	-	-	-	-
Blue collar	17.48	18.43	-	-	18.19	-	-	-	-	-
Precision production, craft, and repair	21.94	22.66	-	-	22.37	-	-	-	-	-
Machine operators, assemblers, and inspectors	16.10	16.38	-	-	16.36	-	-	-	-	-
Transportation and material moving	16.96	20.13	-	-	19.91	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.88	13.86	-	-	13.64	-	-	-	-	-
Service	8.72	16.99	-	-	16.99	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	2.3	2.8	-	-	2.9	-	-	-	-	-
All excluding sales	2.3	2.9	-	-	2.9	-	-	-	-	-
White collar	2.7	2.9	-	-	2.9	-	-	-	-	-
White-collar excluding sales	2.7	3.0	-	-	3.0	-	-	-	-	-
Professional specialty and technical	2.9	3.4	-	-	3.4	-	-	-	-	-
Professional specialty	3.2	3.6	-	-	3.6	-	-	-	-	-
Technical	4.5	3.5	-	-	3.5	-	-	-	-	-
Executive, administrative, and managerial	3.6	3.9	-	-	4.0	-	-	-	-	-
Sales	8.0	7.2	-	-	7.4	-	-	-	-	-
Administrative support, including clerical	3.1	6.5	-	-	6.6	-	-	-	-	-
Blue collar	2.2	2.4	-	-	2.5	-	-	-	-	-
Precision production, craft, and repair	1.9	1.8	-	-	1.8	-	-	-	-	-
Machine operators, assemblers, and inspectors	3.4	3.5	-	-	3.5	-	-	-	-	-
Transportation and material moving	6.3	3.7	-	-	3.8	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.5	8.1	-	-	8.6	-	-	-	-	-
Service	3.3	7.4	-	-	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 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 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, August 1999

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	\$18.91	\$16.66	\$19.42	\$17.07	\$21.02
All excluding sales	19.09	15.94	19.73	17.21	21.39
White collar	22.49	19.85	23.13	22.41	23.61
White-collar excluding sales	23.51	19.43	24.32	23.75	24.67
Professional specialty and technical	26.68	24.51	26.88	27.62	26.47
Professional specialty	28.88	27.38	28.94	30.06	28.32
Technical	21.19	22.81	20.84	20.27	21.14
Executive, administrative, and managerial	31.79	28.80	32.61	33.51	32.18
Sales	16.70	20.93	14.28	15.40	12.97
Administrative support, including clerical	13.36	11.65	13.93	13.63	14.19
Blue collar	17.48	15.60	17.83	13.82	20.32
Precision production, craft, and repair	21.94	20.61	22.29	19.69	23.65
Machine operators, assemblers, and inspectors	16.10	12.79	16.45	11.56	19.67
Transportation and material moving	16.96	—	17.45	—	18.83
Handlers, equipment cleaners, helpers, and laborers	10.88	8.74	11.61	10.52	12.78
Service	8.72	7.46	9.09	8.07	10.18
	Relative error ⁴ (percent)				
All occupations	2.3	6.6	2.5	5.6	2.5
All excluding sales	2.3	6.4	2.5	5.7	2.4
White collar	2.7	7.6	2.9	5.8	3.3
White-collar excluding sales	2.7	8.2	2.8	6.1	2.8
Professional specialty and technical	2.9	5.6	3.1	7.3	2.6
Professional specialty	3.2	6.7	3.3	7.5	2.7
Technical	4.5	8.5	5.1	13.2	3.6
Executive, administrative, and managerial	3.6	11.8	3.4	5.4	4.3
Sales	8.0	13.3	8.1	11.8	9.5
Administrative support, including clerical	3.1	4.3	3.5	5.9	4.2
Blue collar	2.2	6.0	2.4	5.4	2.0
Precision production, craft, and repair	1.9	5.8	1.9	4.2	1.9
Machine operators, assemblers, and inspectors	3.4	11.7	3.5	6.3	2.5
Transportation and material moving	6.3	—	6.9	—	4.6
Handlers, equipment cleaners, helpers, and laborers	5.5	5.8	6.2	8.1	9.9
Service	3.3	4.9	4.0	4.1	5.2

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

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

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.22	\$11.06	\$18.03	\$24.21	\$33.68
All excluding sales	8.30	11.22	18.27	24.28	33.90
White collar	9.85	13.35	20.74	30.15	40.40
White collar excluding sales	10.62	14.12	21.49	31.42	42.34
Professional specialty and technical	15.26	19.84	25.79	33.90	42.60
Professional specialty	17.65	21.80	28.92	36.60	44.02
Engineers, architects, and surveyors	24.91	27.00	30.05	34.18	44.02
Industrial engineers	20.74	25.79	28.14	32.15	34.00
Mechanical engineers	22.58	25.06	32.12	37.54	48.31
Engineers, n.e.c.	25.37	27.50	31.42	34.72	42.81
Mathematical and computer scientists	21.36	22.14	31.30	33.57	33.90
Computer systems analysts and scientists	19.79	22.14	25.45	32.64	33.57
Natural scientists	10.62	16.22	21.80	25.52	34.34
Health related	17.78	19.67	21.88	23.89	30.15
Physicians	17.32	18.25	19.42	61.37	67.28
Registered nurses	19.44	21.02	22.11	23.48	28.50
Dietitians	12.82	12.82	17.71	19.17	20.48
Teachers, college and university	22.08	30.05	34.88	41.29	68.54
Engineering teachers	33.16	68.54	68.54	68.54	68.54
Health specialties teachers	30.05	30.05	30.05	38.55	38.55
Other post-secondary teachers	22.08	22.08	22.08	37.23	54.12
Teachers, except college and university	16.03	33.80	39.49	42.60	47.16
Prekindergarten and kindergarten	15.08	31.70	37.53	37.73	44.13
Elementary school teachers	27.56	35.86	39.64	42.60	45.64
Secondary school teachers	29.72	35.86	39.76	41.82	49.18
Teachers, special education	27.67	38.30	38.50	40.40	47.45
Teachers, n.e.c.	13.33	21.93	44.84	44.84	44.84
Vocational and educational counselors	14.43	14.43	14.43	43.09	53.25
Librarians, archivists, and curators	17.29	17.52	18.58	42.34	42.34
Librarians	17.29	17.52	18.58	42.34	42.34
Social scientists and urban planners	10.22	10.22	15.35	35.05	47.91
Social, recreation, and religious workers	13.45	16.44	19.32	21.80	43.95
Social workers	13.45	16.44	19.32	21.80	43.95
Lawyers and judges	22.22	35.31	39.22	96.15	96.15
Lawyers	22.22	35.31	39.22	96.15	96.15
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.68	24.63	30.31	35.23	43.69
Designers	24.63	27.96	32.25	33.51	43.69
Technical	11.78	15.30	19.75	25.72	29.03
Clinical laboratory technologists and technicians	9.95	9.95	18.31	21.14	21.92
Health record technologists and technicians	11.04	12.00	15.18	21.05	22.57
Radiological technicians	14.50	15.93	17.62	19.49	25.73
Licensed practical nurses	13.48	14.95	15.78	16.51	16.51
Health technologists and technicians, n.e.c.	10.40	11.12	13.46	16.56	17.94
Electrical and electronic technicians	14.04	20.58	22.80	25.72	25.82
Mechanical engineering technicians	18.03	25.09	26.75	34.47	34.47
Drafters	7.90	7.90	23.97	29.45	37.29
Chemical technicians	17.72	18.03	20.67	20.83	22.00
Computer programmers	25.29	25.29	27.78	32.50	32.50
Technical and related, n.e.c.	18.20	19.67	21.52	23.94	29.80
Executive, administrative, and managerial	16.02	21.63	29.46	38.90	48.13
Executives, administrators, and managers	17.31	27.10	34.97	44.25	49.68
Administrators and officials, public administration	25.60	29.46	29.71	32.12	37.64
Financial managers	18.16	22.44	35.11	46.24	54.81
Managers, marketing, advertising, and public relations	27.58	42.37	44.06	48.92	48.92
Administrators, education and related fields	18.66	34.86	37.89	55.24	55.24
Managers, medicine and health	19.47	26.97	29.36	34.25	35.56
Managers and administrators, n.e.c.	19.58	30.18	37.50	45.00	49.68
Management related	16.00	19.50	22.75	30.68	36.64
Accountants and auditors	17.55	19.23	22.44	24.61	37.09
Other financial officers	18.66	19.50	19.50	48.32	56.04
Personnel, training, and labor relations specialists	15.04	16.02	23.66	26.21	34.44
Purchasing agents and buyers, n.e.c.	19.08	20.60	30.71	31.62	35.73
Construction inspectors	18.84	21.43	22.19	22.19	22.19
Management related, n.e.c.	17.31	21.63	23.61	31.73	34.51

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, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales	\$6.90	\$8.49	\$12.87	\$21.79	\$31.64
Supervisors, sales	11.00	11.45	17.80	31.64	35.41
Sales, other business services	10.83	12.65	13.35	28.55	30.72
Sales representatives, mining, manufacturing, and wholesale	21.64	21.64	24.92	36.96	42.62
Sales workers, furniture and home furnishings	6.84	8.90	9.76	20.43	20.43
Sales workers, other commodities	6.50	7.19	9.06	10.30	12.50
Cashiers	6.10	6.77	7.25	8.55	11.15
Administrative support, including clerical	8.76	10.44	12.46	15.68	18.76
Supervisors, general office	11.25	16.00	17.61	19.32	22.14
Computer operators	9.50	10.91	14.76	23.95	23.95
Secretaries	10.52	12.08	14.42	16.73	20.06
Typists	8.42	8.42	10.00	11.13	13.04
Receptionists	8.50	8.75	11.01	11.98	13.28
Information clerks, n.e.c.	8.80	8.80	9.55	11.83	13.27
Order clerks	10.12	10.12	12.18	13.92	15.90
Personnel clerks, except payroll and timekeeping	10.50	12.67	17.15	17.54	17.68
Library clerks	5.49	6.04	9.21	11.53	14.83
Records clerks, n.e.c.	9.15	9.85	10.72	13.90	13.90
Bookkeepers, accounting and auditing clerks	7.99	9.50	11.75	14.44	15.60
Payroll and timekeeping clerks	8.75	8.75	12.50	13.70	17.49
Billing clerks	10.13	10.13	11.00	13.20	14.25
Telephone operators	8.20	9.00	12.90	14.11	14.11
Traffic, shipping and receiving clerks	9.15	9.25	9.80	13.76	20.53
Stock and inventory clerks	8.25	8.25	9.50	12.44	15.69
Material recording, scheduling, and distribution clerks, n.e.c.	12.00	12.00	12.00	18.76	21.03
Insurance adjusters, examiners, and investigators	10.50	11.37	14.18	17.18	18.03
Investigators and adjusters, except insurance	8.51	8.51	13.75	14.84	17.24
Bill and account collectors	8.66	8.66	10.75	14.59	15.21
General office clerks	10.44	11.30	12.13	13.06	15.55
Bank tellers	8.50	9.16	10.62	11.66	12.66
Data entry keyers	6.75	6.75	10.38	11.18	13.61
Teachers' aides	8.15	8.83	10.14	11.47	11.99
Administrative support, n.e.c.	8.75	9.90	11.73	16.49	17.84
Blue collar	8.43	11.53	18.97	21.55	24.69
Precision production, craft, and repair	14.57	18.37	22.78	25.03	26.50
Supervisors, mechanics and repairers	20.53	20.53	21.74	24.38	31.52
Automobile mechanics	14.60	17.40	19.28	26.79	32.50
Heavy equipment mechanics	18.48	18.53	20.35	24.24	25.21
Industrial machinery repairers	15.19	19.50	24.50	24.60	25.08
Millwrights	22.91	22.91	24.28	24.33	24.38
Mechanics and repairers, n.e.c.	15.50	18.21	19.45	24.47	24.69
Supervisors, construction trades, n.e.c.	22.28	22.28	26.23	31.94	33.55
Electricians	21.18	24.50	24.69	25.31	26.04
Plumbers, pipefitters and steamfitters	24.28	24.28	25.03	26.18	27.97
Construction trades, n.e.c.	12.98	13.47	18.00	18.00	22.89
Supervisors, production	14.41	14.70	21.74	26.50	28.44
Tool and die makers	21.04	22.78	24.70	25.40	25.41
Precision assemblers, metal	12.84	18.28	21.99	24.47	24.55
Machinists	16.19	18.61	20.75	24.37	24.52
Precision grinders, filers, and tool sharpeners	18.94	24.36	24.81	25.32	25.36
Patternmakers, layout workers, and cutters	16.85	21.51	25.29	32.31	32.31
Butchers and meat cutters	12.37	13.00	13.50	16.80	20.13
Inspectors, testers, and graders	12.01	20.93	21.45	24.59	24.59
Machine operators, assemblers, and inspectors	8.32	11.13	17.31	21.13	21.60
Punching and stamping press operators	8.53	10.00	19.81	20.92	21.40
Grinding, abrading, buffing, and polishing machine operators	9.23	16.21	16.21	17.85	19.75
Fabricating machine operators, n.e.c.	21.01	21.13	21.40	21.60	21.60
Molding and casting machine operators	6.79	6.79	8.38	11.53	11.53
Textile sewing machine operators	6.00	7.40	11.45	21.82	21.82

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, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Laundering and dry cleaning machine operators	\$7.50	\$7.75	\$8.30	\$10.30	\$10.30
Miscellaneous machine operators, n.e.c.	9.05	9.73	12.60	16.46	21.02
Welders and cutters	12.30	13.45	20.40	21.29	21.82
Assemblers	8.20	14.13	20.69	21.21	21.62
Production inspectors, checkers and examiners ..	9.27	10.56	18.52	20.65	21.62
Transportation and material moving	9.00	11.79	16.88	21.04	21.62
Truck drivers	7.00	12.57	15.58	16.23	21.80
Bus drivers	9.00	9.00	13.03	18.75	18.75
Crane and tower operators	16.41	17.19	21.23	21.23	22.13
Industrial truck and tractor equipment operators ..	10.65	12.40	20.64	21.46	21.62
Handlers, equipment cleaners, helpers, and laborers	6.00	8.00	9.32	13.80	18.74
Groundskeepers and gardeners, except farm	11.17	11.17	11.17	16.82	17.06
Stock handlers and baggers	5.78	6.49	8.25	12.32	14.35
Freight, stock, and material handlers, n.e.c.	7.63	8.50	10.82	10.91	13.35
Vehicle washers and equipment cleaners	5.15	8.07	8.84	20.87	20.87
Hand packers and packagers	8.32	9.25	9.25	10.27	21.32
Laborers, except construction, n.e.c.	6.96	8.47	14.57	17.01	17.70
Service	6.21	7.40	9.00	12.96	17.42
Protective service	6.10	7.40	15.89	18.80	21.87
Firefighting	14.82	15.02	16.12	17.04	18.27
Police and detectives, public service	17.09	17.09	19.14	21.87	23.08
Correctional institution officers	13.56	17.15	17.42	18.74	19.12
Crossing guards	6.11	6.50	6.50	7.25	9.50
Guards and police, except public service	6.10	6.10	7.40	8.77	11.55
Food service	4.65	6.21	7.49	9.00	11.26
Waiters, waitresses, and bartenders	2.65	3.02	6.25	6.94	9.08
Waiters and waitresses	2.65	2.65	3.02	4.65	10.27
Other food service	6.00	6.21	8.00	9.19	11.86
Cooks	8.43	8.75	8.90	9.84	11.36
Food counter, fountain, and related	2.52	4.19	6.46	7.31	9.10
Kitchen workers, food preparation	7.81	8.07	8.55	9.74	11.32
Food preparation, n.e.c.	5.92	6.21	6.21	8.00	9.41
Health service	7.79	8.22	8.82	10.11	11.32
Health aides, except nursing	8.80	9.25	11.07	11.46	12.05
Nursing aides, orderlies and attendants	7.79	8.00	8.50	9.40	11.13
Cleaning and building service	7.00	8.45	10.58	14.78	19.77
Maids and housemen	6.50	6.70	7.50	8.12	8.12
Janitors and cleaners	7.87	9.27	10.88	14.82	20.55
Personal service	5.65	6.87	7.86	9.31	13.01
Early childhood teachers' assistants	5.37	6.04	6.04	9.00	10.97
Child care workers, n.e.c.	5.65	7.24	9.31	11.29	16.07
Service, n.e.c.	6.65	7.00	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 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, August 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$8.00	\$10.66	\$18.25	\$23.90	\$31.77
All excluding sales	8.14	10.93	18.55	24.23	32.12
White collar	9.50	13.04	20.58	29.03	36.96
White collar excluding sales	10.50	14.12	21.41	29.81	37.99
Professional specialty and technical	16.00	20.67	25.37	31.77	35.31
Professional specialty	18.80	21.84	27.50	33.51	39.52
Engineers, architects, and surveyors	24.91	27.00	30.01	34.00	44.02
Industrial engineers	20.74	25.79	28.14	32.15	34.00
Mechanical engineers	22.58	25.06	32.12	37.54	48.31
Engineers, n.e.c.	25.37	27.50	31.42	34.72	42.81
Mathematical and computer scientists	21.36	22.14	31.30	33.57	33.90
Computer systems analysts and scientists	19.79	22.14	25.45	32.64	33.57
Natural scientists	-	-	-	-	-
Health related	17.65	19.44	21.75	23.89	30.05
Physicians	17.32	18.25	18.80	54.38	79.11
Registered nurses	19.26	20.95	22.09	23.89	28.50
Teachers, college and university	21.06	28.41	33.16	41.98	54.12
Other post-secondary teachers	14.23	26.75	36.69	50.91	54.12
Teachers, except college and university	13.00	17.13	18.27	21.84	25.76
Secondary school teachers	17.13	18.97	21.84	24.38	34.89
Vocational and educational counselors	11.00	13.57	14.03	18.27	18.27
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.00	13.45	13.97	18.99	19.40
Social workers	13.00	13.45	13.97	18.99	19.40
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.68	24.21	29.95	34.98	47.59
Designers	24.63	27.96	32.25	33.51	43.69
Technical	12.63	16.00	21.15	26.63	29.03
Clinical laboratory technologists and technicians	18.31	18.31	19.69	21.92	21.92
Radiological technicians	14.50	15.93	17.62	19.49	25.73
Licensed practical nurses	13.48	14.07	15.60	16.00	16.50
Health technologists and technicians, n.e.c.	10.75	11.50	13.46	15.26	17.94
Electrical and electronic technicians	14.04	20.58	22.80	25.72	25.82
Mechanical engineering technicians	18.03	25.09	26.75	34.47	34.47
Drafters	7.90	7.90	23.97	29.45	37.29
Chemical technicians	17.72	18.03	20.67	20.83	22.00
Computer programmers	25.29	25.29	27.78	32.50	32.50
Technical and related, n.e.c.	21.47	21.52	23.94	24.04	29.80
Executive, administrative, and managerial	15.63	21.15	30.64	41.90	48.13
Executives, administrators, and managers	15.63	27.10	35.16	44.36	48.92
Financial managers	18.16	22.44	35.16	46.24	54.81
Managers, marketing, advertising, and public relations	27.58	42.37	44.06	48.92	48.92
Administrators, education and related fields	14.90	17.50	18.66	24.51	36.22
Managers, medicine and health	15.00	21.63	29.36	34.25	35.56
Managers and administrators, n.e.c.	19.58	30.53	38.00	45.00	49.68
Management related	15.22	19.23	23.61	31.73	37.09
Accountants and auditors	17.55	19.23	22.72	24.61	37.09
Other financial officers	19.50	19.50	34.00	50.00	56.04
Personnel, training, and labor relations specialists	15.04	16.02	22.75	27.62	47.13
Purchasing agents and buyers, n.e.c.	19.08	20.60	30.71	31.62	35.73
Management related, n.e.c.	17.31	21.58	24.97	33.21	34.51
Sales	6.90	8.49	12.87	21.79	31.64
Supervisors, sales	11.00	11.45	17.80	31.64	35.41
Sales, other business services	10.83	12.65	13.35	28.55	30.72
Sales representatives, mining, manufacturing, and wholesale	21.64	21.64	24.92	36.96	42.62
Sales workers, furniture and home furnishings	6.84	8.90	9.76	20.43	20.43
Sales workers, other commodities	6.50	7.19	9.06	10.30	12.50
Cashiers	6.10	6.77	7.25	8.55	11.15

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, August 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical	\$8.75	\$10.12	\$12.40	\$16.00	\$19.28
Supervisors, general office	11.25	16.00	16.95	18.57	30.29
Computer operators	9.50	10.91	15.07	23.95	23.95
Secretaries	9.92	12.42	16.64	19.08	20.67
Receptionists	8.50	8.75	11.01	11.98	13.28
Information clerks, n.e.c.	8.80	8.80	9.55	11.83	13.27
Order clerks	10.12	10.12	12.18	13.92	15.90
Bookkeepers, accounting and auditing clerks	7.99	9.50	11.30	13.85	15.60
Payroll and timekeeping clerks	8.75	8.75	12.50	13.70	17.49
Billing clerks	10.13	10.13	11.00	12.31	14.25
Telephone operators	8.20	9.00	12.90	14.11	14.11
Traffic, shipping and receiving clerks	9.15	9.25	9.80	13.76	20.53
Stock and inventory clerks	8.25	8.25	9.50	12.44	15.69
Material recording, scheduling, and distribution clerks, n.e.c.	12.00	12.00	12.00	18.76	21.03
Insurance adjusters, examiners, and investigators	10.50	11.37	14.18	17.18	18.03
Investigators and adjusters, except insurance	8.51	8.51	13.75	14.84	17.24
Bill and account collectors	8.66	8.66	10.75	14.59	15.21
General office clerks	10.22	10.75	12.34	13.72	20.90
Bank tellers	8.50	9.16	10.62	11.66	12.66
Data entry keyers	6.75	6.75	10.38	11.18	11.18
Administrative support, n.e.c.	8.75	9.77	11.32	16.58	17.84
Blue collar	8.32	11.45	19.45	21.60	24.70
Precision production, craft, and repair	14.60	18.54	23.31	25.15	26.79
Supervisors, mechanics and repairers	20.53	20.53	21.74	29.83	31.52
Heavy equipment mechanics	18.53	18.97	24.24	24.24	25.21
Industrial machinery repairers	15.19	19.50	24.50	24.60	25.08
Millwrights	22.91	22.91	24.28	24.33	24.38
Mechanics and repairers, n.e.c.	15.50	17.96	19.45	24.59	24.69
Electricians	21.18	24.50	24.60	25.31	25.31
Plumbers, pipefitters and steamfitters	24.28	24.28	25.21	26.18	27.97
Supervisors, production	14.41	14.70	21.74	26.50	28.44
Tool and die makers	21.04	22.78	24.70	25.40	25.41
Precision assemblers, metal	12.84	18.28	21.99	24.47	24.55
Machinists	16.19	18.61	20.75	24.37	24.52
Precision grinders, filers, and tool sharpeners	18.94	24.36	24.81	25.32	25.36
Patternmakers, layout workers, and cutters	16.85	21.51	25.29	32.31	32.31
Butchers and meat cutters	12.37	13.00	13.50	16.80	20.13
Inspectors, testers, and graders	12.01	20.93	21.45	24.59	24.59
Machine operators, assemblers, and inspectors	8.32	11.13	17.31	21.13	21.60
Punching and stamping press operators	8.53	10.00	19.81	20.92	21.40
Grinding, abrading, buffing, and polishing machine operators	9.23	16.21	16.21	17.85	19.75
Fabricating machine operators, n.e.c.	21.01	21.13	21.40	21.60	21.60
Molding and casting machine operators	6.79	6.79	8.38	11.53	11.53
Textile sewing machine operators	6.00	7.40	11.45	21.82	21.82
Laundering and dry cleaning machine operators	7.20	7.50	7.75	8.30	8.30
Miscellaneous machine operators, n.e.c.	9.05	9.73	12.60	16.46	21.02
Welders and cutters	12.30	13.45	20.40	21.29	21.82
Assemblers	8.20	14.13	20.69	21.21	21.62
Production inspectors, checkers and examiners ..	9.27	10.56	18.52	20.65	21.62
Transportation and material moving	8.25	11.13	18.75	21.23	21.82
Truck drivers	7.00	13.40	16.10	20.72	21.80
Crane and tower operators	16.41	17.19	21.23	21.23	22.13
Industrial truck and tractor equipment operators ..	10.65	12.40	20.64	21.46	21.62
Handlers, equipment cleaners, helpers, and laborers	5.97	7.66	9.25	13.32	18.95
Stock handlers and baggers	5.78	6.49	8.25	12.32	14.35
Freight, stock, and material handlers, n.e.c.	7.63	8.50	10.82	10.91	13.35
Vehicle washers and equipment cleaners	5.15	8.07	8.84	20.87	20.87

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, August 1999 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Handlers, equipment cleaners, helpers, and laborers –Continued					
Hand packers and packagers	\$8.32	\$9.25	\$9.25	\$10.27	\$21.32
Laborers, except construction, n.e.c.	6.96	8.47	11.25	17.01	17.70
Service	6.10	7.00	8.22	9.66	11.50
Protective service	6.10	6.10	7.40	8.77	10.93
Guards and police, except public service	6.10	6.10	7.40	8.77	11.55
Food service	4.65	6.21	7.29	8.92	10.27
Waiters, waitresses, and bartenders	2.65	3.02	6.25	6.94	9.08
Waiters and waitresses	2.65	2.65	3.02	4.65	10.27
Other food service	6.21	6.21	8.00	9.00	11.86
Cooks	8.43	8.75	8.90	9.79	10.94
Food counter, fountain, and related	2.52	4.19	6.46	7.31	9.10
Kitchen workers, food preparation	7.81	8.07	8.55	9.74	10.87
Food preparation, n.e.c.	6.00	6.21	6.21	8.00	8.37
Health service	7.79	8.13	8.55	9.62	11.13
Health aides, except nursing	7.84	9.15	10.60	11.32	11.65
Nursing aides, orderlies and attendants	7.79	8.00	8.50	9.40	11.03
Cleaning and building service	6.70	7.92	9.66	11.26	20.59
Maids and housemen	6.50	6.70	7.50	8.12	8.12
Janitors and cleaners	7.25	8.45	10.02	13.83	20.64
Personal service	6.04	6.65	7.86	7.86	7.86
Service, n.e.c.	6.65	6.65	7.21	7.24	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 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, August 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.40	\$12.95	\$17.20	\$27.67	\$42.25
All excluding sales	10.40	12.95	17.20	27.67	42.25
White collar	11.35	14.37	21.93	37.75	43.95
White collar excluding sales	11.35	14.37	21.93	37.75	43.95
Professional specialty and technical	13.00	19.06	33.80	41.88	44.94
Professional specialty	15.08	21.76	35.86	42.60	47.16
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.42	20.24	22.20	23.13	47.62
Registered nurses	21.60	21.95	22.20	22.40	23.13
Teachers, college and university	22.08	30.05	34.88	41.11	68.54
Other post-secondary teachers	22.08	22.08	22.08	33.10	58.28
Teachers, except college and university	16.03	35.86	39.64	42.60	47.16
Elementary school teachers	29.95	36.26	39.64	42.60	45.64
Secondary school teachers	30.23	37.75	39.76	44.41	49.18
Teachers, special education	27.67	38.30	38.50	40.40	47.45
Teachers, n.e.c.	13.33	21.93	44.84	44.84	44.84
Librarians, archivists, and curators	17.29	17.29	19.14	42.34	42.34
Librarians	17.29	17.29	19.14	42.34	42.34
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	16.44	17.43	20.86	22.41	43.95
Social workers	16.44	17.43	20.86	43.41	43.95
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	9.95	10.40	16.51	19.67	21.38
Licensed practical nurses	13.43	16.51	16.51	16.51	16.51
Technical and related, n.e.c.	18.20	18.20	19.67	22.81	22.81
Executive, administrative, and managerial	20.93	22.52	25.03	31.11	46.60
Executives, administrators, and managers	25.21	26.91	31.11	37.89	51.75
Administrators and officials, public administration	25.60	29.46	29.71	32.12	37.64
Administrators, education and related fields	37.74	37.89	51.75	55.24	55.24
Management related	18.66	21.43	22.52	23.78	24.00
Construction inspectors	18.84	21.43	22.19	22.19	22.19
Sales	—	—	—	—	—
Administrative support, including clerical	10.14	11.89	12.94	15.43	16.49
Secretaries	11.54	11.89	13.67	15.13	16.25
Library clerks	5.49	6.04	9.27	13.81	14.83
General office clerks	10.44	11.96	12.13	13.02	15.55
Teachers' aides	8.17	8.83	10.89	11.47	11.99
Administrative support, n.e.c.	7.00	13.42	16.45	16.49	16.49
Blue collar	11.17	12.72	15.43	19.29	21.05
Precision production, craft, and repair	13.47	17.40	19.29	21.05	24.40
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	11.79	11.96	13.03	15.05	16.10
Bus drivers	11.79	11.79	13.22	14.86	15.76
Handlers, equipment cleaners, helpers, and laborers	9.32	11.17	11.22	16.20	16.82
Groundskeepers and gardeners, except farm	11.17	11.17	11.17	16.82	17.06
Service	8.89	10.88	15.12	17.42	21.26
Protective service	14.57	16.12	17.42	20.48	23.03
Firefighting	14.82	15.02	16.12	17.04	18.27
Police and detectives, public service	17.09	17.09	19.14	21.87	23.08
Correctional institution officers	13.56	17.15	17.42	18.74	19.12
Crossing guards	6.11	6.50	6.50	7.25	9.50
Food service	5.92	7.49	9.76	11.28	12.48

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, August 1999 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service	\$5.92	\$7.49	\$9.76	\$11.28	\$12.48
Food preparation, n.e.c.	5.92	5.92	8.11	10.00	12.31
Health service	10.54	11.36	12.78	15.12	15.12
Cleaning and building service	10.88	10.97	13.52	14.82	16.10
Janitors and cleaners	10.88	10.97	13.52	14.82	16.10
Personal service	5.65	7.10	9.08	10.97	16.07
Child care workers, n.e.c.	5.65	8.58	10.13	11.29	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 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, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$9.05	\$12.13	\$19.28	\$24.60	\$34.29
All excluding sales	9.08	12.30	19.29	24.60	34.29
White collar	10.66	14.11	21.57	31.64	41.99
White collar excluding sales	11.00	14.50	21.85	32.38	42.60
Professional specialty and technical	15.96	20.80	26.70	34.47	42.71
Professional specialty	18.25	22.17	30.00	37.67	44.57
Engineers, architects, and surveyors	24.91	27.00	30.05	34.18	44.02
Industrial engineers	20.74	25.79	28.14	32.15	34.00
Mechanical engineers	22.58	25.06	32.12	37.54	48.31
Engineers, n.e.c.	25.37	27.50	31.42	34.72	42.81
Mathematical and computer scientists	21.36	23.03	31.30	33.57	33.90
Computer systems analysts and scientists	19.79	22.14	25.45	32.64	33.57
Natural scientists	10.62	16.22	21.80	25.52	34.34
Health related	17.65	19.44	21.88	23.89	32.76
Physicians	17.32	18.25	19.42	54.38	67.28
Registered nurses	19.26	21.41	22.18	23.46	26.49
Teachers, college and university	30.05	30.05	38.55	50.02	68.54
Engineering teachers	33.16	68.54	68.54	68.54	68.54
Other post-secondary teachers	31.00	36.69	51.94	58.28	58.28
Teachers, except college and university	25.76	35.86	39.76	42.60	47.16
Elementary school teachers	30.04	37.67	40.21	42.60	45.64
Secondary school teachers	29.72	35.86	39.76	41.82	49.18
Teachers, special education	27.67	38.30	38.50	40.40	47.45
Vocational and educational counselors	14.43	14.43	14.43	43.09	53.25
Librarians, archivists, and curators	17.29	17.52	22.45	42.34	42.34
Librarians	17.29	17.52	22.45	42.34	42.34
Social scientists and urban planners	10.22	10.22	15.35	35.05	47.43
Social, recreation, and religious workers	16.44	17.38	19.32	21.80	43.95
Social workers	16.44	17.38	19.32	21.80	43.95
Lawyers and judges	22.22	35.31	39.22	96.15	96.15
Lawyers	22.22	35.31	39.22	96.15	96.15
Writers, authors, entertainers, athletes, and professionals, n.e.c.	20.03	24.68	30.31	35.23	43.69
Designers	24.63	27.96	32.25	33.51	43.69
Technical	12.60	16.00	20.77	25.82	29.03
Clinical laboratory technologists and technicians	9.95	9.95	18.31	21.14	21.92
Health record technologists and technicians	11.04	12.00	15.18	15.18	22.57
Radiological technicians	14.50	15.29	17.89	19.49	25.73
Licensed practical nurses	13.48	14.07	15.78	16.51	16.51
Health technologists and technicians, n.e.c.	10.40	10.93	13.46	16.56	17.94
Electrical and electronic technicians	14.04	20.58	22.80	25.72	25.82
Mechanical engineering technicians	18.03	25.09	26.75	34.47	34.47
Drafters	22.23	23.97	28.21	29.62	37.29
Chemical technicians	17.72	18.03	20.67	20.83	22.00
Computer programmers	25.29	25.29	27.78	32.50	32.50
Technical and related, n.e.c.	18.20	19.67	21.52	23.94	29.80
Executive, administrative, and managerial	16.02	21.63	29.46	38.90	48.13
Executives, administrators, and managers	17.31	27.10	34.97	44.25	49.68
Administrators and officials, public administration	25.60	29.46	29.71	32.12	37.64
Financial managers	18.16	22.44	35.11	46.24	54.81
Managers, marketing, advertising, and public relations	27.58	42.37	44.06	48.92	48.92
Administrators, education and related fields	18.66	34.86	37.89	55.24	55.24
Managers, medicine and health	19.47	26.97	29.36	34.25	35.56
Managers and administrators, n.e.c.	19.58	30.18	37.50	45.00	49.68
Management related	16.00	19.50	22.75	30.68	36.64
Accountants and auditors	17.55	19.23	22.44	24.61	37.09
Other financial officers	18.66	19.50	19.50	48.32	56.04
Personnel, training, and labor relations specialists	15.04	16.02	23.66	26.21	34.44
Purchasing agents and buyers, n.e.c.	19.08	20.60	30.71	31.62	35.73
Construction inspectors	18.84	21.43	22.19	22.19	22.19
Management related, n.e.c.	17.31	21.63	23.61	31.73	34.51
Sales	8.25	10.81	18.94	23.34	33.03
Supervisors, sales	11.00	11.45	17.80	31.64	35.41
Sales, other business services	10.83	12.65	13.35	28.55	30.72

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, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Sales —Continued					
Sales representatives, mining, manufacturing, and wholesale	\$21.64	\$21.64	\$24.92	\$36.96	\$42.62
Sales workers, other commodities	7.34	9.16	10.20	10.81	20.12
Cashiers	7.00	7.00	8.20	11.06	14.32
Administrative support, including clerical					
Supervisors, general office	11.25	16.00	17.61	19.32	22.14
Computer operators	9.50	10.91	14.76	23.95	23.95
Secretaries	10.52	12.08	14.42	16.73	20.06
Typists	8.42	8.42	10.00	11.13	13.04
Receptionists	8.50	10.66	11.98	11.98	13.28
Information clerks, n.e.c.	8.80	8.80	9.55	11.83	13.27
Order clerks	10.12	12.18	12.18	13.92	20.42
Personnel clerks, except payroll and timekeeping	10.50	12.67	17.15	17.54	17.68
Records clerks, n.e.c.	9.15	9.85	10.72	13.90	16.00
Bookkeepers, accounting and auditing clerks	9.46	10.23	12.29	15.20	16.57
Billing clerks	10.13	10.13	11.00	13.20	14.25
Telephone operators	8.20	9.00	14.11	14.11	14.11
Traffic, shipping and receiving clerks	9.15	9.25	9.80	13.76	20.53
Stock and inventory clerks	8.25	8.25	9.50	12.44	15.69
Material recording, scheduling, and distribution clerks, n.e.c.	12.00	12.00	16.00	18.76	21.03
Insurance adjusters, examiners, and investigators	10.50	11.37	14.18	17.18	18.03
Investigators and adjusters, except insurance	8.51	8.51	13.75	14.84	17.24
Bill and account collectors	8.66	8.66	10.75	14.59	15.21
General office clerks	10.62	11.96	12.34	13.20	15.55
Bank tellers	9.00	10.18	10.87	11.66	12.66
Teachers' aides	8.15	8.83	10.14	11.47	11.99
Administrative support, n.e.c.	8.76	10.66	12.30	16.49	17.84
Blue collar					
Precision production, craft, and repair					
Supervisors, mechanics and repairers	20.53	20.53	21.74	24.38	31.52
Automobile mechanics	14.60	17.40	19.28	26.79	32.50
Heavy equipment mechanics	18.48	18.53	20.35	24.24	25.21
Industrial machinery repairers	15.19	19.50	24.50	24.60	25.08
Millwrights	22.91	22.91	24.28	24.33	24.38
Mechanics and repairers, n.e.c.	15.50	18.21	19.45	24.47	24.69
Supervisors, construction trades, n.e.c.	22.28	22.28	26.23	31.94	33.55
Electricians	21.18	24.50	24.69	25.31	26.04
Plumbers, pipefitters and steamfitters	24.28	24.28	25.03	26.18	27.97
Construction trades, n.e.c.	12.98	13.47	18.00	18.00	22.89
Supervisors, production	14.41	14.70	21.74	26.50	28.44
Tool and die makers	21.04	22.78	24.70	25.40	25.41
Precision assemblers, metal	12.84	18.28	21.99	24.47	24.55
Machinists	16.19	18.61	20.75	24.37	24.52
Precision grinders, filers, and tool sharpeners	18.94	24.36	24.81	25.32	25.36
Patternmakers, layout workers, and cutters	16.85	21.51	25.29	32.31	32.31
Butchers and meat cutters	12.37	13.00	13.50	16.80	20.13
Inspectors, testers, and graders	12.01	20.93	21.45	24.59	24.59
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	8.32	11.16	18.00	21.13	21.60
Grinding, abrading, buffing, and polishing machine operators	8.53	10.00	19.81	20.92	21.40
Fabricating machine operators, n.e.c.	9.23	16.21	16.21	17.85	19.75
Molding and casting machine operators	21.01	21.13	21.40	21.60	21.60
Textile sewing machine operators	6.79	6.79	8.38	11.53	11.53
Laundry and dry cleaning machine operators	6.00	7.40	11.45	21.82	21.82
Miscellaneous machine operators, n.e.c.	7.50	7.75	8.30	10.30	10.30
Welders and cutters	9.05	9.73	12.60	16.46	21.02
Assemblers	12.30	13.45	20.40	21.29	21.82
Production inspectors, checkers and examiners ..	9.23	15.07	20.84	21.21	21.62
	9.27	10.56	18.52	20.65	21.62

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, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$10.57	\$12.95	\$17.64	\$21.41	\$21.82
Truck drivers	7.00	12.57	15.58	16.88	21.80
Bus drivers	11.79	11.79	12.95	13.78	14.86
Crane and tower operators	16.41	17.19	21.23	21.23	22.13
Industrial truck and tractor equipment operators ..	10.65	12.40	20.64	21.46	21.62
Handlers, equipment cleaners, helpers, and laborers	8.07	8.84	10.91	16.03	20.64
Groundskeepers and gardeners, except farm	11.17	11.17	11.17	16.82	17.06
Stock handlers and baggers	7.50	9.95	12.00	14.32	19.35
Freight, stock, and material handlers, n.e.c.	7.63	8.50	10.91	10.91	13.35
Vehicle washers and equipment cleaners	5.15	8.07	8.84	20.87	20.87
Hand packers and packagers	8.32	9.25	9.25	10.27	21.32
Laborers, except construction, n.e.c.	8.47	8.50	16.03	17.01	17.70
Service	7.31	8.10	10.02	15.12	19.14
Protective service	6.10	8.77	16.12	18.85	21.87
Firefighting	14.82	15.02	16.12	17.04	18.27
Police and detectives, public service	17.09	17.09	19.91	21.87	23.08
Correctional institution officers	13.56	17.15	17.42	18.74	19.12
Guards and police, except public service	6.10	6.10	7.40	8.77	11.55
Food service	4.65	8.00	9.00	10.12	12.38
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	4.65	8.00	9.00	10.12	12.97
Cooks	8.43	8.90	9.79	10.94	12.13
Food preparation, n.e.c.	4.65	6.83	8.00	8.92	9.74
Health service	7.79	8.22	8.80	10.11	11.32
Health aides, except nursing	7.84	9.25	10.60	11.32	12.05
Nursing aides, orderlies and attendants	7.79	8.00	8.50	9.37	10.99
Cleaning and building service	7.89	9.26	10.88	14.82	20.49
Maids and housemen	6.50	6.71	7.50	8.12	8.12
Janitors and cleaners	8.45	9.93	10.97	15.72	20.59
Personal service	7.24	7.86	8.58	10.13	16.07
Child care workers, n.e.c.	8.58	10.13	10.13	15.62	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 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, August 1999

Occupation ³	10	25	Median 50	75	90
All	\$6.04	\$6.56	\$8.25	\$11.32	\$20.37
All excluding sales	6.00	6.56	8.46	13.82	21.02
White collar	6.50	7.81	9.76	19.25	23.44
White collar excluding sales	7.81	8.85	16.00	21.52	28.43
Professional specialty and technical	11.02	16.00	20.58	22.76	28.50
Professional specialty	13.33	18.54	21.38	23.89	28.50
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.17	20.67	21.61	25.00	28.50
Registered nurses	19.60	20.73	21.98	25.00	28.50
Teachers, college and university	22.08	22.08	22.08	22.08	32.39
Other post-secondary teachers	22.08	22.08	22.08	22.08	22.08
Teachers, except college and university	11.02	12.50	16.03	19.06	21.93
Elementary school teachers	11.02	16.03	16.03	16.03	42.88
Teachers, n.e.c.	10.60	13.33	14.50	21.93	21.93
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	8.14	9.70	13.00	21.05	21.05
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	7.90	10.33	15.26	16.50	18.51
Licensed practical nurses	14.00	15.26	16.00	16.50	17.00
Health technologists and technicians, n.e.c.	12.09	14.96	15.26	15.26	21.76
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.10	6.50	7.21	8.53	9.76
Sales workers, other commodities	6.14	6.50	6.85	7.85	8.96
Cashiers	5.83	6.37	7.10	8.49	8.84
Administrative support, including clerical	7.00	7.81	8.75	9.28	11.30
Library clerks	5.49	5.49	6.08	9.27	9.27
General office clerks	7.66	7.80	8.00	9.38	11.30
Administrative support, n.e.c.	7.00	7.00	7.78	10.69	10.97
Blue collar	5.80	6.89	8.27	10.46	18.75
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	9.00	9.00	10.82	18.75	18.75
Bus drivers	9.00	9.00	13.22	18.75	18.75
Handlers, equipment cleaners, helpers, and laborers	5.62	5.97	6.89	7.71	8.44
Stock handlers and baggers	5.65	5.82	6.53	7.48	8.25
Service	5.92	6.21	6.85	8.67	9.76
Protective service	6.50	6.85	7.25	9.97	10.93
Crossing guards	6.11	6.50	6.50	7.25	9.50
Guards and police, except public service	6.85	6.85	8.00	9.97	10.93
Food service	5.92	6.21	6.34	7.50	8.75
Waiters, waitresses, and bartenders	2.65	2.65	6.56	6.56	7.50
Other food service	6.21	6.21	6.21	8.35	8.75
Cooks	7.50	8.75	8.75	8.75	9.50
Kitchen workers, food preparation	7.81	8.07	8.55	8.55	10.87
Food preparation, n.e.c.	6.21	6.21	6.21	7.00	8.11
Health service	7.75	8.16	9.36	11.03	11.50
Nursing aides, orderlies and attendants	7.75	8.02	9.00	11.03	11.50

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, August 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$6.05	\$6.05	\$6.70	\$7.87	\$10.58
Janitors and cleaners	6.05	6.05	6.39	8.25	10.58
Personal service	5.65	6.00	6.67	9.00	9.30
Child care workers, n.e.c.	5.50	5.65	6.87	9.30	9.31
Service, n.e.c.	6.67	7.00	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 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. For addi-

tional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

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 consid-

ers 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 nonre-

sponding 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 sample 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	370
Out of business or not in survey scope	43
Unable or refused to provide data	161

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.

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. 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 previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

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 suf-

ficient. 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.

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, August 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,293,000	1,035,700	257,300
All excluding sales	1,211,200	954,100	257,000
White collar	662,100	498,300	163,800
White-collar excluding sales	580,300	416,700	163,500
Professional specialty and technical	307,000	198,000	109,000
Professional specialty	240,600	142,100	98,500
Technical	66,400	55,900	10,500
Executive, administrative, and managerial	99,300	84,300	15,000
Sales	81,800	81,600	–
Administrative support, including clerical	173,900	134,400	39,600
Blue collar	425,900	398,900	27,100
Precision production, craft, and repair	130,600	120,900	9,700
Machine operators, assemblers, and inspectors	178,500	177,400	–
Transportation and material moving	57,700	46,300	11,400
Handlers, equipment cleaners, helpers, and laborers	59,200	54,300	4,800
Service	205,000	138,500	66,500

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 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, August 1999**

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	370	74	296	119	177
Private industry	5,900	317	72	245	103	142
Goods-producing industries	1,900	127	21	106	38	68
Mining	(³)	2	2	-	-	-
Construction	200	7	3	4	2	2
Manufacturing	1,700	118	16	102	36	66
Service-producing industries	4,000	190	51	139	65	74
Transportation and public utilities	400	14	3	11	6	5
Wholesale and retail trade	2,000	48	20	28	12	16
Finance, insurance and real estate	200	16	2	14	4	10
Services	1,400	112	26	86	43	43
State and local government	300	53	2	51	16	35

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, August 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	5	2
All excluding sales	4	5	2
White collar	7	8	4
White collar excluding sales	8	8	6
Professional specialty and technical	8	8	8
Professional specialty	9	9	8
Engineers, architects, and surveyors	11	11	—
Industrial engineers	11	11	—
Mechanical engineers	11	11	—
Engineers, n.e.c.	11	11	—
Mathematical and computer scientists	11	11	—
Computer systems analysts and scientists	9	9	—
Natural scientists	9	9	—
Health related	8	8	8
Physicians	—	—	—
Registered nurses	8	8	8
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	8
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	6	6	—
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	—
Designers	12	12	—
Technical	7	7	5
Clinical laboratory technologists and technicians	7	7	—
Health record technologists and technicians	7	7	—
Radiological technicians	6	6	—
Licensed practical nurses	6	7	5
Health technologists and technicians, n.e.c.	5	5	5
Electrical and electronic technicians	7	7	—
Mechanical engineering technicians	7	7	—
Drafters	7	10	—
Chemical technicians	7	7	—
Computer programmers	9	9	—
Technical and related, n.e.c.	7	7	—
Executive, administrative, and managerial	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	9	9	—
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	—
Personnel, training, and labor relations specialists	8	8	—
Purchasing agents and buyers, n.e.c.	7	7	—
Construction inspectors	8	8	—
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, August 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
White collar —Continued			
Sales	4	6	2
Supervisors, sales	7	7	—
Sales, other business services	6	6	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, furniture and home furnishings	5	—	—
Sales workers, other commodities	3	3	3
Cashiers	2	3	1
Administrative support, including clerical	4	4	2
Supervisors, general office	7	7	—
Computer operators	5	5	—
Secretaries	4	4	—
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.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	4	—	—
Billing clerks	4	4	—
Telephone operators	2	2	—
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	4	4	—
Material recording, scheduling, and distribution clerks, n.e.c.	3	3	—
Insurance adjusters, examiners, and investigators	6	6	—
Investigators and adjusters, except insurance	5	5	—
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.	6	6	—
Supervisors, construction trades, n.e.c.	8	8	—
Electricians	7	7	—
Plumbers, pipefitters and steamfitters	7	7	—
Construction trades, n.e.c.	6	6	—
Supervisors, production	7	7	—
Tool and die makers	7	7	—
Precision assemblers, metal	7	7	—
Machinists	7	7	—
Precision grinders, filers, and tool sharpeners	7	7	—
Patternmakers, layout workers, and cutters	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	—

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, August 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar —Continued			
Machine operators, assemblers, and inspectors —Continued			
Laundering and dry cleaning machine operators	1	1	—
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	3	3	2
Truck drivers	3	3	—
Bus drivers	2	3	2
Crane and tower operators	4	4	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers	1	2	1
Groundskeepers and gardeners, except farm	2	2	—
Stock handlers and baggers	1	2	1
Freight, stock, and material handlers, n.e.c.	2	2	—
Vehicle washers and equipment cleaners	1	1	—
Hand packers and packagers	2	2	—
Laborers, except construction, n.e.c.	2	2	—
Service	2	3	1
Protective service	5	6	2
Firefighting	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	—	—
Other food service	1	3	1
Cooks	3	3	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
Maids and housemen	1	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.	2	—	1

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.