

Detroit–Ann Arbor–Flint, MI National Compensation Survey April 2005



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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, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Detroit–Ann Arbor–Flint, MI, metropolitan area. Data were collected between September 2004 and October 2005; the average reference month is April 2005. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

About the tables

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

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

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

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

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

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational group. 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 group; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational group in the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$23.25	2.3	36.0	\$22.48	2.7	36.2	\$26.93	2.1	35.4
Worker characteristics:⁴									
White-collar occupations ⁵	28.05	2.8	36.7	27.15	3.5	37.1	31.46	2.0	35.4
Professional specialty and technical	34.03	2.2	35.8	32.51	2.7	36.5	37.88	3.7	34.1
Executive, administrative, and managerial	36.89	3.2	40.0	37.04	3.5	40.2	35.83	5.1	38.0
Sales	19.31	14.2	33.8	19.32	14.2	33.9	—	—	—
Administrative support	15.94	2.7	37.5	15.88	3.2	37.4	16.16	4.1	37.9
Blue-collar occupations ⁵	20.76	2.6	37.5	20.88	2.8	37.5	18.74	4.4	37.2
Precision production, craft, and repair	25.55	2.8	40.0	25.82	3.0	40.1	22.55	6.6	39.9
Machine operators, assemblers, and inspectors	20.98	4.5	39.6	21.02	4.6	39.6	—	—	—
Transportation and material moving	18.45	5.9	36.2	18.74	6.8	36.7	16.68	5.0	33.5
Handlers, equipment cleaners, helpers, and laborers	13.51	5.6	30.7	13.32	6.1	30.2	15.91	6.0	39.3
Service occupations ⁵	12.28	2.4	31.8	10.31	1.9	30.9	18.19	2.7	34.6
Full time	24.43	2.4	39.7	23.70	2.8	40.1	27.81	2.4	38.3
Part time	12.96	6.6	19.9	12.42	7.5	20.1	16.62	12.7	18.9
Union	24.05	2.8	37.2	22.26	3.7	37.7	27.73	2.7	36.3
Nonunion	22.75	3.5	35.3	22.58	3.7	35.5	24.83	10.7	33.3
Time	23.18	2.4	36.0	22.39	2.8	36.1	26.93	2.1	35.4
Incentive	27.19	14.4	39.6	27.19	14.4	39.6	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	27.93	4.4	40.0	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	19.37	3.2	34.3	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.89	7.8	34.9	17.89	7.8	34.9	—	—	—
100-499 workers	18.91	5.5	36.0	18.38	6.0	35.9	26.22	7.9	36.7
500 workers or more	27.72	1.5	36.4	28.00	1.9	36.9	27.05	2.1	35.2

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$23.25	2.3	\$22.48	2.7	\$26.93	2.1
All excluding sales	23.43	2.2	22.67	2.5	26.94	2.1
White collar	28.05	2.8	27.15	3.5	31.46	2.0
White collar excluding sales	28.87	2.5	28.10	3.2	31.47	2.0
Professional specialty and technical	34.03	2.2	32.51	2.7	37.88	3.7
Professional specialty	36.86	2.5	35.17	2.7	40.26	5.1
Engineers, architects, and surveyors	38.57	1.7	38.57	1.7	—	—
Industrial engineers	36.12	3.0	36.12	3.0	—	—
Mechanical engineers	32.89	3.0	32.89	3.0	—	—
Engineers, n.e.c.	41.67	.5	41.67	.5	—	—
Mathematical and computer scientists	37.13	4.8	37.13	4.8	—	—
Computer systems analysts and scientists	36.76	4.4	36.76	4.4	—	—
Natural scientists	17.93	26.6	—	—	—	—
Health related	33.30	10.1	33.94	11.3	29.51	14.1
Physicians	58.06	15.8	64.05	14.8	—	—
Registered nurses	27.50	1.2	27.67	1.2	26.13	.6
Teachers, college and university	51.19	23.2	32.37	7.4	54.41	23.8
Teachers, except college and university	43.57	1.2	25.48	7.9	45.70	.1
Prekindergarten and kindergarten	35.13	18.1	—	—	—	—
Elementary school teachers	47.71	4.6	—	—	47.82	4.6
Secondary school teachers	43.81	6.9	—	—	47.27	3.6
Teachers, n.e.c.	27.17	1.8	—	—	27.45	.5
Vocational and educational counselors	41.69	5.7	—	—	—	—
Librarians, archivists, and curators	21.20	7.9	—	—	21.20	7.9
Librarians	21.20	7.9	—	—	21.20	7.9
Social scientists and urban planners	21.79	29.3	—	—	—	—
Social, recreation, and religious workers	23.68	8.7	18.68	6.5	28.17	11.5
Social workers	24.14	9.0	18.81	7.9	28.17	11.5
Lawyers and judges	52.09	10.2	—	—	—	—
Lawyers	52.09	10.2	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.14	6.9	34.14	6.9	—	—
Technical	24.80	3.0	25.82	3.0	17.97	10.2
Clinical laboratory technologists and technicians	22.79	9.0	23.01	9.4	—	—
Health record technologists and technicians	17.70	8.0	—	—	—	—
Radiological technicians	23.42	8.2	23.42	8.2	—	—
Licensed practical nurses	20.14	1.5	20.60	2.2	18.74	1.3
Health technologists and technicians, n.e.c.	16.39	5.6	17.28	2.5	15.02	11.0
Electrical and electronic technicians	20.69	5.8	20.69	5.8	—	—
Mechanical engineering technicians	22.48	12.2	22.48	12.2	—	—
Engineering technicians, n.e.c.	31.05	5.3	—	—	—	—
Drafters	27.75	6.8	27.75	6.8	—	—
Executive, administrative, and managerial	36.89	3.2	37.04	3.5	35.83	5.1
Executives, administrators, and managers	42.35	4.4	42.02	4.9	44.96	2.8
Administrators and officials, public administration	40.85	6.3	—	—	40.85	6.3
Financial managers	51.42	27.9	51.90	28.2	—	—
Managers, marketing, advertising, and public relations	37.25	11.1	37.25	11.1	—	—
Administrators, education and related fields	47.85	1.2	—	—	48.17	.7
Managers, medicine and health	28.10	20.9	—	—	—	—
Managers and administrators, n.e.c.	43.85	4.5	43.56	4.5	—	—
Management related	31.19	2.5	31.74	2.7	27.38	2.0
Accountants and auditors	33.43	9.3	33.67	9.6	—	—
Other financial officers	30.02	11.7	31.03	12.3	—	—
Management analysts	34.94	11.0	34.60	12.3	—	—
Personnel, training, and labor relations specialists	32.43	13.1	32.63	13.3	—	—
Purchasing agents and buyers, n.e.c.	28.57	15.1	—	—	—	—
Construction inspectors	26.75	5.2	—	—	26.75	5.2
Management related, n.e.c.	31.05	5.1	31.46	5.9	—	—
Sales	19.31	14.2	19.32	14.2	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Sales –Continued						
Sales representatives, mining, manufacturing, and wholesale	\$25.23	10.4	\$25.23	10.4	–	–
Cashiers	9.84	6.2	9.84	6.2	–	–
Administrative support, including clerical	15.94	2.7	15.88	3.2	\$16.16	4.1
Supervisors, general office	22.68	4.0	–	–	–	–
Computer operators	14.83	15.5	–	–	–	–
Secretaries	18.61	2.1	19.32	2.5	17.20	4.8
Interviewers	11.85	10.8	11.85	10.8	–	–
Receptionists	11.53	6.0	11.53	6.0	–	–
Information clerks, n.e.c.	14.84	5.9	14.84	5.9	–	–
Library clerks	10.24	7.5	–	–	9.29	2.8
Bookkeepers, accounting and auditing clerks	16.77	3.5	16.37	3.4	–	–
Billing clerks	15.06	3.5	15.00	3.9	–	–
Telephone operators	10.81	2.5	10.81	2.5	–	–
Traffic, shipping and receiving clerks	16.81	17.7	16.81	17.7	–	–
Stock and inventory clerks	12.02	5.8	12.02	5.8	–	–
Insurance adjusters, examiners, and investigators	23.81	12.9	23.81	12.9	–	–
General office clerks	14.34	2.0	13.56	4.0	15.01	1.5
Teachers' aides	12.67	16.0	–	–	13.13	18.0
Administrative support, n.e.c.	14.59	7.2	13.94	8.1	17.11	3.1
Blue collar	20.76	2.6	20.88	2.8	18.74	4.4
Precision production, craft, and repair	25.55	2.8	25.82	3.0	22.55	6.6
Automobile mechanics	18.51	7.1	–	–	–	–
Industrial machinery repairers	25.74	6.8	25.74	6.8	–	–
Millwrights	30.36	.1	30.36	.1	–	–
Mechanics and repairers, n.e.c.	19.76	7.2	18.71	10.0	–	–
Supervisors, construction trades, n.e.c.	25.56	2.0	–	–	–	–
Electricians	31.03	1.1	31.16	1.1	–	–
Plumbers, pipefitters and steamfitters	29.87	1.3	29.82	1.5	–	–
Supervisors, production	25.16	9.5	25.16	9.5	–	–
Tool and die makers	27.32	2.1	27.32	2.1	–	–
Machinists	22.03	14.8	22.03	14.8	–	–
Inspectors, testers, and graders	24.22	7.7	24.22	7.7	–	–
Machine operators, assemblers, and inspectors	20.98	4.5	21.02	4.6	–	–
Punching and stamping press operators	20.01	10.9	20.01	10.9	–	–
Fabricating machine operators, n.e.c.	24.20	7.7	24.20	7.7	–	–
Laundering and dry cleaning machine operators	10.73	4.0	10.32	2.7	–	–
Miscellaneous machine operators, n.e.c.	16.33	6.9	16.33	6.9	–	–
Welders and cutters	26.42	.3	26.42	.3	–	–
Assemblers	24.47	3.9	24.47	3.9	–	–
Production inspectors, checkers and examiners ..	18.44	11.4	18.44	11.4	–	–
Transportation and material moving	18.45	5.9	18.74	6.8	16.68	5.0
Truck drivers	17.91	5.2	18.52	7.1	–	–
Bus drivers	16.61	4.4	–	–	16.72	4.4
Industrial truck and tractor equipment operators ..	17.21	16.9	17.21	16.9	–	–
Handlers, equipment cleaners, helpers, and laborers	13.51	5.6	13.32	6.1	15.91	6.0
Groundskeepers and gardeners, except farm	–	–	–	–	15.51	1.0
Stock handlers and baggers	10.18	8.0	10.18	8.0	–	–
Freight, stock, and material handlers, n.e.c.	17.09	8.4	17.09	8.4	–	–
Hand packers and packagers	11.25	12.4	11.25	12.4	–	–
Laborers, except construction, n.e.c.	16.05	12.8	15.90	14.8	–	–
Service	12.28	2.4	10.31	1.9	18.19	2.7
Protective service	16.70	16.1	10.73	5.8	21.76	2.9
Firefighting	18.62	2.4	–	–	18.62	2.4

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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						
Protective service—Continued						
Police and detectives, public service	\$23.97	1.8	—	—	\$23.97	1.8
Correctional institution officers	20.44	1.0	—	—	20.44	1.0
Crossing guards	8.55	15.7	—	—	8.55	15.7
Guards and police, except public service	10.60	7.5	\$10.52	6.8	—	—
Protective service, n.e.c.	18.66	15.0	—	—	18.66	15.0
Food service						
Waiters, waitresses, and bartenders	4.90	24.8	4.90	24.8	—	—
Waiters and waitresses	4.28	32.7	4.28	32.7	—	—
Other food service	10.05	4.0	9.95	4.4	11.35	9.9
Supervisors, food preparation and service	12.76	3.0	12.76	3.0	—	—
Cooks	12.21	6.0	12.20	6.3	—	—
Kitchen workers, food preparation	7.89	5.1	7.87	5.0	—	—
Food preparation, n.e.c.	8.67	5.7	8.30	6.0	11.04	14.3
Health service						
Health aides, except nursing	10.97	1.5	10.81	1.1	15.10	10.2
Nursing aides, orderlies and attendants	11.63	7.1	11.48	7.4	—	—
Cleaning and building service	10.83	2.0	10.67	1.7	—	—
Majors and housemen	12.83	6.1	12.02	8.1	15.09	5.3
Janitors and cleaners	8.57	8.7	—	—	—	—
Personal service	13.09	6.8	12.27	9.4	15.13	5.4
Early childhood teachers' assistants	11.05	9.2	9.39	7.0	12.63	11.9
Child care workers, n.e.c.	12.59	22.4	—	—	—	—
Service, n.e.c.	12.67	11.1	—	—	13.74	10.5
Service, n.e.c.	10.12	5.9	10.30	6.6	—	—

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$24.43	2.4	\$23.70	2.8	\$27.81	2.4
All excluding sales	24.50	2.3	23.76	2.7	27.81	2.4
White collar	28.92	2.6	28.06	3.3	32.05	2.3
White collar excluding sales	29.40	2.2	28.60	2.8	32.05	2.3
Professional specialty and technical	34.85	2.3	33.14	2.7	39.04	3.6
Professional specialty	37.62	2.8	35.63	3.1	41.58	4.7
Engineers, architects, and surveyors	38.57	1.7	38.57	1.7	—	—
Industrial engineers	36.12	3.0	36.12	3.0	—	—
Mechanical engineers	32.89	3.0	32.89	3.0	—	—
Engineers, n.e.c.	41.67	.5	41.67	.5	—	—
Mathematical and computer scientists	37.13	4.8	37.13	4.8	—	—
Computer systems analysts and scientists	36.76	4.4	36.76	4.4	—	—
Natural scientists	—	—	—	—	—	—
Health related	33.62	12.9	34.34	14.8	30.04	13.5
Physicians	57.12	17.5	63.08	16.7	—	—
Registered nurses	27.06	1.2	27.19	1.4	26.23	.3
Teachers, college and university	59.18	9.9	—	—	63.61	1.7
Teachers, except college and university	44.96	2.4	25.09	7.8	47.28	2.2
Elementary school teachers	47.94	5.1	—	—	48.04	5.1
Secondary school teachers	44.12	6.5	—	—	47.27	3.6
Vocational and educational counselors	41.69	5.7	—	—	—	—
Librarians, archivists, and curators	22.52	6.8	—	—	22.52	6.8
Librarians	22.52	6.8	—	—	22.52	6.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	23.73	9.5	18.41	5.8	28.31	11.6
Social workers	24.23	9.8	18.50	7.3	28.31	11.6
Lawyers and judges	52.09	10.2	—	—	—	—
Lawyers	52.09	10.2	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.29	7.7	34.29	7.7	—	—
Technical	25.40	2.9	26.57	2.6	18.09	10.9
Clinical laboratory technologists and technicians	22.62	7.6	22.66	7.9	—	—
Health record technologists and technicians	17.70	8.0	—	—	—	—
Radiological technicians	23.59	11.6	23.59	11.6	—	—
Licensed practical nurses	20.34	2.6	20.85	3.7	—	—
Health technologists and technicians, n.e.c.	16.33	5.8	17.32	2.7	14.82	11.3
Electrical and electronic technicians	20.69	5.8	20.69	5.8	—	—
Mechanical engineering technicians	22.89	13.4	22.89	13.4	—	—
Engineering technicians, n.e.c.	31.05	5.3	—	—	—	—
Executive, administrative, and managerial	36.99	3.2	37.15	3.5	35.83	5.5
Executives, administrators, and managers	42.37	4.4	42.02	4.9	45.24	3.3
Administrators and officials, public administration	40.85	6.3	—	—	40.85	6.3
Financial managers	51.42	27.9	51.90	28.2	—	—
Managers, marketing, advertising, and public relations	37.25	11.1	37.25	11.1	—	—
Administrators, education and related fields	47.85	1.2	—	—	48.17	.7
Managers, medicine and health	28.10	20.9	—	—	—	—
Managers and administrators, n.e.c.	43.85	4.5	43.56	4.5	—	—
Management related	31.26	2.5	31.88	2.6	26.88	2.8
Accountants and auditors	33.43	9.3	33.67	9.6	—	—
Other financial officers	30.62	12.2	31.78	12.8	—	—
Management analysts	34.60	12.3	34.60	12.3	—	—
Personnel, training, and labor relations specialists	32.48	13.3	32.68	13.5	—	—
Purchasing agents and buyers, n.e.c.	28.57	15.1	—	—	—	—
Construction inspectors	26.75	5.2	—	—	26.75	5.2
Management related, n.e.c.	31.06	5.1	31.49	5.9	—	—
Sales	22.60	15.3	22.60	15.3	—	—
Sales representatives, mining, manufacturing, and wholesale	25.23	10.4	25.23	10.4	—	—
Cashiers	10.80	3.7	10.80	3.7	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical	\$16.26	2.6	\$16.23	3.1	\$16.39	4.5
Supervisors, general office	22.68	4.0	–	–	–	–
Computer operators	14.83	15.5	–	–	–	–
Secretaries	18.55	2.1	19.11	2.1	17.39	5.8
Receptionists	11.68	6.2	11.68	6.2	–	–
Information clerks, n.e.c.	15.38	6.7	15.38	6.7	–	–
Bookkeepers, accounting and auditing clerks	16.77	3.5	16.37	3.4	–	–
Billing clerks	14.69	3.6	14.60	4.0	–	–
Traffic, shipping and receiving clerks	16.81	17.7	16.81	17.7	–	–
Insurance adjusters, examiners, and investigators	23.81	12.9	23.81	12.9	–	–
General office clerks	14.61	2.8	13.92	5.8	15.11	1.5
Teachers' aides	13.13	18.0	–	–	13.13	18.0
Administrative support, n.e.c.	14.69	7.5	13.93	8.3	17.71	1.3
Blue collar	21.42	2.8	21.57	2.9	19.00	5.7
Precision production, craft, and repair	25.55	2.8	25.82	3.0	22.55	6.6
Automobile mechanics	18.51	7.1	–	–	–	–
Industrial machinery repairers	25.74	6.8	25.74	6.8	–	–
Millwrights	30.36	.1	30.36	.1	–	–
Mechanics and repairers, n.e.c.	19.76	7.2	18.71	10.0	–	–
Supervisors, construction trades, n.e.c.	25.56	2.0	–	–	–	–
Electricians	31.03	1.1	31.16	1.1	–	–
Plumbers, pipefitters and steamfitters	29.87	1.3	29.82	1.5	–	–
Supervisors, production	25.16	9.5	25.16	9.5	–	–
Tool and die makers	27.32	2.1	27.32	2.1	–	–
Machinists	22.03	14.8	22.03	14.8	–	–
Inspectors, testers, and graders	24.22	7.7	24.22	7.7	–	–
Machine operators, assemblers, and inspectors	21.10	4.7	21.14	4.7	–	–
Punching and stamping press operators	20.01	10.9	20.01	10.9	–	–
Fabricating machine operators, n.e.c.	24.20	7.7	24.20	7.7	–	–
Laundering and dry cleaning machine operators	10.92	4.5	10.40	3.2	–	–
Miscellaneous machine operators, n.e.c.	16.37	7.0	16.37	7.0	–	–
Welders and cutters	26.42	.3	26.42	.3	–	–
Assemblers	24.47	3.9	24.47	3.9	–	–
Production inspectors, checkers and examiners ..	19.40	15.0	19.40	15.0	–	–
Transportation and material moving	18.82	5.6	19.11	6.2	16.76	4.7
Truck drivers	18.03	5.6	18.52	7.1	–	–
Bus drivers	16.56	4.7	–	–	16.56	4.7
Industrial truck and tractor equipment operators ..	17.21	16.9	17.21	16.9	–	–
Handlers, equipment cleaners, helpers, and laborers	15.43	6.5	15.35	7.2	16.19	10.5
Stock handlers and baggers	13.60	8.3	13.60	8.3	–	–
Freight, stock, and material handlers, n.e.c.	17.41	8.5	17.41	8.5	–	–
Hand packers and packagers	11.32	13.4	11.32	13.4	–	–
Laborers, except construction, n.e.c.	16.05	12.8	15.90	14.8	–	–
Service	13.64	3.4	11.31	2.9	19.35	3.2
Protective service	17.32	16.1	10.94	7.6	22.14	3.0
Firefighting	18.62	2.4	–	–	18.62	2.4
Police and detectives, public service	24.14	1.6	–	–	24.14	1.6
Correctional institution officers	20.44	1.0	–	–	20.44	1.0
Guards and police, except public service	10.82	9.6	10.73	9.0	–	–
Food service	11.11	5.5	11.10	5.8	11.54	1.1
Other food service	11.74	5.2	11.75	5.5	11.54	1.1
Supervisors, food preparation and service	12.76	3.0	12.76	3.0	–	–
Cooks	12.28	6.0	12.27	6.3	–	–
Food preparation, n.e.c.	10.70	3.4	10.75	3.9	–	–
Health service	11.15	2.1	10.98	1.7	–	–

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service—Continued						
Health aides, except nursing	\$11.46	8.0	\$11.40	8.1	—	—
Nursing aides, orderlies and attendants	11.09	2.7	10.90	2.5	—	—
Cleaning and building service	13.12	5.9	12.33	8.1	\$15.17	5.1
Maids and housemen	8.56	8.6	—	—	—	—
Janitors and cleaners	13.43	6.5	12.64	9.3	15.22	5.2
Personal service	12.98	15.6	—	—	14.63	22.8

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$12.96	6.6	\$12.42	7.5	\$16.62	12.7
All excluding sales	13.46	6.5	12.92	7.6	16.64	12.7
White collar	18.72	4.8	18.18	5.0	21.90	12.1
White collar excluding sales	21.85	6.2	21.82	7.1	21.99	12.0
Professional specialty and technical	26.30	4.3	27.03	5.6	23.80	11.1
Professional specialty	28.79	3.8	30.59	3.9	24.55	10.8
Natural scientists	—	—	—	—	—	—
Health related	31.93	3.9	32.47	3.7	—	—
Registered nurses	28.97	4.2	29.09	4.3	—	—
Teachers, college and university	30.95	4.7	—	—	—	—
Teachers, except college and university	21.23	5.7	—	—	19.88	3.3
Teachers, n.e.c.	21.89	.8	—	—	21.89	.8
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.62	1.4	20.94	1.6	16.06	13.0
Radiological technicians	22.64	6.6	22.64	6.6	—	—
Licensed practical nurses	19.55	3.9	19.92	4.6	—	—
Executive, administrative, and managerial	26.66	16.2	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.67	1.8	8.68	1.8	—	—
Cashiers	8.62	2.2	8.63	2.3	—	—
Administrative support, including clerical	11.54	4.8	11.81	5.1	8.95	6.6
Library clerks	8.35	2.1	—	—	8.35	2.1
Blue collar	9.05	5.7	8.47	5.5	15.62	10.3
Machine operators, assemblers, and inspectors	10.92	10.2	10.92	10.2	—	—
Transportation and material moving	12.76	13.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.97	4.8	7.95	4.8	—	—
Stock handlers and baggers	7.44	3.0	7.44	3.0	—	—
Service	8.21	2.7	7.85	3.0	10.55	2.1
Protective service	9.46	5.0	—	—	9.92	.9
Crossing guards	8.55	15.7	—	—	8.55	15.7
Guards and police, except public service	9.37	7.1	—	—	—	—
Food service	6.99	3.7	6.68	3.7	11.24	16.2
Waiters, waitresses, and bartenders	4.02	16.7	4.02	16.7	—	—
Waiters and waitresses	2.78	4.0	2.78	4.0	—	—
Other food service	8.00	3.6	7.68	3.5	11.24	16.2
Kitchen workers, food preparation	7.78	5.7	7.78	5.7	—	—
Food preparation, n.e.c.	8.06	6.5	7.57	5.1	11.24	16.2
Health service	10.29	5.0	10.15	4.4	—	—
Health aides, except nursing	12.34	4.6	—	—	—	—
Nursing aides, orderlies and attendants	9.84	3.7	9.84	3.7	—	—

See footnotes at end of table.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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	\$8.78	1.7	\$8.81	2.0	—	—
Janitors and cleaners	8.76	1.5	8.80	1.8	—	—
Personal service	9.30	5.7	8.66	5.9	\$10.12	6.4
Child care workers, n.e.c.	10.65	3.5	—	—	10.64	3.5
Service, n.e.c.	9.47	9.6	—	—	—	—

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$970	2.6	39.7	\$949	3.0	40.1	\$1,064	2.9	38.3
All excluding sales	971	2.5	39.7	950	2.9	40.0	1,064	2.9	38.3
White collar	1,145	2.8	39.6	1,129	3.5	40.3	1,199	2.9	37.4
White collar excluding sales	1,160	2.5	39.5	1,148	3.1	40.1	1,199	2.9	37.4
Professional specialty and technical	1,362	2.8	39.1	1,335	3.5	40.3	1,423	4.4	36.4
Professional specialty	1,471	3.3	39.1	1,455	4.2	40.8	1,499	5.5	36.1
Engineers, architects, and surveyors	1,589	2.6	41.2	1,589	2.6	41.2	-	-	-
Industrial engineers	1,445	3.0	40.0	1,445	3.0	40.0	-	-	-
Mechanical engineers	1,456	7.0	44.3	1,456	7.0	44.3	-	-	-
Engineers, n.e.c.	1,667	.5	40.0	1,667	.5	40.0	-	-	-
Mathematical and computer scientists	1,520	5.1	40.9	1,520	5.1	40.9	-	-	-
Computer systems analysts and scientists	1,514	5.1	41.2	1,514	5.1	41.2	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	1,370	15.4	40.7	1,403	17.8	40.9	1,205	13.5	40.1
Physicians	2,604	24.5	45.6	2,982	24.7	47.3	-	-	-
Registered nurses	1,067	1.3	39.4	1,071	1.4	39.4	1,043	.7	39.8
Teachers, college and university Teachers, except college and university	2,311	11.0	39.0	-	-	-	2,474	4.4	38.9
Elementary school teachers ...	1,561	3.3	34.7	983	7.6	39.2	1,620	3.4	34.3
Secondary school teachers ...	1,631	5.8	34.0	-	-	-	1,635	5.8	34.0
Vocational and educational counselors	1,546	4.5	35.0	-	-	-	1,624	2.1	34.4
Librarians, archivists, and curators	1,540	4.7	36.9	-	-	-	-	-	-
Librarians	877	4.9	39.0	-	-	-	877	4.9	39.0
Social scientists and urban planners	877	4.9	39.0	-	-	-	877	4.9	39.0
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	913	8.2	38.5	737	5.8	40.0	1,055	9.9	37.3
Lawyers and judges	929	8.5	38.4	740	7.3	40.0	1,055	9.9	37.3
Lawyers	2,065	10.5	39.6	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	2,065	10.5	39.6	-	-	-	-	-	-
Technical	1,396	6.8	40.7	1,396	6.8	40.7	-	-	-
Clinical laboratory technologists and technicians	992	2.7	39.1	1,034	2.4	38.9	724	10.9	40.0
Health record technologists and technicians	878	10.2	38.8	878	10.6	38.8	-	-	-
Radiological technicians	708	8.0	40.0	-	-	-	-	-	-
Licensed practical nurses	932	11.6	39.5	932	11.6	39.5	-	-	-
Health technologists and technicians, n.e.c.	783	1.5	38.5	791	1.9	37.9	-	-	-
Electrical and electronic technicians	653	5.8	40.0	693	2.7	40.0	593	11.3	40.0
Mechanical engineering technicians	828	5.8	40.0	828	5.8	40.0	-	-	-
Engineering technicians, n.e.c.	916	13.4	40.0	916	13.4	40.0	-	-	-
Executive, administrative, and managerial	1,242	5.3	40.0	-	-	-	-	-	-
Executives, administrators, and managers	1,487	3.3	40.2	1,499	3.7	40.4	1,399	4.8	39.0
Administrators and officials, public administration	1,715	4.3	40.5	1,712	4.8	40.7	1,739	4.7	38.4
	1,616	5.7	39.6	-	-	-	1,616	5.7	39.6

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Financial managers	\$2,050	27.9	39.9	\$2,069	28.3	39.9	—	—	—
Managers, marketing, advertising, and public relations	1,472	10.0	39.5	1,472	10.0	39.5	—	—	—
Administrators, education and related fields	1,682	4.9	35.2	—	—	—	\$1,689	5.1	35.1
Managers, medicine and health	1,115	20.6	39.7	—	—	—	—	—	—
Managers and administrators, n.e.c.	1,800	4.2	41.1	1,789	4.2	41.1	—	—	—
Management related	1,248	2.5	39.9	1,274	2.6	40.0	1,065	2.8	39.6
Accountants and auditors	1,347	9.2	40.3	1,357	9.4	40.3	—	—	—
Other financial officers	1,225	12.2	40.0	1,271	12.8	40.0	—	—	—
Management analysts	1,382	12.4	39.9	1,382	12.4	39.9	—	—	—
Personnel, training, and labor relations specialists	1,301	13.0	40.1	1,309	13.2	40.1	—	—	—
Purchasing agents and buyers, n.e.c.	1,142	15.1	40.0	—	—	—	—	—	—
Construction inspectors	1,047	6.0	39.1	—	—	—	1,047	6.0	39.1
Management related, n.e.c.	1,234	5.1	39.7	1,248	5.9	39.7	—	—	—
Sales	940	16.4	41.6	940	16.4	41.6	—	—	—
Sales representatives, mining, manufacturing, and wholesale	1,013	11.0	40.1	1,013	11.0	40.1	—	—	—
Cashiers	430	4.2	39.9	430	4.2	39.9	—	—	—
Administrative support, including clerical	644	2.5	39.6	645	3.0	39.7	639	4.5	39.0
Supervisors, general office	907	4.0	40.0	—	—	—	—	—	—
Computer operators	580	14.4	39.1	—	—	—	—	—	—
Secretaries	731	2.0	39.4	755	2.3	39.5	683	5.1	39.3
Receptionists	467	6.2	40.0	467	6.2	40.0	—	—	—
Information clerks, n.e.c.	615	6.7	40.0	615	6.7	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	652	4.1	38.9	632	4.6	38.6	—	—	—
Billing clerks	588	3.6	40.0	584	4.0	40.0	—	—	—
Traffic, shipping and receiving clerks	673	17.7	40.0	673	17.7	40.0	—	—	—
Insurance adjusters, examiners, and investigators	922	12.9	38.7	922	12.9	38.7	—	—	—
General office clerks	576	3.1	39.4	542	5.9	38.9	601	1.5	39.8
Teachers' aides	431	21.3	32.8	—	—	—	431	21.3	32.8
Administrative support, n.e.c.	583	7.4	39.7	554	8.3	39.8	698	1.9	39.4
Blue collar	856	2.7	40.0	863	2.9	40.0	744	6.0	39.2
Precision production, craft, and repair	1,023	2.7	40.0	1,034	2.8	40.1	899	6.9	39.9
Automobile mechanics	740	7.1	40.0	—	—	—	—	—	—
Industrial machinery repairers	1,030	6.8	40.0	1,030	6.8	40.0	—	—	—
Millwrights	1,214	.1	40.0	1,214	.1	40.0	—	—	—
Mechanics and repairers, n.e.c.	790	7.2	40.0	749	10.0	40.0	—	—	—
Supervisors, construction trades, n.e.c.	1,019	1.8	39.9	—	—	—	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Electricians	\$1,239	1.2	39.9	\$1,246	1.1	40.0	—	—	—
Plumbers, pipefitters and steamfitters	1,195	1.3	40.0	1,193	1.5	40.0	—	—	—
Supervisors, production	1,029	9.2	40.9	1,029	9.2	40.9	—	—	—
Tool and die makers	1,093	2.1	40.0	1,093	2.1	40.0	—	—	—
Machinists	881	14.8	40.0	881	14.8	40.0	—	—	—
Inspectors, testers, and graders	969	7.7	40.0	969	7.7	40.0	—	—	—
Machine operators, assemblers, and inspectors	843	4.6	40.0	845	4.7	40.0	—	—	—
Punching and stamping press operators	801	10.9	40.0	801	10.9	40.0	—	—	—
Fabricating machine operators, n.e.c.	968	7.7	40.0	968	7.7	40.0	—	—	—
Laundering and dry cleaning machine operators	437	4.5	40.0	416	3.2	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	655	7.0	40.0	655	7.0	40.0	—	—	—
Welders and cutters	1,057	.3	40.0	1,057	.3	40.0	—	—	—
Assemblers	979	3.9	40.0	979	3.9	40.0	—	—	—
Production inspectors, checkers and examiners ...	776	15.0	40.0	776	15.0	40.0	—	—	—
Transportation and material moving	750	5.7	39.9	768	6.2	40.2	\$633	9.7	37.8
Truck drivers	721	5.6	40.0	741	7.1	40.0	—	—	—
Bus drivers	603	12.6	36.4	—	—	—	603	12.6	36.4
Industrial truck and tractor equipment operators	688	16.9	40.0	688	16.9	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	617	6.5	40.0	614	7.2	40.0	647	10.3	39.9
Stock handlers and baggers ...	544	8.3	40.0	544	8.3	40.0	—	—	—
Freight, stock, and material handlers, n.e.c.	696	8.5	40.0	696	8.5	40.0	—	—	—
Hand packers and packagers	453	13.4	40.0	453	13.4	40.0	—	—	—
Laborers, except construction, n.e.c.	642	12.8	40.0	636	14.8	40.0	—	—	—
Service	540	3.5	39.6	444	2.9	39.3	783	2.9	40.4
Protective service	710	17.5	41.0	434	7.8	39.6	930	2.5	42.0
Firefighting	965	4.0	51.8	—	—	—	965	4.0	51.8
Police and detectives, public service	970	1.6	40.2	—	—	—	970	1.6	40.2
Correctional institution officers	820	.9	40.1	—	—	—	820	.9	40.1
Guards and police, except public service	429	9.9	39.6	425	9.3	39.6	—	—	—
Food service	425	6.1	38.3	429	6.1	38.6	363	7.9	31.5
Other food service	453	6.1	38.6	458	6.2	39.0	363	7.9	31.5
Supervisors, food preparation and service	548	8.0	42.9	548	8.0	42.9	—	—	—
Cooks	462	7.6	37.6	466	7.7	37.9	—	—	—
Food preparation, n.e.c.	411	5.3	38.4	426	4.0	39.6	—	—	—
Health service	438	1.9	39.3	431	1.4	39.3	—	—	—
Health aides, except nursing ..	454	8.6	39.6	451	8.8	39.6	—	—	—
Nursing aides, orderlies and attendants	435	2.5	39.2	427	2.2	39.2	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$522	5.9	39.8	\$490	8.1	39.8	\$606	5.2	39.9
Maids and housemen	338	6.9	39.5	—	—	—	—	—	—
Janitors and cleaners	535	6.5	39.8	503	9.3	39.8	608	5.2	39.9
Personal service	481	14.6	37.0	—	—	—	524	20.9	35.9

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$49,033	2.6	2,007	\$48,982	3.0	2,066	\$49,241	2.9	1,771
All excluding sales	49,039	2.5	2,001	48,986	2.9	2,062	49,241	2.9	1,771
White collar	57,319	2.8	1,982	58,576	3.5	2,088	53,659	2.9	1,674
White collar excluding sales	57,909	2.5	1,969	59,509	3.1	2,081	53,659	2.9	1,674
Professional specialty and technical	65,734	2.8	1,886	68,989	3.5	2,082	59,869	4.4	1,534
Professional specialty	69,507	3.3	1,848	74,997	4.2	2,105	61,797	5.5	1,486
Engineers, architects, and surveyors	82,603	2.6	2,142	82,612	2.6	2,142	-	-	-
Industrial engineers	75,134	3.0	2,080	75,134	3.0	2,080	-	-	-
Mechanical engineers	75,687	7.0	2,301	75,687	7.0	2,301	-	-	-
Engineers, n.e.c.	86,679	.5	2,080	86,679	.5	2,080	-	-	-
Mathematical and computer scientists	79,019	5.1	2,128	79,019	5.1	2,128	-	-	-
Computer systems analysts and scientists	78,731	5.1	2,142	78,731	5.1	2,142	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	71,223	15.4	2,118	72,954	17.8	2,125	62,676	13.5	2,086
Physicians	135,421	24.5	2,371	155,038	24.7	2,458	-	-	-
Registered nurses	55,486	1.3	2,051	55,678	1.4	2,048	54,251	.7	2,068
Teachers, college and university Teachers, except college and university	84,437	11.0	1,427	-	-	-	90,828	4.4	1,428
Elementary school teachers ...	61,003	3.3	1,357	44,714	7.6	1,782	62,414	3.4	1,320
Secondary school teachers ...	62,154	5.8	1,297	-	-	-	62,261	5.8	1,296
Vocational and educational counselors	58,930	4.5	1,336	-	-	-	61,511	2.1	1,301
Librarians, archivists, and curators	62,377	4.7	1,496	-	-	-	-	-	-
Librarians	45,627	4.9	2,026	-	-	-	45,627	4.9	2,026
Social scientists and urban planners	45,627	4.9	2,026	-	-	-	45,627	4.9	2,026
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-
Social workers	45,194	8.2	1,905	38,302	5.8	2,080	50,268	9.9	1,776
Lawyers and judges	45,808	8.5	1,891	38,483	7.3	2,080	50,268	9.9	1,776
Lawyers	107,379	10.5	2,061	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	107,379	10.5	2,061	-	-	-	-	-	-
Technical	72,598	6.8	2,117	72,598	6.8	2,117	-	-	-
Clinical laboratory technologists and technicians	51,573	2.7	2,031	53,755	2.4	2,023	37,637	10.9	2,080
Health record technologists and technicians	45,635	10.2	2,018	45,660	10.6	2,015	-	-	-
Radiological technicians	36,823	8.0	2,080	-	-	-	-	-	-
Licensed practical nurses	48,462	11.6	2,054	48,462	11.6	2,054	-	-	-
Health technologists and technicians, n.e.c.	40,701	1.5	2,001	41,142	1.9	1,973	-	-	-
Electrical and electronic technicians	33,973	5.8	2,080	36,019	2.7	2,080	30,835	11.3	2,080
Mechanical engineering technicians	42,948	5.8	2,076	42,948	5.8	2,076	-	-	-
Engineering technicians, n.e.c.	47,619	13.4	2,080	47,619	13.4	2,080	-	-	-
Executive, administrative, and managerial	64,583	5.3	2,080	-	-	-	-	-	-
Executives, administrators, and managers	77,261	3.3	2,088	77,971	3.7	2,099	72,116	4.8	2,013
Administrators and officials, public administration	89,150	4.3	2,104	88,996	4.8	2,118	90,318	4.7	1,996
	84,031	5.7	2,057	-	-	-	84,031	5.7	2,057

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Executive, administrative, and managerial —Continued									
Executives, administrators, and managers —Continued									
Financial managers	\$106,594	27.9	2,073	\$107,589	28.3	2,073	—	—	—
Managers, marketing, advertising, and public relations	76,552	10.0	2,055	76,552	10.0	2,055	—	—	—
Administrators, education and related fields	86,867	4.9	1,815	—	—	—	\$87,337	5.1	1,813
Managers, medicine and health	57,972	20.6	2,063	—	—	—	—	—	—
Managers and administrators, n.e.c.	93,610	4.2	2,135	93,039	4.2	2,136	—	—	—
Management related	64,787	2.5	2,072	66,274	2.6	2,079	54,522	2.8	2,028
Accountants and auditors	70,040	9.2	2,095	70,566	9.4	2,096	—	—	—
Other financial officers	63,689	12.2	2,080	66,108	12.8	2,080	—	—	—
Management analysts	71,849	12.4	2,076	71,849	12.4	2,076	—	—	—
Personnel, training, and labor relations specialists	67,656	13.0	2,083	68,072	13.2	2,083	—	—	—
Purchasing agents and buyers, n.e.c.	59,380	15.1	2,078	—	—	—	—	—	—
Construction inspectors	54,424	6.0	2,034	—	—	—	54,424	6.0	2,034
Management related, n.e.c.	63,642	5.1	2,049	64,919	5.9	2,062	—	—	—
Sales	48,885	16.4	2,163	48,885	16.4	2,163	—	—	—
Sales representatives, mining, manufacturing, and wholesale	52,670	11.0	2,087	52,670	11.0	2,087	—	—	—
Cashiers	22,378	4.2	2,073	22,378	4.2	2,073	—	—	—
Administrative support, including clerical									
Supervisors, general office	47,180	4.0	2,080	—	—	—	31,592	4.5	1,927
Computer operators	29,184	14.4	1,967	—	—	—	—	—	—
Secretaries	37,378	2.0	2,015	39,270	2.3	2,055	33,730	5.1	1,939
Receptionists	24,288	6.2	2,080	24,288	6.2	2,080	—	—	—
Information clerks, n.e.c.	31,991	6.7	2,080	31,991	6.7	2,080	—	—	—
Bookkeepers, accounting and auditing clerks	33,902	4.1	2,022	32,874	4.6	2,009	—	—	—
Billing clerks	30,559	3.6	2,080	30,360	4.0	2,080	—	—	—
Traffic, shipping and receiving clerks	34,866	17.7	2,074	34,866	17.7	2,074	—	—	—
Insurance adjusters, examiners, and investigators	47,969	12.9	2,015	47,969	12.9	2,015	—	—	—
General office clerks	29,939	3.1	2,050	28,198	5.9	2,025	31,238	1.5	2,068
Teachers' aides	16,274	21.3	1,239	—	—	—	16,274	21.3	1,239
Administrative support, n.e.c.	30,340	7.4	2,065	28,831	8.3	2,069	36,298	1.9	2,049
Blue collar	43,695	2.7	2,040	44,123	2.9	2,046	36,988	6.0	1,947
Precision production, craft, and repair									
Automobile mechanics	38,504	7.1	2,080	—	—	—	46,762	6.9	2,073
Industrial machinery repairers	53,542	6.8	2,080	53,542	6.8	2,080	—	—	—
Millwrights	63,139	.1	2,080	63,139	.1	2,080	—	—	—
Mechanics and repairers, n.e.c.	41,099	7.2	2,080	38,923	10.0	2,080	—	—	—
Supervisors, construction trades, n.e.c.	52,978	1.8	2,073	—	—	—	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair —Continued									
Electricians	\$64,437	1.2	2,077	\$64,809	1.1	2,080	—	—	—
Plumbers, pipefitters and steamfitters	62,121	1.3	2,080	62,035	1.5	2,080	—	—	—
Supervisors, production	53,486	9.2	2,126	53,486	9.2	2,126	—	—	—
Tool and die makers	56,726	2.1	2,076	56,726	2.1	2,076	—	—	—
Machinists	45,828	14.8	2,080	45,828	14.8	2,080	—	—	—
Inspectors, testers, and graders	50,369	7.7	2,080	50,369	7.7	2,080	—	—	—
Machine operators, assemblers, and inspectors	43,815	4.6	2,077	43,910	4.7	2,077	—	—	—
Punching and stamping press operators	41,482	10.9	2,073	41,482	10.9	2,073	—	—	—
Fabricating machine operators, n.e.c.	50,329	7.7	2,080	50,329	7.7	2,080	—	—	—
Laundering and dry cleaning machine operators	22,705	4.5	2,080	21,623	3.2	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	34,048	7.0	2,080	34,048	7.0	2,080	—	—	—
Welders and cutters	54,957	.3	2,080	54,957	.3	2,080	—	—	—
Assemblers	50,887	3.9	2,080	50,887	3.9	2,080	—	—	—
Production inspectors, checkers and examiners ...	40,359	15.0	2,080	40,359	15.0	2,080	—	—	—
Transportation and material moving	38,338	5.7	2,037	39,942	6.2	2,090	\$28,962	9.7	1,728
Truck drivers	37,505	5.6	2,080	38,524	7.1	2,080	—	—	—
Bus drivers	25,694	12.6	1,551	—	—	—	25,694	12.6	1,551
Industrial truck and tractor equipment operators	35,798	16.9	2,080	35,798	16.9	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	32,085	6.5	2,079	31,924	7.2	2,079	33,636	10.3	2,077
Stock handlers and baggers ...	28,295	8.3	2,080	28,295	8.3	2,080	—	—	—
Freight, stock, and material handlers, n.e.c.	36,177	8.5	2,078	36,177	8.5	2,078	—	—	—
Hand packers and packagers	23,546	13.4	2,080	23,546	13.4	2,080	—	—	—
Laborers, except construction, n.e.c.	33,386	12.8	2,080	33,081	14.8	2,080	—	—	—
Service	27,768	3.5	2,036	23,055	2.9	2,038	39,302	2.9	2,031
Protective service	36,532	17.5	2,109	22,561	7.8	2,062	47,524	2.5	2,147
Firefighting	50,200	4.0	2,695	—	—	—	50,200	4.0	2,695
Police and detectives, public service	50,425	1.6	2,089	—	—	—	50,425	1.6	2,089
Correctional institution officers	42,621	.9	2,085	—	—	—	42,621	.9	2,085
Guards and police, except public service	22,135	9.9	2,046	22,091	9.3	2,060	—	—	—
Food service	21,616	6.1	1,945	22,066	6.1	1,989	14,796	7.9	1,282
Other food service	23,054	6.1	1,964	23,688	6.2	2,017	14,796	7.9	1,282
Supervisors, food preparation and service	28,483	8.0	2,231	28,483	8.0	2,231	—	—	—
Cooks	23,425	7.6	1,908	23,969	7.7	1,954	—	—	—
Food preparation, n.e.c.	20,476	5.3	1,913	22,132	4.0	2,058	—	—	—
Health service	22,788	1.9	2,043	22,430	1.4	2,042	—	—	—
Health aides, except nursing ..	23,599	8.6	2,059	23,457	8.8	2,058	—	—	—
Nursing aides, orderlies and attendants	22,619	2.5	2,040	22,217	2.2	2,039	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Cleaning and building service	\$27,162	5.9	2,071	\$25,493	8.1	2,068	\$31,513	5.2	2,077
Maids and housemen	17,555	6.9	2,052	—	—	—	—	—	—
Janitors and cleaners	27,823	6.5	2,072	26,169	9.3	2,070	31,613	5.2	2,077
Personal service	23,015	14.6	1,773	—	—	—	23,955	20.9	1,638

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

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

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

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

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

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

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$23.25	2.3	\$22.48	2.7	\$26.93	2.1
All excluding sales	23.43	2.2	22.67	2.5	26.94	2.1
White collar	28.05	2.8	27.15	3.5	31.46	2.0
1	9.64	5.4	9.78	5.4	7.51	3.7
2	10.47	2.1	10.34	1.8	11.50	8.6
3	13.61	5.8	13.57	6.6	13.97	10.6
4	14.76	2.7	14.35	3.9	15.57	2.7
5	17.02	2.4	17.98	3.3	15.48	3.7
6	20.18	4.5	20.26	5.1	19.50	3.0
7	23.93	3.5	24.24	3.9	21.59	4.8
8	31.33	3.8	26.43	2.7	38.89	6.5
9	34.16	2.6	29.28	2.5	42.06	4.3
10	32.68	6.7	32.78	7.1	31.89	23.0
11	41.33	3.0	41.09	3.2	42.94	8.3
12	46.60	7.5	46.95	8.1	41.84	3.8
13	63.78	10.3	63.78	10.3	-	-
14	74.85	5.3	69.62	2.3	-	-
Not able to be leveled	31.49	7.1	31.22	7.4	36.45	8.7
White collar excluding sales	28.87	2.5	28.10	3.2	31.47	2.0
1	10.25	6.2	10.52	5.8	7.39	4.9
2	10.85	2.4	10.67	1.7	11.50	8.6
3	14.20	5.2	14.23	5.8	13.97	10.6
4	14.80	2.9	14.35	4.4	15.57	2.7
5	17.04	2.5	18.04	3.4	15.48	3.7
6	19.73	3.8	19.77	4.3	19.50	3.0
7	23.85	3.7	24.18	4.1	21.59	4.8
8	31.56	4.0	26.51	2.9	38.89	6.5
9	34.10	2.6	29.03	2.4	42.06	4.3
10	31.87	6.9	31.87	7.4	31.89	23.0
11	40.91	3.0	40.58	3.2	42.94	8.3
12	46.60	7.5	46.95	8.1	41.84	3.8
13	63.78	10.3	63.78	10.3	-	-
14	74.85	5.3	69.62	2.3	-	-
Not able to be leveled	32.26	5.8	32.01	6.1	36.45	8.7
Professional specialty and technical	34.03	2.2	32.51	2.7	37.88	3.7
Professional specialty	36.86	2.5	35.17	2.7	40.26	5.1
5	14.39	4.9	-	-	13.88	5.1
6	22.48	9.4	24.17	11.1	-	-
7	22.66	7.3	22.78	7.9	21.05	2.4
8	36.21	6.5	27.44	5.4	40.64	6.5
9	35.32	2.8	28.33	2.0	45.19	3.7
10	31.55	10.1	31.73	10.9	30.53	29.8
11	40.13	3.4	39.38	3.5	46.03	8.8
12	44.27	6.6	44.52	7.5	42.11	5.6
13	66.29	10.3	66.29	10.3	-	-
14	74.58	8.1	-	-	-	-
Not able to be leveled	35.63	5.0	36.76	5.3	-	-
Engineers, architects, and surveyors	38.57	1.7	38.57	1.7	-	-
9	33.47	2.9	33.47	2.9	-	-
11	39.07	1.9	39.07	1.9	-	-
12	43.50	7.6	43.61	7.9	-	-
Not able to be leveled	39.59	1.7	39.59	1.7	-	-
Industrial engineers	36.12	3.0	36.12	3.0	-	-
Mechanical engineers	32.89	3.0	32.89	3.0	-	-
Engineers, n.e.c.	41.67	.5	41.67	.5	-	-
9	33.49	2.6	33.49	2.6	-	-
11	41.53	.9	41.53	.9	-	-
Not able to be leveled	44.20	3.3	44.20	3.3	-	-
Mathematical and computer scientists	37.13	4.8	37.13	4.8	-	-
10	35.32	3.1	35.32	3.1	-	-
Computer systems analysts and scientists	36.76	4.4	36.76	4.4	-	-
10	35.32	3.1	35.32	3.1	-	-
Natural scientists	17.93	26.6	-	-	-	-
Health related	33.30	10.1	33.94	11.3	29.51	14.1

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, April 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
7	\$23.62	4.3	\$23.62	4.3	–	–
8	27.40	1.9	28.01	2.4	–	–
9	26.81	2.6	26.96	2.8	\$25.64	1.2
10	38.91	6.3	40.22	7.4	–	–
11	37.42	10.0	37.42	10.0	–	–
Not able to be leveled	34.49	8.8	41.85	17.1	–	–
Physicians	58.06	15.8	64.05	14.8	–	–
Not able to be leveled	37.03	5.1	55.02	5.9	–	–
Registered nurses	27.50	1.2	27.67	1.2	26.13	.6
7	25.16	3.6	25.16	3.6	–	–
8	27.82	1.8	28.72	2.2	–	–
9	27.03	1.7	27.10	1.8	26.16	.4
11	45.21	13.3	45.21	13.3	–	–
Teachers, college and university	51.19	23.2	32.37	7.4	54.41	23.8
11	41.98	6.4	–	–	44.36	3.8
Teachers, except college and university	43.57	1.2	25.48	7.9	45.70	.1
8	40.67	7.0	–	–	42.03	7.0
9	47.34	3.4	–	–	48.82	2.8
Prekindergarten and kindergarten	35.13	18.1	–	–	–	–
Elementary school teachers	47.71	4.6	–	–	47.82	4.6
8	43.98	.2	–	–	43.99	.2
9	50.39	6.9	–	–	50.57	6.9
Secondary school teachers	43.81	6.9	–	–	47.27	3.6
8	42.36	7.7	–	–	–	–
9	45.34	9.6	–	–	48.84	6.7
Teachers, n.e.c.	27.17	1.8	–	–	27.45	.5
Vocational and educational counselors	41.69	5.7	–	–	–	–
Librarians, archivists, and curators	21.20	7.9	–	–	21.20	7.9
Librarians	21.20	7.9	–	–	21.20	7.9
Social scientists and urban planners	21.79	29.3	–	–	–	–
Social, recreation, and religious workers	23.68	8.7	18.68	6.5	28.17	11.5
9	23.73	13.2	–	–	–	–
Social workers	24.14	9.0	18.81	7.9	28.17	11.5
9	23.73	13.2	–	–	–	–
Lawyers and judges	52.09	10.2	–	–	–	–
Lawyers	52.09	10.2	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.14	6.9	34.14	6.9	–	–
Not able to be leveled	32.77	8.4	32.77	8.4	–	–
Technical	24.80	3.0	25.82	3.0	17.97	10.2
4	14.97	7.9	15.22	8.5	–	–
5	18.66	3.8	18.71	3.9	–	–
6	18.79	4.0	18.78	4.7	–	–
7	25.48	5.7	26.39	5.8	–	–
8	27.56	4.1	27.74	4.1	–	–
9	30.45	7.1	30.30	7.7	–	–
Not able to be leveled	27.66	28.8	27.66	28.8	–	–
Clinical laboratory technologists and technicians	22.79	9.0	23.01	9.4	–	–
8	23.90	9.0	23.90	9.0	–	–
Health record technologists and technicians	17.70	8.0	–	–	–	–
Radiological technicians	23.42	8.2	23.42	8.2	–	–
6	19.34	2.8	19.34	2.8	–	–
Licensed practical nurses	20.14	1.5	20.60	2.2	18.74	1.3
5	18.89	1.4	19.01	1.1	–	–
6	19.67	2.1	20.23	1.8	–	–
Health technologists and technicians, n.e.c.	16.39	5.6	17.28	2.5	15.02	11.0
4	14.34	1.0	–	–	–	–
5	16.27	1.8	16.27	1.8	–	–
Electrical and electronic technicians	20.69	5.8	20.69	5.8	–	–
Mechanical engineering technicians	22.48	12.2	22.48	12.2	–	–

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, April 2005 — 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						
Engineering technicians, n.e.c.	\$31.05	5.3	–	–	–	–
Drafters	27.75	6.8	\$27.75	6.8	–	–
Executive, administrative, and managerial	36.89	3.2	37.04	3.5	\$35.83	5.1
7	22.33	8.1	22.33	8.1	–	–
8	23.62	6.6	23.44	7.3	–	–
9	30.08	4.2	31.08	5.9	27.96	1.8
11	40.31	5.3	40.79	5.8	38.63	11.0
12	44.07	3.6	44.18	3.8	–	–
Not able to be leveled	39.20	7.4	38.53	7.8	51.67	7.4
Executives, administrators, and managers	42.35	4.4	42.02	4.9	44.96	2.8
9	34.41	3.4	32.91	2.4	–	–
11	42.80	7.0	–	–	–	–
12	44.17	3.0	44.50	3.2	–	–
Not able to be leveled	41.95	5.1	41.29	5.5	51.67	7.4
Administrators and officials, public administration	40.85	6.3	–	–	40.85	6.3
Financial managers	51.42	27.9	51.90	28.2	–	–
Managers, marketing, advertising, and public relations	37.25	11.1	37.25	11.1	–	–
Administrators, education and related fields	47.85	1.2	–	–	48.17	.7
Managers, medicine and health	28.10	20.9	–	–	–	–
Managers and administrators, n.e.c.	43.85	4.5	43.56	4.5	–	–
Not able to be leveled	42.87	6.4	42.45	6.6	–	–
Management related	31.19	2.5	31.74	2.7	27.38	2.0
7	22.44	9.5	22.44	9.5	–	–
8	23.51	7.1	23.30	7.9	–	–
9	28.99	5.7	30.58	7.5	25.82	3.7
10	32.21	5.6	–	–	–	–
11	39.26	6.8	39.57	7.3	–	–
12	44.01	6.2	44.01	6.2	–	–
Not able to be leveled	27.83	17.5	27.83	17.5	–	–
Accountants and auditors	33.43	9.3	33.67	9.6	–	–
Other financial officers	30.02	11.7	31.03	12.3	–	–
Management analysts	34.94	11.0	34.60	12.3	–	–
Personnel, training, and labor relations specialists	32.43	13.1	32.63	13.3	–	–
9	26.35	9.4	26.49	10.5	–	–
Purchasing agents and buyers, n.e.c.	28.57	15.1	–	–	–	–
Construction inspectors	26.75	5.2	–	–	26.75	5.2
Management related, n.e.c.	31.05	5.1	31.46	5.9	–	–
Sales	19.31	14.2	19.32	14.2	–	–
1	8.68	1.4	8.69	1.5	–	–
2	10.03	2.9	10.03	2.9	–	–
3	9.35	6.2	9.35	6.2	–	–
Not able to be leveled	25.36	23.2	25.36	23.2	–	–
Sales representatives, mining, manufacturing, and wholesale	25.23	10.4	25.23	10.4	–	–
Cashiers	9.84	6.2	9.84	6.2	–	–
2	10.06	5.7	10.06	5.7	–	–
Administrative support, including clerical	15.94	2.7	15.88	3.2	16.16	4.1
1	10.25	6.2	10.52	5.8	7.39	4.9
2	10.86	2.4	10.67	1.7	11.59	8.5
3	14.39	5.3	14.27	5.8	16.22	10.7
4	14.79	3.0	14.24	4.7	15.65	2.7
5	17.39	3.4	17.71	4.0	16.75	6.0
6	19.90	6.8	19.93	7.2	–	–
7	22.89	4.4	22.67	5.5	–	–
8	23.29	8.0	24.06	10.2	–	–
Not able to be leveled	16.10	5.8	16.10	5.8	–	–

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, April 2005 — 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	\$22.68	4.0	—	—	—	—
Computer operators	14.83	15.5	—	—	—	—
Secretaries	18.61	2.1	\$19.32	2.5	\$17.20	4.8
3	18.74	9.7	—	—	—	—
4	15.67	4.3	15.49	6.0	15.93	6.5
5	17.52	5.0	18.40	2.9	16.28	9.2
6	18.72	7.4	18.57	7.6	—	—
7	25.37	5.1	—	—	—	—
Interviewers	11.85	10.8	11.85	10.8	—	—
Receptionists	11.53	6.0	11.53	6.0	—	—
3	13.67	7.7	13.67	7.7	—	—
Information clerks, n.e.c.	14.84	5.9	14.84	5.9	—	—
Library clerks	10.24	7.5	—	—	9.29	2.8
Bookkeepers, accounting and auditing clerks	16.77	3.5	16.37	3.4	—	—
Billing clerks	15.06	3.5	15.00	3.9	—	—
Telephone operators	10.81	2.5	10.81	2.5	—	—
Traffic, shipping and receiving clerks	16.81	17.7	16.81	17.7	—	—
Stock and inventory clerks	12.02	5.8	12.02	5.8	—	—
Insurance adjusters, examiners, and investigators	23.81	12.9	23.81	12.9	—	—
General office clerks	14.34	2.0	13.56	4.0	15.01	1.5
3	12.89	3.6	12.72	3.2	—	—
4	14.03	5.0	—	—	15.00	1.6
Teachers' aides	12.67	16.0	—	—	13.13	18.0
Administrative support, n.e.c.	14.59	7.2	13.94	8.1	17.11	3.1
4	15.27	5.1	14.81	5.4	—	—
Blue collar	20.76	2.6	20.88	2.8	18.74	4.4
1	9.75	6.1	9.69	6.2	—	—
2	13.87	3.5	13.58	3.9	15.04	2.9
3	22.10	4.5	22.41	4.9	16.55	6.8
4	20.08	5.8	20.12	5.9	—	—
5	18.04	4.4	17.96	4.6	—	—
6	22.17	5.8	22.25	6.4	—	—
7	27.60	1.6	27.83	1.7	24.47	5.4
8	30.31	5.5	32.27	2.5	—	—
9	28.75	6.8	28.75	6.8	—	—
Not able to be leveled	19.96	8.8	19.96	8.8	—	—
Precision production, craft, and repair	25.55	2.8	25.82	3.0	22.55	6.6
4	18.17	12.9	18.17	12.9	—	—
5	18.66	5.4	18.54	5.9	—	—
6	23.49	8.2	23.80	9.0	—	—
7	27.72	1.3	27.98	1.3	24.47	5.4
8	30.31	5.5	32.27	2.5	—	—
Not able to be leveled	21.31	14.4	21.31	14.4	—	—
Automobile mechanics	18.51	7.1	—	—	—	—
Industrial machinery repairers	25.74	6.8	25.74	6.8	—	—
7	27.62	4.8	27.62	4.8	—	—
Millwrights	30.36	.1	30.36	.1	—	—
7	30.36	.1	30.36	.1	—	—
Mechanics and repairers, n.e.c.	19.76	7.2	18.71	10.0	—	—
Supervisors, construction trades, n.e.c.	25.56	2.0	—	—	—	—
8	25.89	8.1	—	—	—	—
Electricians	31.03	1.1	31.16	1.1	—	—
7	30.72	.6	30.82	.2	—	—
Plumbers, pipefitters and steamfitters	29.87	1.3	29.82	1.5	—	—
7	29.87	1.3	29.82	1.5	—	—
Supervisors, production	25.16	9.5	25.16	9.5	—	—
7	26.87	7.2	26.87	7.2	—	—
Tool and die makers	27.32	2.1	27.32	2.1	—	—
7	28.79	4.9	28.79	4.9	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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						
Machinists	\$22.03	14.8	\$22.03	14.8	—	—
7	26.97	7.7	26.97	7.7	—	—
Inspectors, testers, and graders	24.22	7.7	24.22	7.7	—	—
Machine operators, assemblers, and inspectors						
1	20.98	4.5	21.02	4.6	—	—
2	10.30	3.7	10.07	3.0	—	—
3	12.87	3.0	12.87	3.0	—	—
4	23.28	5.0	23.28	5.0	—	—
5	22.27	6.7	22.27	6.7	—	—
17.87	6.1	17.87	6.1	—	—	
Punching and stamping press operators	20.01	10.9	20.01	10.9	—	—
Fabricating machine operators, n.e.c.	24.20	7.7	24.20	7.7	—	—
4	23.25	12.2	23.25	12.2	—	—
Laundering and dry cleaning machine operators	10.73	4.0	10.32	2.7	—	—
1	10.38	6.4	9.61	2.6	—	—
Miscellaneous machine operators, n.e.c.	16.33	6.9	16.33	6.9	—	—
4	21.24	11.3	21.24	11.3	—	—
Welders and cutters	26.42	.3	26.42	.3	—	—
Assemblers	24.47	3.9	24.47	3.9	—	—
3	25.90	1.2	25.90	1.2	—	—
4	24.64	9.4	24.64	9.4	—	—
Production inspectors, checkers and examiners ..	18.44	11.4	18.44	11.4	—	—
3	26.59	.9	26.59	.9	—	—
Transportation and material moving						
2	18.45	5.9	18.74	6.8	\$16.68	5.0
3	14.15	9.4	—	—	—	—
4	20.44	4.4	21.45	6.1	16.75	6.1
5	15.65	14.8	15.53	15.9	—	—
19.06	6.5	18.98	7.0	—	—	
Truck drivers	17.91	5.2	18.52	7.1	—	—
Bus drivers	16.61	4.4	—	—	16.72	4.4
3	16.75	6.1	—	—	16.75	6.1
Industrial truck and tractor equipment operators ..	17.21	16.9	17.21	16.9	—	—
3	20.69	7.4	20.69	7.4	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	13.51	5.6	13.32	6.1	15.91	6.0
2	9.61	8.6	9.61	8.6	—	—
3	14.62	6.8	14.58	9.3	14.74	.4
17.56	12.8	17.54	13.7	—	—	
Groundskeepers and gardeners, except farm	—	—	—	—	15.51	1.0
Stock handlers and baggers	10.18	8.0	10.18	8.0	—	—
1	7.87	5.7	7.87	5.7	—	—
2	11.57	8.7	11.57	8.7	—	—
Freight, stock, and material handlers, n.e.c.	17.09	8.4	17.09	8.4	—	—
1	11.99	8.2	11.99	8.2	—	—
2	17.26	16.2	17.26	16.2	—	—
Hand packers and packagers	11.25	12.4	11.25	12.4	—	—
Laborers, except construction, n.e.c.	16.05	12.8	15.90	14.8	—	—
Service						
1	12.28	2.4	10.31	1.9	18.19	2.7
2	9.23	4.8	9.08	5.8	10.38	6.9
3	10.50	4.2	9.52	5.2	13.67	7.4
4	10.90	3.5	10.42	2.1	14.97	5.4
5	11.47	6.8	11.30	6.8	—	—
6	16.87	3.7	15.53	6.9	18.18	1.6
7	18.43	3.9	—	—	19.09	3.4
8	22.66	3.8	—	—	22.67	3.8
24.07	2.7	—	—	24.07	2.7	
Not able to be leveled	13.65	11.3	13.65	11.3	—	—
Protective service	16.70	16.1	10.73	5.8	21.76	2.9
3	10.38	8.4	—	—	—	—
5	17.85	4.1	—	—	18.64	2.7

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service—Continued						
6	\$19.14	3.4	—	—	\$19.14	3.4
7	22.67	3.8	—	—	22.67	3.8
8	24.07	2.7	—	—	24.07	2.7
Firefighting	18.62	2.4	—	—	18.62	2.4
Police and detectives, public service	23.97	1.8	—	—	23.97	1.8
7	24.55	3.0	—	—	24.55	3.0
8	23.87	2.4	—	—	23.87	2.4
Correctional institution officers	20.44	1.0	—	—	20.44	1.0
Crossing guards	8.55	15.7	—	—	8.55	15.7
Guards and police, except public service	10.60	7.5	\$10.52	6.8	—	—
Protective service, n.e.c.	18.66	15.0	—	—	18.66	15.0
Food service	9.08	5.0	8.95	5.5	11.35	9.9
1	7.58	2.3	7.47	2.2	—	—
2	6.72	13.6	6.32	16.0	—	—
3	10.48	2.3	10.34	2.6	—	—
4	10.63	10.2	10.61	10.2	—	—
Waiters, waitresses, and bartenders	4.90	24.8	4.90	24.8	—	—
2	3.44	21.5	3.44	21.5	—	—
Waiters and waitresses	4.28	32.7	4.28	32.7	—	—
2	2.65	.0	2.65	.0	—	—
Other food service	10.05	4.0	9.95	4.4	11.35	9.9
1	7.89	3.3	7.78	3.3	—	—
2	9.52	7.7	9.07	8.1	—	—
3	10.39	3.3	10.23	3.4	—	—
4	11.47	6.4	11.45	6.4	—	—
Supervisors, food preparation and service	12.76	3.0	12.76	3.0	—	—
Cooks	12.21	6.0	12.20	6.3	—	—
3	10.87	2.6	10.86	2.6	—	—
Kitchen workers, food preparation	7.89	5.1	7.87	5.0	—	—
2	8.12	2.5	—	—	—	—
Food preparation, n.e.c.	8.67	5.7	8.30	6.0	11.04	14.3
1	7.91	6.1	7.77	6.2	—	—
2	10.78	9.2	—	—	—	—
3	10.70	8.3	—	—	—	—
Health service	10.97	1.5	10.81	1.1	15.10	10.2
2	11.48	5.1	11.33	5.3	—	—
3	10.23	2.0	10.23	2.0	—	—
4	12.19	2.4	12.19	2.4	—	—
Health aides, except nursing	11.63	7.1	11.48	7.4	—	—
3	10.55	12.5	10.55	12.5	—	—
Nursing aides, orderlies and attendants	10.83	2.0	10.67	1.7	—	—
2	11.40	5.4	11.37	5.5	—	—
3	10.17	2.9	10.16	2.9	—	—
4	12.08	4.8	12.08	4.8	—	—
Cleaning and building service	12.83	6.1	12.02	8.1	15.09	5.3
1	11.09	12.1	10.70	13.4	—	—
2	12.45	8.5	11.70	12.4	14.03	3.8
3	14.50	10.3	12.57	10.4	17.28	6.5
Maids and housemen	8.57	8.7	—	—	—	—
Janitors and cleaners	13.09	6.8	12.27	9.4	15.13	5.4
1	11.32	13.5	10.91	15.3	—	—
2	12.94	7.8	12.34	11.8	14.05	3.8
3	14.33	11.6	—	—	17.28	6.5

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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	\$11.05	9.2	\$9.39	7.0	\$12.63	11.9
1	9.34	5.2	—	—	9.76	5.3
2	12.14	23.4	—	—	13.02	25.8
3	10.27	4.1	10.49	4.7	—	—
Early childhood teachers' assistants	12.59	22.4	—	—	—	—
Child care workers, n.e.c.	12.67	11.1	—	—	13.74	10.5
Service, n.e.c.	10.12	5.9	10.30	6.6	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

⁴ Earnings are the straight-time hourly wages or salaries paid to

employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$24.43	2.4	\$23.70	2.8	\$27.81	2.4
All excluding sales	24.50	2.3	23.76	2.7	27.81	2.4
White collar	28.92	2.6	28.06	3.3	32.05	2.3
2	11.05	1.9	10.90	1.0	12.05	11.7
3	14.37	4.3	14.38	4.6	14.30	11.0
4	15.08	2.9	14.80	4.4	15.59	2.7
5	16.95	2.5	17.94	3.6	15.48	3.8
6	20.78	4.1	20.92	4.5	19.52	3.2
7	24.12	3.4	24.47	3.8	21.62	4.8
8	31.72	3.6	26.20	3.3	39.68	5.0
9	34.93	3.3	29.41	2.7	43.14	6.0
10	32.39	6.5	32.45	6.8	31.89	23.0
11	41.49	3.1	41.26	3.3	43.01	9.0
12	46.49	7.5	46.83	8.1	41.84	3.8
13	63.78	10.3	63.78	10.3	-	-
14	74.85	5.3	69.62	2.3	-	-
Not able to be leveled	31.51	7.4	31.21	7.6	39.96	8.0
White collar excluding sales	29.40	2.2	28.60	2.8	32.05	2.3
2	11.07	3.2	10.82	2.7	12.05	11.7
3	14.72	3.7	14.78	3.8	14.30	11.0
4	14.88	3.0	14.45	4.7	15.59	2.7
5	16.98	2.6	18.00	3.6	15.48	3.8
6	20.30	3.0	20.40	3.3	19.52	3.2
7	24.06	3.6	24.42	4.1	21.62	4.8
8	31.99	3.7	26.27	3.5	39.68	5.0
9	34.88	3.4	29.13	2.6	43.14	6.0
10	31.52	6.7	31.46	7.1	31.89	23.0
11	41.06	3.1	40.76	3.4	43.01	9.0
12	46.49	7.5	46.83	8.1	41.84	3.8
13	63.78	10.3	63.78	10.3	-	-
14	74.85	5.3	69.62	2.3	-	-
Not able to be leveled	32.32	6.1	32.02	6.3	39.96	8.0
Professional specialty and technical	34.85	2.3	33.14	2.7	39.04	3.6
Professional specialty	37.62	2.8	35.63	3.1	41.58	4.7
5	14.43	5.1	-	-	-	-
7	23.15	8.1	23.31	8.8	-	-
8	37.01	6.2	27.03	6.8	41.58	4.6
9	36.41	3.8	28.20	2.1	46.68	6.1
10	31.00	9.8	31.08	10.6	30.53	29.8
11	40.26	3.5	39.52	3.6	46.01	9.0
12	43.96	6.4	44.18	7.2	42.11	5.6
13	66.29	10.3	66.29	10.3	-	-
14	74.58	8.1	-	-	-	-
Not able to be leveled	35.78	5.6	36.56	5.8	-	-
Engineers, architects, and surveyors	38.57	1.7	38.57	1.7	-	-
9	33.47	2.9	33.47	2.9	-	-
11	39.07	1.9	39.07	1.9	-	-
12	43.50	7.6	43.61	7.9	-	-
Not able to be leveled	39.59	1.7	39.59	1.7	-	-
Industrial engineers	36.12	3.0	36.12	3.0	-	-
Mechanical engineers	32.89	3.0	32.89	3.0	-	-
Engineers, n.e.c.	41.67	.5	41.67	.5	-	-
9	33.49	2.6	33.49	2.6	-	-
11	41.53	.9	41.53	.9	-	-
Not able to be leveled	44.20	3.3	44.20	3.3	-	-
Mathematical and computer scientists	37.13	4.8	37.13	4.8	-	-
10	35.32	3.1	35.32	3.1	-	-
Computer systems analysts and scientists	36.76	4.4	36.76	4.4	-	-
10	35.32	3.1	35.32	3.1	-	-
Natural scientists	-	-	-	-	-	-
Health related	33.62	12.9	34.34	14.8	30.04	13.5
7	23.30	4.8	23.30	4.8	-	-
8	26.64	.7	26.87	1.0	-	-
9	26.17	2.4	26.17	2.7	26.14	1.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Health related –Continued						
11	\$36.37	17.9	\$36.37	17.9	–	–
Not able to be leveled	31.33	2.3	37.83	7.3	–	–
Physicians	57.12	17.5	63.08	16.7	–	–
Not able to be leveled	33.33	5.2	–	–	–	–
Registered nurses	27.06	1.2	27.19	1.4	\$26.23	0.3
8	27.14	1.1	27.80	1.6	–	–
9	26.67	2.4	26.72	2.6	26.18	.4
11	44.76	27.0	44.76	27.0	–	–
Teachers, college and university	59.18	9.9	–	–	63.61	1.7
Teachers, except college and university	44.96	2.4	25.09	7.8	47.28	2.2
8	41.46	5.3	–	–	42.94	4.9
9	49.03	6.4	–	–	50.55	6.3
Elementary school teachers	47.94	5.1	–	–	48.04	5.1
8	44.46	1.0	–	–	–	–
9	50.41	6.9	–	–	50.57	6.9
Secondary school teachers	44.12	6.5	–	–	47.27	3.6
8	42.36	7.7	–	–	–	–
9	46.09	8.9	–	–	48.84	6.7
Vocational and educational counselors	41.69	5.7	–	–	–	–
Librarians, archivists, and curators	22.52	6.8	–	–	22.52	6.8
Librarians	22.52	6.8	–	–	22.52	6.8
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	23.73	9.5	18.41	5.8	28.31	11.6
9	23.94	15.3	–	–	–	–
Social workers	24.23	9.8	18.50	7.3	28.31	11.6
9	23.94	15.3	–	–	–	–
Lawyers and judges	52.09	10.2	–	–	–	–
Lawyers	52.09	10.2	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	34.29	7.7	34.29	7.7	–	–
Not able to be leveled	32.81	11.2	32.81	11.2	–	–
Technical	25.40	2.9	26.57	2.6	18.09	10.9
4	14.97	7.9	15.22	8.5	–	–
5	18.51	4.9	18.53	4.9	–	–
6	19.15	3.2	19.16	4.0	–	–
7	25.64	5.8	26.60	5.9	–	–
8	27.56	4.8	27.78	4.9	–	–
9	30.59	7.3	30.30	7.7	–	–
Not able to be leveled	28.19	29.6	28.19	29.6	–	–
Clinical laboratory technologists and technicians	22.62	7.6	22.66	7.9	–	–
Health record technologists and technicians	17.70	8.0	–	–	–	–
Radiological technicians	23.59	11.6	23.59	11.6	–	–
Licensed practical nurses	20.34	2.6	20.85	3.7	–	–
5	18.81	1.8	18.99	1.7	–	–
6	19.41	1.3	19.66	1.7	–	–
Health technologists and technicians, n.e.c.	16.33	5.8	17.32	2.7	14.82	11.3
4	14.34	1.0	–	–	–	–
5	16.27	1.8	16.27	1.8	–	–
Electrical and electronic technicians	20.69	5.8	20.69	5.8	–	–
Mechanical engineering technicians	22.89	13.4	22.89	13.4	–	–
Engineering technicians, n.e.c.	31.05	5.3	–	–	–	–
Executive, administrative, and managerial	36.99	3.2	37.15	3.5	35.83	5.5
7	22.35	8.1	22.35	8.1	–	–
8	23.62	6.6	23.44	7.3	–	–
9	30.37	4.3	31.57	5.9	27.96	1.8
11	40.49	5.3	41.02	5.8	38.46	11.8
12	44.07	3.6	44.18	3.8	–	–
Not able to be leveled	39.21	7.4	38.53	7.8	51.93	7.5
Executives, administrators, and managers	42.37	4.4	42.02	4.9	45.24	3.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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						
9	\$34.41	3.4	\$32.91	2.4	–	–
11	42.80	7.0	–	–	–	–
12	44.17	3.0	44.50	3.2	–	–
Not able to be leveled	41.96	5.2	41.29	5.5	\$51.93	7.5
Administrators and officials, public administration	40.85	6.3	–	–	40.85	6.3
Financial managers	51.42	27.9	51.90	28.2	–	–
Managers, marketing, advertising, and public relations	37.25	11.1	37.25	11.1	–	–
Administrators, education and related fields	47.85	1.2	–	–	48.17	.7
Managers, medicine and health	28.10	20.9	–	–	–	–
Managers and administrators, n.e.c.	43.85	4.5	43.56	4.5	–	–
Not able to be leveled	42.87	6.4	42.45	6.6	–	–
Management related	31.26	2.5	31.88	2.6	26.88	2.8
7	22.47	9.5	22.47	9.5	–	–
8	23.51	7.1	23.30	7.9	–	–
9	29.32	5.9	31.18	7.7	25.82	3.7
10	32.21	5.6	–	–	–	–
11	39.46	7.0	39.82	7.1	–	–
12	44.01	6.2	44.01	6.2	–	–
Not able to be leveled	27.83	17.5	27.83	17.5	–	–
Accountants and auditors	33.43	9.3	33.67	9.6	–	–
Other financial officers	30.62	12.2	31.78	12.8	–	–
Management analysts	34.60	12.3	34.60	12.3	–	–
Personnel, training, and labor relations specialists	32.48	13.3	32.68	13.5	–	–
9	26.35	9.4	26.49	10.5	–	–
Purchasing agents and buyers, n.e.c.	28.57	15.1	–	–	–	–
Construction inspectors	26.75	5.2	–	–	26.75	5.2
Management related, n.e.c.	31.06	5.1	31.49	5.9	–	–
Sales	22.60	15.3	22.60	15.3	–	–
2	11.03	2.9	11.03	2.9	–	–
Not able to be leveled	25.36	23.2	25.36	23.2	–	–
Sales representatives, mining, manufacturing, and wholesale	25.23	10.4	25.23	10.4	–	–
Cashiers	10.80	3.7	10.80	3.7	–	–
Administrative support, including clerical	16.26	2.6	16.23	3.1	16.39	4.5
2	11.07	3.2	10.82	2.7	12.05	11.7
3	14.98	3.3	14.83	3.7	17.25	5.8
4	14.87	3.1	14.34	4.9	15.65	2.7
5	17.39	3.5	17.73	4.1	16.75	6.0
6	20.52	6.4	20.59	6.8	–	–
7	22.89	4.4	22.67	5.5	–	–
8	23.29	8.0	24.06	10.2	–	–
Not able to be leveled	15.98	5.5	15.98	5.5	–	–
Supervisors, general office	22.68	4.0	–	–	–	–
Computer operators	14.83	15.5	–	–	–	–
Secretaries	18.55	2.1	19.11	2.1	17.39	5.8
4	15.67	4.3	15.49	6.0	15.93	6.5
5	17.54	5.0	18.43	3.0	16.28	9.2
6	18.72	7.4	18.57	7.6	–	–
7	25.37	5.1	–	–	–	–
Receptionists	11.68	6.2	11.68	6.2	–	–
Information clerks, n.e.c.	15.38	6.7	15.38	6.7	–	–
Bookkeepers, accounting and auditing clerks	16.77	3.5	16.37	3.4	–	–
Billing clerks	14.69	3.6	14.60	4.0	–	–
Traffic, shipping and receiving clerks	16.81	17.7	16.81	17.7	–	–
Insurance adjusters, examiners, and investigators	23.81	12.9	23.81	12.9	–	–

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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						
General office clerks	\$14.61	2.8	\$13.92	5.8	\$15.11	1.5
3	12.85	3.9	12.66	3.3	–	–
4	14.19	5.3	–	–	15.00	1.6
Teachers' aides	13.13	18.0	–	–	13.13	18.0
Administrative support, n.e.c.	14.69	7.5	13.93	8.3	17.71	1.3
4	15.41	5.8	–	–	–	–
Blue collar	21.42	2.8	21.57	2.9	19.00	5.7
1	11.38	11.3	11.34	11.8	–	–
2	14.14	3.4	13.92	3.9	15.01	1.4
3	22.18	4.6	22.41	4.9	16.72	6.9
4	20.10	5.9	20.13	5.9	–	–
5	18.04	4.4	17.96	4.6	–	–
6	22.84	6.2	23.02	7.1	–	–
7	27.60	1.6	27.83	1.7	24.47	5.4
8	30.31	5.5	32.27	2.5	–	–
9	28.75	6.8	28.75	6.8	–	–
Not able to be leveled	20.25	8.3	20.25	8.3	–	–
Precision production, craft, and repair	25.55	2.8	25.82	3.0	22.55	6.6
4	18.17	12.9	18.17	12.9	–	–
5	18.66	5.4	18.54	5.9	–	–
6	23.49	8.2	23.80	9.0	–	–
7	27.72	1.3	27.98	1.3	24.47	5.4
8	30.31	5.5	32.27	2.5	–	–
Not able to be leveled	21.31	14.4	21.31	14.4	–	–
Automobile mechanics	18.51	7.1	–	–	–	–
Industrial machinery repairers	25.74	6.8	25.74	6.8	–	–
7	27.62	4.8	27.62	4.8	–	–
Millwrights	30.36	.1	30.36	.1	–	–
7	30.36	.1	30.36	.1	–	–
Mechanics and repairers, n.e.c.	19.76	7.2	18.71	10.0	–	–
Supervisors, construction trades, n.e.c.	25.56	2.0	–	–	–	–
8	25.89	8.1	–	–	–	–
Electricians	31.03	1.1	31.16	1.1	–	–
7	30.72	.6	30.82	.2	–	–
Plumbers, pipefitters and steamfitters	29.87	1.3	29.82	1.5	–	–
7	29.87	1.3	29.82	1.5	–	–
Supervisors, production	25.16	9.5	25.16	9.5	–	–
7	26.87	7.2	26.87	7.2	–	–
Tool and die makers	27.32	2.1	27.32	2.1	–	–
7	28.79	4.9	28.79	4.9	–	–
Machinists	22.03	14.8	22.03	14.8	–	–
7	26.97	7.7	26.97	7.7	–	–
Inspectors, testers, and graders	24.22	7.7	24.22	7.7	–	–
Machine operators, assemblers, and inspectors	21.10	4.7	21.14	4.7	–	–
1	10.10	3.2	9.80	1.1	–	–
2	12.94	3.2	12.94	3.2	–	–
3	23.28	5.0	23.28	5.0	–	–
4	22.27	6.7	22.27	6.7	–	–
5	17.87	6.1	17.87	6.1	–	–
Punching and stamping press operators	20.01	10.9	20.01	10.9	–	–
Fabricating machine operators, n.e.c.	24.20	7.7	24.20	7.7	–	–
4	23.25	12.2	23.25	12.2	–	–
Laundering and dry cleaning machine operators	10.92	4.5	10.40	3.2	–	–
1	10.46	7.5	–	–	–	–
Miscellaneous machine operators, n.e.c.	16.37	7.0	16.37	7.0	–	–
4	21.24	11.3	21.24	11.3	–	–
Welders and cutters	26.42	.3	26.42	.3	–	–
Assemblers	24.47	3.9	24.47	3.9	–	–
3	25.90	1.2	25.90	1.2	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Assemblers —Continued						
4	\$24.64	9.4	\$24.64	9.4	—	—
Production inspectors, checkers and examiners ..	19.40	15.0	19.40	15.0	—	—
3	26.59	.9	26.59	.9	—	—
Transportation and material moving	18.82	5.6	19.11	6.2	\$16.76	4.7
2	14.03	9.6	—	—	—	—
3	20.71	4.9	21.45	6.1	—	—
4	15.68	15.0	15.56	16.1	—	—
5	19.06	6.5	18.98	7.0	—	—
Truck drivers	18.03	5.6	18.52	7.1	—	—
Bus drivers	16.56	4.7	—	—	16.56	4.7
Industrial truck and tractor equipment operators ..	17.21	16.9	17.21	16.9	—	—
3	20.69	7.4	20.69	7.4	—	—
Handlers, equipment cleaners, helpers, and laborers	15.43	6.5	15.35	7.2	16.19	10.5
1	12.08	14.3	12.08	14.3	—	—
2	15.40	6.4	15.66	8.5	14.74	.4
3	17.67	12.8	17.54	13.7	—	—
Stock handlers and baggers	13.60	8.3	13.60	8.3	—	—
Freight, stock, and material handlers, n.e.c.	17.41	8.5	17.41	8.5	—	—
Hand packers and packagers	11.32	13.4	11.32	13.4	—	—
Laborers, except construction, n.e.c.	16.05	12.8	15.90	14.8	—	—
Service	13.64	3.4	11.31	2.9	19.35	3.2
1	10.68	6.9	10.55	6.8	12.02	21.4
2	11.67	5.6	10.82	7.1	13.97	9.2
3	11.31	4.2	10.74	2.6	16.69	5.3
4	12.02	6.3	11.85	6.5	—	—
5	17.12	3.3	15.78	6.4	18.40	1.1
6	18.43	3.9	—	—	19.09	3.4
7	22.66	3.8	—	—	22.67	3.8
8	24.07	2.7	—	—	24.07	2.7
Not able to be leveled	13.67	11.8	13.67	11.8	—	—
Protective service	17.32	16.1	10.94	7.6	22.14	3.0
5	18.06	4.5	—	—	—	—
6	19.14	3.4	—	—	19.14	3.4
7	22.67	3.8	—	—	22.67	3.8
8	24.07	2.7	—	—	24.07	2.7
Firefighting	18.62	2.4	—	—	18.62	2.4
Police and detectives, public service	24.14	1.6	—	—	24.14	1.6
7	24.55	3.0	—	—	24.55	3.0
8	23.87	2.4	—	—	23.87	2.4
Correctional institution officers	20.44	1.0	—	—	20.44	1.0
Guards and police, except public service	10.82	9.6	10.73	9.0	—	—
Food service	11.11	5.5	11.10	5.8	11.54	1.1
1	9.91	11.0	—	—	—	—
2	8.20	20.2	7.84	21.9	—	—
3	10.96	1.0	10.95	1.0	—	—
4	10.63	10.2	10.61	10.2	—	—
Other food service	11.74	5.2	11.75	5.5	11.54	1.1
1	9.91	11.0	—	—	—	—
2	10.11	6.7	9.83	7.6	—	—
3	10.69	1.3	10.67	1.3	—	—
4	11.47	6.4	11.45	6.4	—	—
Supervisors, food preparation and service	12.76	3.0	12.76	3.0	—	—
Cooks	12.28	6.0	12.27	6.3	—	—
3	10.93	3.5	10.91	3.5	—	—
Food preparation, n.e.c.	10.70	3.4	10.75	3.9	—	—
1	11.14	7.2	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Health service	\$11.15	2.1	\$10.98	1.7	—	—
2	11.60	5.7	11.53	5.9	—	—
3	10.34	4.0	10.33	4.0	—	—
4	12.42	1.1	12.42	1.1	—	—
Health aides, except nursing	11.46	8.0	11.40	8.1	—	—
Nursing aides, orderlies and attendants	11.09	2.7	10.90	2.5	—	—
2	11.56	5.8	11.53	5.9	—	—
3	10.36	4.7	10.36	4.7	—	—
4	12.50	3.2	12.50	3.2	—	—
Cleaning and building service	13.12	5.9	12.33	8.1	\$15.17	5.1
1	11.70	16.3	11.22	18.5	—	—
2	12.63	8.4	11.92	12.7	14.03	3.8
3	14.50	10.3	12.57	10.4	17.28	6.5
Maids and housemen	8.56	8.6	—	—	—	—
Janitors and cleaners	13.43	6.5	12.64	9.3	15.22	5.2
1	12.13	18.7	11.61	21.5	—	—
2	13.18	7.4	12.66	11.8	14.05	3.8
3	14.33	11.6	—	—	17.28	6.5
Personal service	12.98	15.6	—	—	14.63	22.8

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$12.96	6.6	\$12.42	7.5	\$16.62	12.7
All excluding sales	13.46	6.5	12.92	7.6	16.64	12.7
White collar	18.72	4.8	18.18	5.0	21.90	12.1
1	9.54	7.5	9.72	7.3	7.51	3.7
2	8.94	1.4	8.93	1.3	9.07	8.5
3	8.88	2.5	8.83	2.5	9.71	9.7
4	10.41	10.6	10.43	10.7	-	-
5	18.12	4.2	18.47	3.6	-	-
6	17.42	10.7	17.08	11.6	-	-
7	20.04	6.9	20.07	7.4	-	-
8	26.31	9.1	28.57	.2	16.02	14.6
9	27.22	4.2	28.36	4.0	22.71	1.2
10	39.65	11.2	39.65	11.2	-	-
11	34.63	14.6	31.61	19.0	-	-
Not able to be leveled	31.07	13.8	31.56	22.9	-	-
White collar excluding sales	21.85	6.2	21.82	7.1	21.99	12.0
1	10.30	8.4	-	-	7.39	4.9
2	9.48	4.8	9.64	6.1	9.07	8.5
3	9.15	4.7	9.09	5.0	9.71	9.7
4	12.52	6.9	12.61	7.2	-	-
5	18.12	4.2	18.47	3.6	-	-
6	17.42	10.7	17.08	11.6	-	-
7	20.04	6.9	20.07	7.4	-	-
8	26.31	9.1	28.57	.2	16.02	14.6
9	27.22	4.2	28.36	4.0	22.71	1.2
10	39.65	11.2	39.65	11.2	-	-
11	34.63	14.6	31.61	19.0	-	-
Not able to be leveled	31.07	13.8	31.56	22.9	-	-
Professional specialty and technical	26.30	4.3	27.03	5.6	23.80	11.1
Professional specialty	28.79	3.8	30.59	3.9	24.55	10.8
7	20.33	9.3	20.38	10.1	-	-
8	25.08	15.7	30.24	2.0	16.02	14.6
9	27.65	4.3	28.96	3.6	-	-
10	39.65	11.2	39.65	11.2	-	-
11	33.71	25.2	-	-	-	-
Not able to be leveled	34.52	11.1	39.86	19.7	-	-
Natural scientists	-	-	-	-	-	-
Health related	31.93	3.9	32.47	3.7	-	-
8	29.63	3.6	30.24	2.0	-	-
9	28.91	3.7	29.34	3.6	-	-
Registered nurses	28.97	4.2	29.09	4.3	-	-
8	29.63	3.6	30.24	2.0	-	-
9	28.16	.7	28.18	.7	-	-
Teachers, college and university	30.95	4.7	-	-	-	-
Teachers, except college and university	21.23	5.7	-	-	19.88	3.3
9	24.62	9.4	-	-	-	-
Teachers, n.e.c.	21.89	.8	-	-	21.89	.8
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	20.62	1.4	20.94	1.6	16.06	13.0
5	19.25	2.2	19.49	1.6	-	-
6	18.02	8.4	18.09	9.1	-	-
Radiological technicians	22.64	6.6	22.64	6.6	-	-
Licensed practical nurses	19.55	3.9	19.92	4.6	-	-
6	20.75	6.1	-	-	-	-
Executive, administrative, and managerial	26.66	16.2	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Management related	-	-	-	-	-	-
Sales	8.67	1.8	8.68	1.8	-	-

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Sales –Continued						
1	\$8.54	3.0	–	–	–	–
2	8.75	1.3	\$8.75	1.3	–	–
Cashiers	8.62	2.2	8.63	2.3	–	–
2	8.82	2.6	8.82	2.6	–	–
Administrative support, including clerical	11.54	4.8	11.81	5.1	\$8.95	6.6
1	10.30	8.4	–	–	7.39	4.9
2	9.54	4.9	9.64	6.1	9.27	9.0
3	9.11	4.6	9.05	4.8	9.71	10.8
4	12.61	7.2	12.61	7.2	–	–
Library clerks	8.35	2.1	–	–	8.35	2.1
Blue collar	9.05	5.7	8.47	5.5	15.62	10.3
1	7.83	7.2	7.83	7.2	–	–
2	10.92	12.7	9.90	3.0	–	–
Machine operators, assemblers, and inspectors	10.92	10.2	10.92	10.2	–	–
Transportation and material moving	12.76	13.5	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	7.97	4.8	7.95	4.8	–	–
1	7.69	6.9	7.69	7.0	–	–
2	9.82	3.0	9.82	3.0	–	–
Stock handlers and baggers	7.44	3.0	7.44	3.0	–	–
1	7.10	6.6	7.10	6.6	–	–
Service	8.21	2.7	7.85	3.0	10.55	2.1
1	7.89	2.9	7.65	2.9	9.43	5.5
2	7.16	5.4	6.41	7.6	11.95	3.7
3	9.42	2.1	9.18	2.6	10.84	1.6
Protective service	9.46	5.0	–	–	9.92	.9
1	9.88	10.0	–	–	–	–
Crossing guards	8.55	15.7	–	–	8.55	15.7
Guards and police, except public service	9.37	7.1	–	–	–	–
Food service	6.99	3.7	6.68	3.7	11.24	16.2
1	7.28	3.7	7.24	3.8	–	–
2	5.50	15.6	5.10	18.0	–	–
3	9.13	5.9	7.97	11.5	–	–
Waiters, waitresses, and bartenders	4.02	16.7	4.02	16.7	–	–
2	3.71	23.5	3.71	23.5	–	–
Waiters and waitresses	2.78	4.0	2.78	4.0	–	–
Other food service	8.00	3.6	7.68	3.5	11.24	16.2
1	7.59	3.5	7.56	3.6	–	–
2	8.54	11.2	7.79	2.8	–	–
3	9.60	7.8	8.48	1.3	–	–
Kitchen workers, food preparation	7.78	5.7	7.78	5.7	–	–
Food preparation, n.e.c.	8.06	6.5	7.57	5.1	11.24	16.2
1	7.55	5.2	7.50	5.3	–	–
Health service	10.29	5.0	10.15	4.4	–	–
2	10.98	6.5	10.40	5.2	–	–
Health aides, except nursing	12.34	4.6	–	–	–	–
Nursing aides, orderlies and attendants	9.84	3.7	9.84	3.7	–	–
2	10.50	6.5	10.50	6.5	–	–
Cleaning and building service	8.78	1.7	8.81	2.0	–	–
Janitors and cleaners	8.76	1.5	8.80	1.8	–	–

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — 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	\$9.30	5.7	\$8.66	5.9	\$10.12	6.4
1	9.49	7.3	—	—	—	—
2	9.55	6.7	—	—	10.56	3.1
3	9.07	6.3	—	—	—	—
Child care workers, n.e.c.	10.65	3.5	—	—	10.64	3.5
Service, n.e.c.	9.47	9.6	—	—	—	—

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 four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005**

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	\$24.43	\$12.96	\$24.05	\$22.75	\$23.18	\$27.19
All excluding sales	24.50	13.46	24.16	22.96	23.43	23.40
White collar	28.92	18.72	30.93	27.30	27.99	30.91
White-collar excluding sales	29.40	21.85	31.49	28.13	28.84	—
Professional specialty and technical	34.85	26.30	41.94	31.70	34.02	—
Professional specialty	37.62	28.79	42.29	34.96	36.84	—
Technical	25.40	20.62	39.63	22.67	24.80	—
Executive, administrative, and managerial	36.99	26.66	37.31	36.84	36.65	—
Sales	22.60	8.67	—	19.91	16.79	29.98
Administrative support, including clerical	16.26	11.54	16.77	15.62	15.96	—
Blue collar	21.42	9.05	22.47	16.69	20.80	15.50
Precision production, craft, and repair	25.55	—	27.88	22.00	25.66	—
Machine operators, assemblers, and inspectors	21.10	10.92	23.14	14.22	20.98	—
Transportation and material moving	18.82	12.76	19.50	14.54	18.45	—
Handlers, equipment cleaners, helpers, and laborers	15.43	7.97	14.78	10.97	13.56	—
Service	13.64	8.21	16.63	9.97	12.31	—
	Relative error ⁶ (percent)					
All occupations	2.4	6.6	2.8	3.5	2.4	14.4
All excluding sales	2.3	6.5	2.8	3.5	2.2	21.5
White collar	2.6	4.8	5.6	3.7	2.8	13.0
White-collar excluding sales	2.2	6.2	5.8	3.3	2.5	—
Professional specialty and technical	2.3	4.3	4.4	3.7	2.2	—
Professional specialty	2.8	3.8	4.9	4.4	2.5	—
Technical	2.9	1.4	7.3	2.6	3.0	—
Executive, administrative, and managerial	3.2	16.2	7.8	4.0	3.2	—
Sales	15.3	1.8	—	14.6	17.2	12.9
Administrative support, including clerical	2.6	4.8	4.1	3.0	2.7	—
Blue collar	2.8	5.7	2.9	2.6	2.6	16.0
Precision production, craft, and repair	2.8	—	1.9	6.1	2.8	—
Machine operators, assemblers, and inspectors	4.7	10.2	1.7	5.9	4.5	—
Transportation and material moving	5.6	13.5	8.3	16.6	5.9	—
Handlers, equipment cleaners, helpers, and laborers	6.5	4.8	8.2	8.3	5.5	—
Service	3.4	2.7	4.2	1.7	2.4	—

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$22.48	\$27.93	–	\$26.43	\$28.01	\$19.37	–	–	\$22.20	\$21.14
All excluding sales	22.67	27.88	–	26.43	27.96	19.45	–	–	21.90	21.04
White collar	27.15	36.07	–	–	36.42	24.08	–	–	23.45	26.29
White-collar excluding sales	28.10	36.17	–	–	36.52	24.97	–	–	23.20	26.31
Professional specialty and technical	32.51	37.02	–	–	37.05	29.95	–	–	33.24	28.93
Professional specialty	35.17	39.80	–	–	39.80	32.40	–	–	37.08	32.24
Technical	25.82	29.07	–	–	28.98	24.22	–	–	–	20.97
Executive, administrative, and managerial	37.04	42.34	–	–	42.82	34.15	–	–	35.56	37.74
Sales	19.32	–	–	–	–	18.37	–	–	–	25.54
Administrative support, including clerical	15.88	19.40	–	–	19.90	15.44	–	–	16.71	15.05
Blue collar	20.88	23.39	–	27.12	23.16	15.54	–	–	–	13.88
Precision production, craft, and repair	25.82	27.48	–	27.22	27.53	20.87	–	–	–	16.85
Machine operators, assemblers, and inspectors	21.02	21.80	–	–	21.80	13.95	–	–	–	12.45
Transportation and material moving	18.74	23.23	–	–	21.94	16.24	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	13.32	16.52	–	–	16.19	12.39	–	–	–	12.16
Service	10.31	21.29	–	–	21.46	10.11	–	–	–	10.75
	Relative error ⁵ (percent)									
All occupations	2.7	4.4	–	1.0	4.6	3.2	–	–	15.3	3.7
All excluding sales	2.5	4.3	–	1.0	4.5	2.9	–	–	15.4	3.5
White collar	3.5	1.7	–	–	1.5	4.5	–	–	15.8	5.2
White-collar excluding sales	3.2	1.6	–	–	1.4	4.2	–	–	16.2	4.7
Professional specialty and technical	2.7	1.1	–	–	1.1	4.5	–	–	10.9	5.2
Professional specialty	2.7	2.5	–	–	2.5	5.0	–	–	9.4	5.5
Technical	3.0	3.1	–	–	3.2	3.5	–	–	–	3.2
Executive, administrative, and managerial	3.5	2.4	–	–	2.2	5.5	–	–	10.8	10.0
Sales	14.2	–	–	–	–	14.8	–	–	–	31.6
Administrative support, including clerical	3.2	8.0	–	–	8.5	3.5	–	–	12.2	4.8
Blue collar	2.8	4.2	–	2.1	4.3	4.7	–	–	–	8.8
Precision production, craft, and repair	3.0	1.0	–	3.0	1.1	8.9	–	–	–	2.0
Machine operators, assemblers, and inspectors	4.6	5.6	–	–	5.6	4.5	–	–	–	12.4
Transportation and material moving	6.8	7.6	–	–	7.1	9.6	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	6.1	14.5	–	–	15.4	7.4	–	–	–	4.4
Service	1.9	19.1	–	–	18.9	1.3	–	–	–	1.0

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

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	\$22.48	\$17.89	\$23.62	\$18.38	\$28.00
All excluding sales	22.67	17.70	23.79	18.39	28.01
White collar	27.15	22.69	28.14	23.03	31.97
White-collar excluding sales	28.10	23.89	28.85	23.89	32.06
Professional specialty and technical	32.51	38.08	31.98	27.60	34.61
Professional specialty	35.17	44.06	34.27	29.53	36.64
Technical	25.82	18.89	26.36	24.27	28.26
Executive, administrative, and managerial	37.04	28.95	38.27	31.92	41.13
Sales	19.32	19.27	19.37	18.22	26.70
Administrative support, including clerical	15.88	15.29	16.09	14.91	17.21
Blue collar	20.88	16.38	22.04	16.53	25.70
Precision production, craft, and repair	25.82	21.08	27.00	24.19	28.23
Machine operators, assemblers, and inspectors	21.02	14.60	22.90	15.84	25.82
Transportation and material moving	18.74	16.26	19.27	16.22	22.46
Handlers, equipment cleaners, helpers, and laborers	13.32	13.17	13.35	11.83	17.91
Service	10.31	8.51	10.88	10.34	12.08
Relative error ⁴ (percent)					
All occupations	2.7	7.8	2.8	6.0	1.9
All excluding sales	2.5	8.1	2.4	5.9	1.9
White collar	3.5	10.3	3.8	8.6	3.3
White-collar excluding sales	3.2	12.0	3.2	8.2	3.3
Professional specialty and technical	2.7	24.5	2.0	5.5	1.3
Professional specialty	2.7	26.5	1.8	6.8	1.2
Technical	3.0	8.1	4.3	5.2	3.9
Executive, administrative, and managerial	3.5	8.0	4.5	11.0	4.5
Sales	14.2	15.2	22.3	25.8	33.0
Administrative support, including clerical	3.2	5.4	3.8	5.6	3.8
Blue collar	2.8	7.0	2.4	7.0	2.2
Precision production, craft, and repair	3.0	4.8	3.4	4.2	4.8
Machine operators, assemblers, and inspectors	4.6	6.4	2.1	4.2	.3
Transportation and material moving	6.8	17.7	7.7	15.4	2.7
Handlers, equipment cleaners, helpers, and laborers	6.1	13.8	8.8	11.3	15.5
Service	1.9	2.7	3.4	3.8	5.4

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	10	25	Median 50	75	90
All	\$9.50	\$13.00	\$20.32	\$28.73	\$41.19
All excluding sales	9.67	13.22	20.51	28.83	40.96
White collar	11.50	16.00	24.25	36.06	49.04
White collar excluding sales	12.61	16.78	25.04	36.63	49.95
Professional specialty and technical	17.31	22.15	30.31	41.58	55.19
Professional specialty	19.95	26.00	33.68	45.11	58.34
Engineers, architects, and surveyors	27.08	32.30	38.27	43.80	49.89
Industrial engineers	29.24	33.61	35.92	38.46	44.01
Mechanical engineers	25.96	26.96	32.98	38.30	40.48
Engineers, n.e.c.	30.73	35.47	41.01	47.07	53.53
Mathematical and computer scientists	23.39	31.25	35.10	43.27	47.70
Computer systems analysts and scientists	23.39	30.54	35.10	42.79	47.62
Natural scientists	11.78	12.42	14.34	17.50	31.90
Health related	20.81	23.25	27.60	30.46	64.69
Physicians	20.13	22.71	64.69	73.98	110.00
Registered nurses	22.00	24.97	27.56	29.35	31.07
Teachers, college and university	25.96	34.27	43.19	70.12	85.55
Teachers, except college and university	25.12	31.71	44.32	55.48	60.89
Prekindergarten and kindergarten	16.18	17.51	32.26	52.58	60.89
Elementary school teachers	30.46	38.86	47.87	57.93	62.81
Secondary school teachers	28.02	33.05	43.19	55.45	60.76
Teachers, n.e.c.	22.89	25.12	25.76	30.60	33.88
Vocational and educational counselors	18.75	18.75	47.87	60.89	62.81
Librarians, archivists, and curators	17.96	19.85	20.29	22.44	26.88
Librarians	17.96	19.85	20.29	22.44	26.88
Social scientists and urban planners	10.82	12.30	16.87	22.60	41.54
Social, recreation, and religious workers	15.15	17.33	21.76	23.02	27.93
Social workers	15.15	17.33	21.76	24.02	28.06
Lawyers and judges	29.75	44.04	53.13	59.83	67.31
Lawyers	29.75	44.04	53.13	59.83	67.31
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.38	25.92	32.05	42.80	48.26
Technical	14.75	17.53	20.73	28.84	33.94
Clinical laboratory technologists and technicians	18.88	20.71	22.40	24.88	29.18
Health record technologists and technicians	13.57	14.42	14.75	22.17	23.93
Radiological technicians	17.84	19.14	22.56	28.15	31.20
Licensed practical nurses	16.92	18.80	19.48	22.00	23.98
Health technologists and technicians, n.e.c.	11.35	13.06	15.49	19.09	21.65
Electrical and electronic technicians	16.84	17.53	19.57	21.92	29.36
Mechanical engineering technicians	16.68	18.83	20.88	24.23	33.94
Engineering technicians, n.e.c.	20.15	25.78	31.92	36.63	39.55
Drafters	20.63	25.05	26.65	30.00	35.00
Executive, administrative, and managerial	20.97	25.60	33.90	45.47	55.48
Executives, administrators, and managers	24.97	29.81	38.75	50.89	61.85
Administrators and officials, public administration	33.31	34.97	38.37	47.28	47.34
Financial managers	21.50	21.79	40.31	61.30	112.98
Managers, marketing, advertising, and public relations	28.86	28.86	32.55	46.06	50.89
Administrators, education and related fields	39.22	43.91	45.74	49.35	60.34
Managers, medicine and health	16.16	19.95	24.11	35.08	43.56
Managers and administrators, n.e.c.	24.97	31.16	43.98	53.12	63.70
Management related	18.51	22.30	29.33	39.58	45.47
Accountants and auditors	14.84	17.76	29.56	46.49	53.75
Other financial officers	16.79	20.34	27.66	38.11	49.04
Management analysts	24.66	27.34	35.48	40.74	46.93
Personnel, training, and labor relations specialists	20.97	22.75	26.55	45.47	45.47
Purchasing agents and buyers, n.e.c.	18.51	18.51	30.58	36.61	38.57
Construction inspectors	22.89	25.02	25.82	25.82	28.68
Management related, n.e.c.	21.64	24.86	30.22	35.31	41.68
Sales	8.00	9.30	12.52	24.51	43.27
Sales representatives, mining, manufacturing, and wholesale	15.35	19.23	21.63	31.17	42.86
Cashiers	6.90	8.25	9.30	11.35	13.42
Administrative support, including clerical	9.99	12.26	14.94	18.57	23.41

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	10	25	Median 50	75	90
White collar —Continued					
Administrative support, including clerical —Continued					
Supervisors, general office	\$19.53	\$21.12	\$23.83	\$25.20	\$25.32
Computer operators	9.36	9.36	17.37	17.90	17.90
Secretaries	13.34	15.19	17.47	20.73	26.60
Interviewers	8.00	9.75	12.93	13.66	14.79
Receptionists	9.45	9.45	10.64	13.00	15.94
Information clerks, n.e.c.	11.05	12.00	13.54	16.59	20.55
Library clerks	7.25	8.00	9.34	12.94	14.12
Bookkeepers, accounting and auditing clerks	13.89	15.15	16.13	17.98	19.65
Billing clerks	12.37	13.11	15.30	16.68	17.07
Telephone operators	9.00	10.42	10.42	12.19	12.19
Traffic, shipping and receiving clerks	9.95	10.22	14.85	24.60	26.50
Stock and inventory clerks	9.00	11.00	12.00	14.00	14.00
Insurance adjusters, examiners, and investigators	15.20	16.50	21.15	27.35	38.61
General office clerks	9.87	12.26	14.42	15.89	19.13
Teachers' aides	7.80	10.00	13.30	14.42	17.10
Administrative support, n.e.c.	9.75	11.00	14.26	17.98	18.50
Blue collar	10.10	14.38	21.21	26.82	30.46
Precision production, craft, and repair					
Automobile mechanics	13.10	15.50	20.00	21.00	24.00
Industrial machinery repairers	17.85	17.88	30.42	30.68	31.05
Millwrights	30.32	30.32	30.33	30.38	30.44
Mechanics and repairers, n.e.c.	14.37	18.18	20.53	21.40	22.64
Supervisors, construction trades, n.e.c.	22.85	22.85	24.35	28.91	28.91
Electricians	30.52	30.67	31.00	31.05	31.70
Plumbers, pipefitters and steamfitters	28.75	30.03	30.32	30.32	30.59
Supervisors, production	19.23	20.19	23.75	30.12	32.87
Tool and die makers	21.12	25.09	30.49	31.07	31.15
Machinists	13.50	15.75	22.14	30.42	30.48
Inspectors, testers, and graders	11.35	25.52	26.12	27.15	30.62
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	12.50	13.25	20.07	27.36	27.36
Fabricating machine operators, n.e.c.	15.60	26.51	26.83	27.03	27.20
Laundering and dry cleaning machine operators	8.51	9.55	10.25	12.24	13.05
Miscellaneous machine operators, n.e.c.	11.39	12.25	15.24	16.61	26.60
Welders and cutters	26.24	26.24	26.37	26.82	26.86
Assemblers	18.80	26.07	26.56	26.89	27.03
Production inspectors, checkers and examiners ..	9.85	11.25	12.70	26.60	26.93
Transportation and material moving					
Truck drivers	13.69	16.20	17.62	17.62	26.44
Bus drivers	13.71	15.37	16.64	18.45	18.71
Industrial truck and tractor equipment operators ..	10.10	10.10	13.80	26.25	26.33
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	5.85	6.60	9.25	12.35	17.40
Freight, stock, and material handlers, n.e.c.	11.30	12.71	17.45	17.45	26.04
Hand packers and packagers	9.09	9.70	10.10	11.00	14.70
Laborers, except construction, n.e.c.	8.50	10.28	17.61	20.67	20.72
Service					
Protective service	8.75	10.00	15.91	21.99	25.58
Firefighting	14.25	17.98	19.32	20.07	20.73
Police and detectives, public service	18.10	22.96	24.60	26.32	27.30
Correctional institution officers	17.79	20.32	20.32	21.54	22.55
Crossing guards	7.00	7.00	8.75	10.00	11.00
Guards and police, except public service	8.25	8.93	10.00	11.50	15.17
Protective service, n.e.c.	15.52	15.52	15.91	19.18	28.14
Food service	2.65	6.75	9.00	11.50	14.00
Waiters, waitresses, and bartenders	2.65	2.65	2.65	5.75	12.85
Waiters and waitresses	2.65	2.65	2.65	2.65	12.85
Other food service	6.29	7.70	9.70	12.00	14.44

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Food service—Continued					
Other food service—Continued					
Supervisors, food preparation and service	\$10.00	\$10.77	\$12.87	\$14.44	\$15.47
Cooks	9.29	10.00	11.50	13.75	17.00
Kitchen workers, food preparation	6.00	7.00	7.75	9.14	9.50
Food preparation, n.e.c.	6.00	6.80	8.36	10.30	12.17
Health service	8.45	9.20	10.93	12.36	13.58
Health aides, except nursing	8.64	9.23	12.12	13.35	13.87
Nursing aides, orderlies and attendants	8.28	9.20	10.73	11.96	13.40
Cleaning and building service	8.29	9.25	12.70	14.83	18.36
Maids and housemen	7.51	7.88	8.00	9.55	9.55
Janitors and cleaners	8.31	9.50	12.92	14.94	18.36
Personal service	7.50	8.40	9.69	11.78	18.06
Early childhood teachers' assistants	7.07	9.25	11.20	19.67	19.67
Child care workers, n.e.c.	9.67	9.67	11.65	16.53	18.06
Service, n.e.c.	6.90	8.64	10.07	12.00	12.45

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$9.25	\$12.26	\$20.00	\$28.17	\$38.45
All excluding sales	9.40	12.61	20.41	28.23	38.05
White collar	11.00	15.87	24.04	34.75	46.11
White collar excluding sales	12.40	16.83	25.00	35.20	46.70
Professional specialty and technical	18.00	22.00	29.46	38.22	47.70
Professional specialty	20.67	26.30	32.05	41.36	50.80
Engineers, architects, and surveyors	27.08	32.22	38.30	43.81	49.91
Industrial engineers	29.24	33.61	35.92	38.46	44.01
Mechanical engineers	25.96	26.96	32.98	38.30	40.48
Engineers, n.e.c.	30.73	35.47	41.01	47.07	53.53
Mathematical and computer scientists	23.39	31.25	35.10	43.27	47.70
Computer systems analysts and scientists	23.39	30.54	35.10	42.79	47.62
Natural scientists	-	-	-	-	-
Health related	20.81	23.53	28.00	30.64	64.69
Physicians	19.89	23.96	64.69	75.18	112.87
Registered nurses	22.00	25.01	27.86	29.48	31.07
Teachers, college and university	26.32	30.76	31.44	35.94	36.26
Teachers, except college and university	17.43	18.75	25.39	30.06	35.05
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	13.96	15.19	18.00	22.00	26.72
Social workers	13.96	15.15	17.33	22.00	26.72
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.38	25.92	32.05	42.80	48.26
Technical	15.48	18.31	21.46	29.72	34.54
Clinical laboratory technologists and technicians	19.14	20.83	22.90	25.29	29.18
Radiological technicians	17.84	19.14	22.56	28.15	31.20
Licensed practical nurses	16.92	18.80	20.32	22.82	24.00
Health technologists and technicians, n.e.c.	13.54	14.89	16.53	19.54	20.73
Electrical and electronic technicians	16.84	17.53	19.57	21.92	29.36
Mechanical engineering technicians	16.68	18.83	20.88	24.23	33.94
Drafters	20.63	25.05	26.65	30.00	35.00
Executive, administrative, and managerial	19.95	25.60	34.01	45.55	55.30
Executives, administrators, and managers	24.97	28.86	38.47	50.89	61.28
Financial managers	21.50	21.79	40.31	61.30	112.98
Managers, marketing, advertising, and public relations	28.86	28.86	32.55	46.06	50.89
Managers and administrators, n.e.c.	24.97	31.16	43.47	52.55	62.41
Management related	18.51	22.12	30.00	40.74	46.27
Accountants and auditors	14.84	17.76	34.01	48.08	53.75
Other financial officers	16.79	19.24	29.33	39.69	50.11
Management analysts	24.11	26.51	33.66	40.74	47.48
Personnel, training, and labor relations specialists	20.97	22.75	26.55	45.47	45.47
Management related, n.e.c.	21.64	23.37	30.55	37.31	43.08
Sales	8.00	9.30	12.52	24.51	43.27
Sales representatives, mining, manufacturing, and wholesale	15.35	19.23	21.63	31.17	42.86
Cashiers	6.90	8.25	9.30	11.35	13.42
Administrative support, including clerical	9.70	11.96	14.63	18.58	24.10
Secretaries	13.66	16.02	17.74	22.10	26.71
Interviewers	8.00	9.75	12.93	13.66	14.79
Receptionists	9.45	9.45	10.64	13.00	15.94
Information clerks, n.e.c.	11.05	12.00	13.54	16.59	20.55
Bookkeepers, accounting and auditing clerks	13.89	14.75	16.03	18.25	18.95
Billing clerks	12.37	13.10	15.30	16.68	17.07
Telephone operators	9.00	10.42	10.42	12.19	12.19
Traffic, shipping and receiving clerks	9.95	10.22	14.85	24.60	26.50
Stock and inventory clerks	9.00	11.00	12.00	14.00	14.00
Insurance adjusters, examiners, and investigators	15.20	16.50	21.15	27.35	38.61
General office clerks	9.00	10.00	12.54	14.90	21.50
Administrative support, n.e.c.	9.50	10.59	13.07	15.72	18.50

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar	\$10.10	\$14.38	\$22.14	\$26.84	\$30.49
Precision production, craft, and repair	16.29	21.00	27.97	30.68	31.16
Industrial machinery repairers	17.85	17.88	30.42	30.68	31.05
Millwrights	30.32	30.32	30.33	30.38	30.44
Mechanics and repairers, n.e.c.	14.37	14.37	18.18	20.31	21.40
Electricians	30.52	30.67	30.91	31.05	31.31
Plumbers, pipefitters and steamfitters	28.75	30.03	30.32	30.32	30.59
Supervisors, production	19.23	20.19	23.75	30.12	32.87
Tool and die makers	21.12	25.09	30.49	31.07	31.15
Machinists	13.50	15.75	22.14	30.42	30.48
Inspectors, testers, and graders	11.35	25.52	26.12	27.15	30.62
Machine operators, assemblers, and inspectors	10.90	15.24	25.06	26.71	27.03
Punching and stamping press operators	12.50	13.25	20.07	27.36	27.36
Fabricating machine operators, n.e.c.	15.60	26.51	26.83	27.03	27.20
Laundering and dry cleaning machine operators	8.51	9.45	9.90	10.30	13.05
Miscellaneous machine operators, n.e.c.	11.39	12.25	15.24	16.61	26.60
Welders and cutters	26.24	26.24	26.37	26.82	26.86
Assemblers	18.80	26.07	26.56	26.89	27.03
Production inspectors, checkers and examiners ..	9.85	11.25	12.70	26.60	26.93
Transportation and material moving	10.10	12.50	17.62	25.83	26.57
Truck drivers	16.20	16.20	17.62	20.82	26.44
Industrial truck and tractor equipment operators ..	10.10	10.10	13.80	26.25	26.33
Handlers, equipment cleaners, helpers, and laborers	6.50	9.14	11.44	17.45	21.60
Stock handlers and baggers	5.85	6.60	9.25	12.35	17.40
Freight, stock, and material handlers, n.e.c.	11.30	12.71	17.45	17.45	26.04
Hand packers and packagers	9.09	9.70	10.10	11.00	14.70
Laborers, except construction, n.e.c.	8.50	10.00	17.61	20.67	20.72
Service	7.00	8.31	9.95	12.00	14.25
Protective service	8.25	9.00	10.00	11.50	15.00
Guards and police, except public service	8.25	8.83	10.00	11.10	14.55
Food service	2.65	6.50	9.00	11.33	13.75
Waiters, waitresses, and bartenders	2.65	2.65	2.65	5.75	12.85
Waiters and waitresses	2.65	2.65	2.65	2.65	12.85
Other food service	6.25	7.50	9.50	12.00	14.44
Supervisors, food preparation and service	10.00	10.77	12.87	14.44	15.47
Cooks	9.29	9.93	11.50	14.00	18.00
Kitchen workers, food preparation	6.00	7.00	7.75	9.00	9.50
Food preparation, n.e.c.	6.00	6.51	7.90	9.50	11.43
Health service	8.28	9.05	10.85	12.17	13.40
Health aides, except nursing	8.64	8.64	11.88	13.04	13.97
Nursing aides, orderlies and attendants	8.28	9.08	10.70	11.81	13.12
Cleaning and building service	8.00	8.88	10.54	13.42	17.34
Janitors and cleaners	8.29	9.00	11.09	13.42	18.10
Personal service	7.50	8.00	9.40	10.07	11.96
Service, n.e.c.	6.60	9.40	10.93	12.45	12.45

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

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$12.61	\$15.29	\$21.00	\$33.31	\$53.13
All excluding sales	12.61	15.30	21.00	33.31	53.13
White collar	13.20	16.21	25.12	44.25	60.01
White collar excluding sales	13.20	16.23	25.12	44.25	60.01
Professional specialty and technical	13.94	22.64	35.67	52.12	62.81
Professional specialty	16.12	25.12	39.48	53.33	63.45
Engineers, architects, and surveyors	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	21.71	22.71	26.01	27.46	34.39
Registered nurses	21.71	24.42	26.07	27.13	31.43
Teachers, college and university	25.96	37.82	45.07	73.65	89.82
Teachers, except college and university	27.68	35.55	47.50	56.57	62.81
Elementary school teachers	30.82	39.13	47.87	57.93	62.81
Secondary school teachers	31.19	38.92	47.72	57.48	60.89
Teachers, n.e.c.	13.33	25.12	28.42	33.45	36.23
Librarians, archivists, and curators	17.96	19.85	20.29	22.44	26.88
Librarians	17.96	19.85	20.29	22.44	26.88
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	19.17	20.86	22.90	25.55	60.89
Social workers	19.17	20.86	22.90	25.55	60.89
Lawyers and judges	—	—	—	—	—
Technical	11.14	12.41	18.30	20.15	23.46
Licensed practical nurses	17.27	19.18	19.33	19.33	19.33
Health technologists and technicians, n.e.c.	10.56	11.35	12.71	17.77	22.92
Executive, administrative, and managerial	22.67	25.82	33.31	41.43	55.66
Executives, administrators, and managers	33.31	38.37	43.45	53.77	64.52
Administrators and officials, public administration	33.31	34.97	38.37	47.28	47.34
Administrators, education and related fields	39.22	43.91	45.74	49.35	60.34
Management related	22.07	23.42	25.82	29.56	34.35
Construction inspectors	22.89	25.02	25.82	25.82	28.68
Sales	—	—	—	—	—
Administrative support, including clerical	12.26	13.80	15.68	18.29	20.73
Secretaries	13.20	13.80	15.97	20.07	22.21
Library clerks	7.25	7.88	8.44	9.50	12.94
General office clerks	12.55	14.08	14.87	15.90	17.24
Teachers' aides	7.80	11.21	13.89	15.30	17.10
Administrative support, n.e.c.	14.53	16.77	18.08	18.08	19.14
Blue collar	13.08	15.14	18.45	22.87	24.37
Precision production, craft, and repair	15.14	20.04	23.35	24.35	30.46
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	13.69	15.29	16.64	18.45	20.14
Bus drivers	14.15	15.71	16.64	18.45	18.71
Handlers, equipment cleaners, helpers, and laborers	11.88	13.08	13.45	19.55	22.12
Groundskeepers and gardeners, except farm	12.30	13.08	13.08	19.55	21.21
Service	10.61	13.52	18.10	22.96	25.92
Protective service	15.54	19.00	21.36	24.91	27.13
Firefighting	14.25	17.98	19.32	20.07	20.73
Police and detectives, public service	18.10	22.96	24.60	26.32	27.30
Correctional institution officers	17.79	20.32	20.32	21.54	22.55
Crossing guards	7.00	7.00	8.75	10.00	11.00
Protective service, n.e.c.	15.52	15.52	15.91	19.18	28.14
Food service	8.36	10.07	10.87	12.87	14.12
Other food service	8.36	10.07	10.87	12.87	14.12
Food preparation, n.e.c.	8.36	9.36	10.50	12.98	14.12
Health service	11.78	13.42	13.53	17.70	17.70
Cleaning and building service	13.07	13.07	14.94	16.50	18.36

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service –Continued					
Cleaning and building service –Continued					
Janitors and cleaners	\$13.07	\$13.27	\$14.96	\$16.50	\$18.36
Personal service	7.92	9.25	11.20	17.60	19.67
Child care workers, n.e.c.	9.57	10.83	11.65	18.06	18.06

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

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	10	25	Median 50	75	90
All	\$10.41	\$14.29	\$21.34	\$29.85	\$42.97
All excluding sales	10.50	14.44	21.54	29.88	42.66
White collar	12.37	16.64	24.97	37.57	50.10
White collar excluding sales	12.94	16.99	25.56	37.83	50.72
Professional specialty and technical	17.80	22.60	31.36	43.01	56.48
Professional specialty	20.29	26.44	35.10	46.13	60.01
Engineers, architects, and surveyors	27.08	32.30	38.27	43.80	49.89
Industrial engineers	29.24	33.61	35.92	38.46	44.01
Mechanical engineers	25.96	26.96	32.98	38.30	40.48
Engineers, n.e.c.	30.73	35.47	41.01	47.07	53.53
Mathematical and computer scientists	23.39	31.25	35.10	43.27	47.70
Computer systems analysts and scientists	23.39	30.54	35.10	42.79	47.62
Natural scientists	—	—	—	—	—
Health related	20.81	22.79	27.13	30.46	64.69
Physicians	20.12	22.71	64.69	73.98	110.00
Registered nurses	21.71	24.43	27.13	29.00	30.47
Teachers, college and university	34.50	41.41	50.65	76.92	93.27
Teachers, except college and university	26.46	33.88	46.11	56.38	61.48
Elementary school teachers	30.90	39.17	47.87	57.93	62.81
Secondary school teachers	28.06	33.49	43.38	55.45	60.85
Vocational and educational counselors	18.75	18.75	47.87	60.89	62.81
Librarians, archivists, and curators	20.29	20.29	21.50	24.60	26.88
Librarians	20.29	20.29	21.50	24.60	26.88
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	15.15	17.33	20.94	22.96	28.06
Social workers	15.15	17.33	21.76	24.02	35.59
Lawyers and judges	29.75	44.04	53.13	59.83	67.31
Lawyers	29.75	44.04	53.13	59.83	67.31
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.38	25.92	32.05	43.51	48.74
Technical	14.75	18.17	20.85	29.78	34.82
Clinical laboratory technologists and technicians	18.65	20.66	22.98	24.96	27.41
Health record technologists and technicians	13.57	14.42	14.75	22.17	23.93
Radiological technicians	17.94	19.02	22.72	28.28	31.20
Licensed practical nurses	17.78	19.33	19.48	21.50	24.00
Health technologists and technicians, n.e.c.	11.35	13.01	15.48	19.06	21.42
Electrical and electronic technicians	16.84	17.53	19.57	21.92	29.36
Mechanical engineering technicians	18.01	18.83	20.88	24.23	33.94
Engineering technicians, n.e.c.	20.15	25.78	31.92	36.63	39.55
Executive, administrative, and managerial	21.15	25.60	34.01	45.47	55.55
Executives, administrators, and managers	24.97	29.98	38.75	50.89	61.85
Administrators and officials, public administration	33.31	34.97	38.37	47.28	47.34
Financial managers	21.50	21.79	40.31	61.30	112.98
Managers, marketing, advertising, and public relations	28.86	28.86	32.55	46.06	50.89
Administrators, education and related fields	39.22	43.91	45.74	49.35	60.34
Managers, medicine and health	16.16	19.95	24.11	35.08	43.56
Managers and administrators, n.e.c.	24.97	31.16	43.98	53.12	63.70
Management related	18.51	22.45	29.30	39.55	45.47
Accountants and auditors	14.84	17.76	29.56	46.49	53.75
Other financial officers	17.55	21.30	27.70	39.00	49.67
Management analysts	24.11	26.51	33.66	40.74	47.48
Personnel, training, and labor relations specialists	20.97	22.75	26.55	45.47	45.47
Purchasing agents and buyers, n.e.c.	18.51	18.51	30.58	36.61	38.57
Construction inspectors	22.89	25.02	25.82	25.82	28.68
Management related, n.e.c.	21.64	24.86	30.22	35.31	41.68
Sales	9.30	11.35	19.23	29.21	43.27
Sales representatives, mining, manufacturing, and wholesale	15.35	19.23	21.63	31.17	42.86
Cashiers	8.40	9.30	10.30	11.99	13.50
Administrative support, including clerical	10.27	12.73	15.38	18.97	23.83
Supervisors, general office	19.53	21.12	23.83	25.20	25.32
Computer operators	9.36	9.36	17.37	17.90	19.90
Secretaries	13.36	15.32	17.47	20.73	26.59

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Receptionists	\$9.45	\$9.45	\$10.62	\$13.00	\$16.50
Information clerks, n.e.c.	11.50	13.07	14.42	16.92	21.06
Bookkeepers, accounting and auditing clerks	13.89	15.15	16.13	17.98	19.65
Billing clerks	12.37	13.11	15.30	16.68	16.68
Traffic, shipping and receiving clerks	9.95	10.22	14.85	24.60	26.50
Insurance adjusters, examiners, and investigators	15.20	16.50	21.15	27.35	38.61
General office clerks	10.00	12.86	14.62	15.90	19.63
Teachers' aides	7.80	11.21	13.89	15.30	17.10
Administrative support, n.e.c.	9.75	11.00	14.33	17.98	18.76
Blue collar	11.00	15.60	22.55	26.88	30.50
Precision production, craft, and repair					
Automobile mechanics	13.10	15.50	20.00	21.00	24.00
Industrial machinery repairers	17.85	17.88	30.42	30.68	31.05
Millwrights	30.32	30.32	30.33	30.38	30.44
Mechanics and repairers, n.e.c.	14.37	18.18	20.53	21.40	22.64
Supervisors, construction trades, n.e.c.	22.85	22.85	24.35	28.91	28.91
Electricians	30.52	30.67	31.00	31.05	31.70
Plumbers, pipefitters and steamfitters	28.75	30.03	30.32	30.32	30.59
Supervisors, production	19.23	20.19	23.75	30.12	32.87
Tool and die makers	21.12	25.09	30.49	31.07	31.15
Machinists	13.50	15.75	22.14	30.42	30.48
Inspectors, testers, and graders	11.35	25.52	26.12	27.15	30.62
Machine operators, assemblers, and inspectors					
Punching and stamping press operators	12.50	13.25	20.07	27.36	27.36
Fabricating machine operators, n.e.c.	15.60	26.51	26.83	27.03	27.20
Laundering and dry cleaning machine operators	8.42	9.45	11.02	12.24	13.05
Miscellaneous machine operators, n.e.c.	11.39	12.25	15.24	16.61	26.60
Welders and cutters	26.24	26.24	26.37	26.82	26.86
Assemblers	18.80	26.07	26.56	26.89	27.03
Production inspectors, checkers and examiners ..	10.25	11.60	26.20	26.92	26.96
Transportation and material moving					
Truck drivers	13.69	16.20	17.62	17.62	26.44
Bus drivers	13.99	15.29	16.64	18.45	19.21
Industrial truck and tractor equipment operators ..	10.10	10.10	13.80	26.25	26.33
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	9.25	9.25	12.35	16.85	19.00
Freight, stock, and material handlers, n.e.c.	12.50	13.92	17.45	17.45	26.04
Hand packers and packagers	9.09	9.70	10.00	11.00	14.70
Laborers, except construction, n.e.c.	8.50	10.28	17.61	20.67	20.72
Service					
Protective service	9.03	10.55	17.92	22.96	25.93
Firefighting	14.25	17.98	19.32	20.07	20.73
Police and detectives, public service	19.04	22.96	24.60	26.32	27.30
Correctional institution officers	17.79	20.32	20.32	21.54	22.55
Guards and police, except public service	8.50	9.00	10.00	11.50	15.58
Food service	7.25	9.50	11.05	12.85	15.55
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	8.80	9.80	11.29	13.00	15.55
Supervisors, food preparation and service	10.00	10.77	12.87	14.44	15.47
Cooks	9.49	10.00	11.50	14.00	18.00
Food preparation, n.e.c.	9.00	9.57	10.30	12.17	12.80
Health service	8.45	9.45	11.00	12.52	13.80
Health aides, except nursing	8.64	8.64	11.87	13.34	14.15
Nursing aides, orderlies and attendants	8.28	9.65	10.93	12.30	13.65

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005 — Continued

Occupation ³	10	25	Median 50	75	90
Service —Continued					
Cleaning and building service	\$8.29	\$9.55	\$13.07	\$14.94	\$18.36
Maids and housemen	7.51	7.88	8.00	9.55	9.55
Janitors and cleaners	8.31	9.95	13.07	14.96	18.73
Personal service	8.30	9.67	11.20	18.06	19.67

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

² Employees are classified as working either a full-time or a part-time

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$7.50	\$9.30	\$14.35	\$27.00
All excluding sales	6.00	7.50	9.65	16.50	28.08
White collar	8.00	9.00	16.45	26.00	31.71
White collar excluding sales	8.75	12.56	21.41	28.54	34.69
Professional specialty and technical	16.45	19.33	25.12	29.72	35.88
Professional specialty	17.99	22.93	27.45	31.07	38.24
Natural scientists	—	—	—	—	—
Health related	22.81	26.39	29.00	31.07	47.00
Registered nurses	23.53	26.59	28.79	30.35	33.22
Teachers, college and university	22.92	24.13	31.07	36.26	38.24
Teachers, except college and university	13.33	15.38	19.87	25.12	25.76
Teachers, n.e.c.	13.33	13.33	25.12	25.12	25.12
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	14.50	16.71	20.00	25.00	28.91
Radiological technicians	16.71	19.14	21.88	28.15	28.15
Licensed practical nurses	16.45	16.55	19.50	22.00	23.40
Executive, administrative, and managerial	12.56	14.35	30.00	35.45	40.16
Executives, administrators, and managers	—	—	—	—	—
Management related	—	—	—	—	—
Sales	6.76	7.57	8.40	9.33	10.82
Cashiers	6.25	7.00	8.00	9.45	11.35
Administrative support, including clerical	8.00	8.00	10.00	12.50	17.60
Library clerks	7.25	7.75	8.25	8.75	9.50
Blue collar	5.60	6.15	8.75	10.59	13.61
Machine operators, assemblers, and inspectors	9.00	9.90	10.20	10.30	14.00
Transportation and material moving	5.15	10.36	12.48	16.50	18.57
Handlers, equipment cleaners, helpers, and laborers	5.67	6.00	7.00	9.25	11.65
Stock handlers and baggers	5.60	6.00	6.75	8.75	9.71
Service	4.50	7.00	8.33	9.65	11.65
Protective service	7.00	8.00	9.25	10.00	12.00
Crossing guards	7.00	7.00	8.75	10.00	11.00
Guards and police, except public service	7.00	8.00	8.50	10.00	11.50
Food service	2.65	5.65	7.00	8.50	10.00
Waiters, waitresses, and bartenders	2.65	2.65	2.65	5.00	7.00
Waiters and waitresses	2.65	2.65	2.65	2.65	2.65
Other food service	6.00	6.60	7.50	9.02	10.50
Kitchen workers, food preparation	6.00	6.75	7.25	9.14	9.50
Food preparation, n.e.c.	5.85	6.40	7.50	9.00	10.87
Health service	8.25	8.90	9.65	11.70	13.00
Health aides, except nursing	9.97	12.11	12.80	13.53	13.53
Nursing aides, orderlies and attendants	8.25	8.67	9.62	10.72	11.96
Cleaning and building service	7.50	8.00	8.40	9.25	10.75
Janitors and cleaners	7.50	8.00	8.40	9.25	10.75
Personal service	7.50	8.00	8.92	10.37	11.65
Child care workers, n.e.c.	9.25	9.92	10.94	11.65	11.65
Service, n.e.c.	6.60	8.24	9.40	10.07	12.68

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

² Employees are classified as working either a full-time or a part-time

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing 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 ad-

resses, employment levels, industry classification, and other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices 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 versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. Special procedures were developed for jobs for which a level could not be determined.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 or more	8

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified

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

Occupational leveling

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

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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 sampling frame	7,278
Total in sample	561
Responding	386
Out of business or not in survey scope	61
Unable or refused to provide data	114

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$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 from \$12.03 to \$13.55 (\$12.79 minus and plus \$0.76, where \$0.76 is the product of 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2005**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	1,222,400	985,700	236,700
All excluding sales	1,164,500	928,100	236,400
White collar	645,700	487,700	158,000
White-collar excluding sales	587,800	430,000	157,700
Professional specialty and technical	313,600	206,100	107,400
Professional specialty	247,000	147,800	99,200
Technical	66,600	58,300	8,300
Executive, administrative, and managerial	97,400	85,100	12,300
Sales	58,000	57,700	–
Administrative support, including clerical	176,800	138,800	38,000
Blue collar	346,400	324,700	21,600
Precision production, craft, and repair	96,000	88,500	7,500
Machine operators, assemblers, and inspectors	129,800	129,200	–
Transportation and material moving	54,900	45,200	9,700
Handlers, equipment cleaners, helpers, and laborers	65,600	61,800	–
Service	230,300	173,300	57,000

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

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

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