

Elkhart–Goshen, IN National Compensation Survey September 2006



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Elkhart–Goshen, IN, metropolitan area. Data were collected between March 2006 and April 2007; the average reference month is September 2006. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

About the tables

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

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

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Elkhart-Goshen, IN, September 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$16.45	3.0	35.9	\$16.13	3.2	36.0	\$22.13	2.1	34.9
Worker characteristics^{4,5}									
Management, professional, and related	29.00	8.9	35.2	28.92	11.2	35.6	29.31	1.9	33.6
Management, business, and financial	34.69	16.8	37.4	34.67	17.7	37.3	—	—	—
Professional and related	24.03	5.6	33.4	21.72	7.3	33.7	28.61	1.2	33.0
Service	9.92	9.1	27.3	9.05	10.5	26.3	16.27	6.0	37.8
Sales and office	13.50	3.9	33.7	13.53	4.1	33.5	12.68	3.6	36.5
Sales and related	15.42	9.4	30.8	15.42	9.4	30.8	—	—	—
Office and administrative support	12.78	2.8	34.9	12.78	3.0	34.8	12.68	3.6	36.5
Natural resources, construction, and maintenance	17.06	5.1	39.5	17.11	5.3	39.4	—	—	—
Construction and extraction	17.56	7.6	39.5	17.74	7.9	39.5	—	—	—
Installation, maintenance, and repair	16.54	4.4	39.3	16.47	4.4	39.3	—	—	—
Production, transportation, and material moving	15.54	4.0	39.0	15.53	4.1	39.1	17.78	1.5	29.2
Production	16.01	5.0	39.0	16.01	5.0	39.0	—	—	—
Transportation and material moving	13.74	4.0	39.1	13.64	4.1	39.6	—	—	—
Full time	17.23	2.8	39.6	16.90	3.0	39.8	23.39	1.8	37.1
Part time	9.23	7.6	19.3	8.92	8.6	19.0	13.39	3.3	24.6
Union	18.74	8.0	38.7	16.56	11.2	39.8	29.77	9.5	34.0
Nonunion	16.21	3.8	35.6	16.09	3.9	35.7	18.93	5.9	35.3
Time	15.66	3.7	35.4	15.21	4.2	35.4	22.13	2.1	34.9
Incentive	19.86	3.9	38.4	19.86	3.9	38.4	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	17.42	3.8	38.7	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	13.66	4.8	31.8	(⁶)	(⁶)	(⁶)
1-99 workers	15.51	7.7	33.8	15.50	7.7	33.8	—	—	—
100-499 workers	15.73	4.0	36.8	15.52	4.3	36.8	20.55	6.0	36.5
500 workers or more	18.89	5.8	38.2	18.20	7.1	39.0	22.96	6.1	34.1

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.45	3.0	\$17.23	2.8	\$9.23	7.6
Management occupations	39.71	19.6	39.71	19.6	—	—
Level 9	35.80	7.3	35.80	7.3	—	—
Level 10	26.67	9.5	26.67	9.5	—	—
Level 11	35.82	3.1	35.82	3.1	—	—
Marketing and sales managers	61.96	18.4	61.96	18.4	—	—
Business and financial operations occupations	23.56	8.0	25.87	2.3	—	—
Architecture and engineering occupations	24.41	15.0	24.41	15.0	—	—
Level 9	32.68	4.7	32.68	4.7	—	—
Engineers	32.29	11.1	32.29	11.1	—	—
Education, training, and library occupations	26.91	5.6	33.97	.7	10.29	4.6
Level 9	41.07	.7	41.07	.7	—	—
Primary, secondary, and special education school teachers	36.68	.2	37.91	1.2	—	—
Elementary and middle school teachers	36.82	.4	38.41	2.0	—	—
Elementary school teachers, except special education	36.82	.4	38.41	2.0	—	—
Teacher assistants	10.66	1.1	—	—	—	—
Healthcare practitioner and technical occupations	18.40	3.7	18.40	3.7	—	—
Healthcare support occupations	10.73	3.4	11.24	4.5	—	—
Level 3	10.83	6.8	10.83	6.8	—	—
Miscellaneous healthcare support occupations	—	—	11.89	2.6	—	—
Protective service occupations	16.16	6.7	17.24	1.6	—	—
Food preparation and serving related occupations	6.15	10.7	—	—	6.07	9.0
Level 1	5.04	18.7	—	—	5.11	21.0
Level 2	6.02	14.2	—	—	6.34	19.4
Food service, tipped	3.90	23.4	—	—	4.31	21.7
Level 1	2.88	9.4	—	—	3.03	6.8
Level 2	5.18	27.2	—	—	—	—
Waiters and waitresses	2.63	7.1	—	—	2.71	7.4
Level 1	2.68	9.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.96	11.7	—	—	9.04	4.5
Level 1	9.23	4.4	—	—	8.80	4.7
Building cleaning workers	11.28	6.1	—	—	—	—
Level 1	9.18	4.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.19	11.8	13.64	12.5	—	—
Personal care and service occupations	12.36	11.6	11.15	2.1	—	—
Sales and related occupations	15.42	9.4	18.56	7.1	8.28	4.7
Level 2	9.13	12.1	—	—	7.32	5.2
Level 3	10.88	6.7	—	—	—	—
Level 4	12.62	2.9	—	—	—	—
Retail sales workers	10.74	5.4	12.86	8.5	8.26	4.9
Level 2	9.13	12.1	—	—	7.32	5.2
Level 3	10.88	6.7	—	—	—	—
Level 4	12.97	4.0	—	—	—	—
Cashiers, all workers	9.90	11.7	—	—	—	—
Level 2	9.91	12.5	—	—	—	—
Cashiers	9.90	11.7	—	—	—	—
Level 2	9.91	12.5	—	—	—	—
Retail salespersons	11.24	4.0	13.65	12.2	8.61	4.6
Level 3	10.99	7.6	—	—	—	—
Level 4	12.97	4.0	—	—	—	—
Sales representatives, wholesale and manufacturing	27.36	21.5	27.36	21.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$28.65	18.7	\$28.65	18.7	—	—
Office and administrative support occupations	12.78	2.8	13.02	2.8	\$10.10	4.7
Level 2	9.98	2.2	10.18	1.6	—	—
Level 3	11.67	2.5	11.88	2.5	—	—
Level 4	12.92	3.0	12.93	3.1	—	—
Level 5	15.46	3.7	15.72	4.0	—	—
Level 6	19.02	8.7	19.02	8.7	—	—
Financial clerks	12.68	4.0	12.95	4.3	—	—
Level 3	11.12	5.7	11.63	4.8	—	—
Level 4	12.50	6.3	12.50	6.6	—	—
Level 5	15.01	5.9	15.28	7.1	—	—
Bookkeeping, accounting, and auditing clerks	12.68	4.4	12.90	4.7	—	—
Level 5	15.34	3.4	—	—	—	—
Tellers	10.69	.0	—	—	—	—
Customer service representatives	13.62	8.1	13.62	8.1	—	—
Receptionists and information clerks	10.20	5.6	10.55	5.7	—	—
Shipping, receiving, and traffic clerks	11.77	2.1	11.77	2.1	—	—
Stock clerks and order fillers	11.23	13.2	—	—	—	—
Secretaries and administrative assistants	13.49	5.8	13.49	6.0	—	—
Level 4	13.28	2.0	13.29	2.1	—	—
Secretaries, except legal, medical, and executive	12.69	6.9	12.69	6.9	—	—
Level 4	13.75	1.7	13.75	1.7	—	—
Office clerks, general	12.36	6.5	12.73	6.3	—	—
Level 3	12.71	5.1	—	—	—	—
Construction and extraction occupations	17.56	7.6	17.56	7.6	—	—
Installation, maintenance, and repair occupations	16.54	4.4	16.53	4.4	—	—
Level 5	15.46	4.8	15.46	4.8	—	—
Level 7	22.29	5.4	22.29	5.4	—	—
Industrial machinery installation, repair, and maintenance workers	17.65	2.8	17.65	2.8	—	—
Level 5	16.22	3.3	16.22	3.3	—	—
Level 7	20.81	5.1	—	—	—	—
Industrial machinery mechanics	20.52	10.4	20.52	10.4	—	—
Maintenance and repair workers, general	16.19	4.4	16.18	4.4	—	—
Production occupations	16.01	5.0	16.13	4.5	—	—
Level 1	10.20	14.8	10.20	14.8	—	—
Level 2	12.66	9.4	13.04	8.6	—	—
Level 3	16.50	4.9	16.57	4.8	—	—
Level 4	16.31	7.6	16.31	7.6	—	—
Level 5	18.50	.8	18.50	.8	—	—
Level 6	19.21	9.1	19.21	9.1	—	—
Level 7	23.11	3.3	23.11	3.3	—	—
Not able to be leveled	12.62	10.5	12.62	10.5	—	—
First-line supervisors/managers of production and operating workers	20.64	9.7	20.64	9.7	—	—
Miscellaneous assemblers and fabricators	16.28	10.7	16.28	10.7	—	—
Level 1	10.36	3.3	10.36	3.3	—	—
Level 2	15.78	12.4	15.78	12.4	—	—
Level 3	18.42	9.2	18.42	9.2	—	—
Level 4	15.40	5.6	15.40	5.6	—	—
Team assemblers	18.06	19.2	18.06	19.2	—	—
Level 3	20.73	18.7	20.73	18.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	12.93	13.5	13.56	19.8	—	—
Level 4	14.22	2.6	14.22	2.6	—	—
Level 5	19.57	4.9	19.57	4.9	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	10.87	18.5	10.87	18.5	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.38	10.4	13.38	10.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	\$13.38	10.4	\$13.38	10.4	—	—
Welding, soldering, and brazing workers	16.04	7.8	16.04	7.8	—	—
Level 4	16.84	8.2	16.84	8.2	—	—
Welders, cutters, solderers, and brazers	15.80	11.0	15.80	11.0	—	—
Level 4	17.93	3.8	17.93	3.8	—	—
Miscellaneous metalworkers and plastic workers	13.16	2.4	13.16	2.4	—	—
Sewing machine operators	11.11	12.8	11.11	12.8	—	—
Woodworking machine setters, operators, and tenders ...	13.21	1.5	13.21	1.5	—	—
Woodworking machine setters, operators, and tenders, except sawing	13.29	2.5	13.29	2.5	—	—
Crushing, grinding, polishing, mixing, and blending workers	15.27	25.9	15.27	25.9	—	—
Inspectors, testers, sorters, samplers, and weighers	13.32	.8	13.32	.8	—	—
Level 4	15.36	7.8	15.36	7.8	—	—
Painting workers	13.09	16.4	13.09	16.4	—	—
Miscellaneous production workers	17.60	28.0	17.60	28.0	—	—
Level 2	10.89	1.4	10.89	1.4	—	—
Transportation and material moving occupations	13.74	4.0	14.03	3.6	\$10.70	10.2
Level 1	10.91	2.3	10.91	2.3	—	—
Level 2	11.17	7.5	11.51	7.0	9.20	10.6
Level 3	16.59	5.3	16.85	5.3	—	—
Level 4	19.42	14.5	19.42	14.5	—	—
Driver/sales workers and truck drivers	17.86	7.4	18.61	6.9	—	—
Level 2	11.26	7.8	—	—	—	—
Level 4	19.56	17.4	19.56	17.4	—	—
Truck drivers, heavy and tractor-trailer	21.03	6.0	21.03	6.0	—	—
Truck drivers, light or delivery services	14.59	17.1	15.76	18.0	—	—
Level 2	11.26	7.8	—	—	—	—
Industrial truck and tractor operators	13.07	6.1	13.07	6.1	—	—
Level 3	14.83	2.6	14.83	2.6	—	—
Laborers and material movers, hand	11.99	4.8	12.25	4.3	—	—
Level 1	10.91	2.3	10.91	2.3	—	—
Level 2	12.36	4.7	12.71	4.0	—	—
Level 3	11.80	9.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.45	6.0	12.12	3.9	—	—
Level 3	11.80	9.3	—	—	—	—
Packers and packagers, hand	11.88	3.1	11.88	3.1	—	—
Level 2	12.70	5.0	12.70	5.0	—	—

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. See appendix A for more information.

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.13	3.2	\$16.90	3.0	\$8.92	8.6
Management occupations	40.05	20.9	40.05	20.9	—	—
Level 9	34.63	7.0	34.63	7.0	—	—
Level 11	37.52	2.5	37.52	2.5	—	—
Marketing and sales managers	61.96	18.4	61.96	18.4	—	—
Business and financial operations occupations	23.56	8.0	25.87	2.3	—	—
Architecture and engineering occupations	24.41	15.0	24.41	15.0	—	—
Level 9	32.68	4.7	32.68	4.7	—	—
Engineers	32.29	11.1	32.29	11.1	—	—
Healthcare practitioner and technical occupations	18.17	3.2	18.17	3.2	—	—
Healthcare support occupations	10.73	3.4	11.24	4.5	—	—
Level 3	10.83	6.8	10.83	6.8	—	—
Miscellaneous healthcare support occupations	—	—	11.89	2.6	—	—
Food preparation and serving related occupations	6.08	10.7	—	—	6.01	9.3
Level 1	5.04	18.7	—	—	5.11	21.0
Level 2	6.02	14.2	—	—	6.34	19.4
Food service, tipped	3.90	23.4	—	—	4.31	21.7
Level 1	2.88	9.4	—	—	3.03	6.8
Level 2	5.18	27.2	—	—	—	—
Waiters and waitresses	2.63	7.1	—	—	2.71	7.4
Level 1	2.68	9.2	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.39	12.5	—	—	8.99	4.6
Level 1	8.97	3.2	—	—	8.80	4.7
Building cleaning workers	10.53	8.3	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.26	15.8	—	—	—	—
Personal care and service occupations	12.42	13.2	—	—	—	—
Sales and related occupations	15.42	9.4	18.56	7.1	8.28	4.7
Level 2	9.13	12.1	—	—	7.32	5.2
Level 3	10.88	6.7	—	—	—	—
Level 4	12.62	2.9	—	—	—	—
Retail sales workers	10.74	5.4	12.86	8.5	8.26	4.9
Level 2	9.13	12.1	—	—	7.32	5.2
Level 3	10.88	6.7	—	—	—	—
Level 4	12.97	4.0	—	—	—	—
Cashiers, all workers	9.90	11.7	—	—	—	—
Level 2	9.91	12.5	—	—	—	—
Cashiers	9.90	11.7	—	—	—	—
Level 2	9.91	12.5	—	—	—	—
Retail salespersons	11.24	4.0	13.65	12.2	8.61	4.6
Level 3	10.99	7.6	—	—	—	—
Level 4	12.97	4.0	—	—	—	—
Sales representatives, wholesale and manufacturing	27.36	21.5	27.36	21.5	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.65	18.7	28.65	18.7	—	—
Office and administrative support occupations	12.78	3.0	13.04	3.0	10.10	4.8
Level 2	9.96	2.7	10.19	1.9	—	—
Level 3	11.60	2.5	11.82	2.4	—	—
Level 4	12.86	3.1	12.87	3.3	—	—
Level 5	15.47	3.7	15.73	4.0	—	—
Level 6	19.87	8.6	19.87	8.6	—	—
Financial clerks	12.66	4.0	12.94	4.3	—	—
Level 3	11.12	5.7	11.63	4.8	—	—
Level 4	12.47	6.3	12.47	6.6	—	—
Level 5	15.02	6.0	15.30	7.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Bookkeeping, accounting, and auditing clerks	\$12.68	4.4	\$12.89	4.7	—	—
Tellers	10.69	.0	—	—	—	—
Customer service representatives	13.62	8.1	13.62	8.1	—	—
Receptionists and information clerks	10.00	5.8	10.34	5.9	—	—
Shipping, receiving, and traffic clerks	11.77	2.1	11.77	2.1	—	—
Stock clerks and order fillers	11.23	13.2	—	—	—	—
Secretaries and administrative assistants	13.45	6.6	13.46	6.8	—	—
Level 4	13.16	2.6	13.16	2.9	—	—
Secretaries, except legal, medical, and executive	12.47	8.3	12.47	8.3	—	—
Office clerks, general	12.71	7.3	13.21	6.7	—	—
Level 3	12.71	5.1	—	—	—	—
Construction and extraction occupations	17.74	7.9	17.74	7.9	—	—
Installation, maintenance, and repair occupations	16.47	4.4	16.47	4.4	—	—
Level 5	15.46	4.8	15.46	4.8	—	—
Level 7	22.29	5.4	22.29	5.4	—	—
Industrial machinery installation, repair, and maintenance workers	17.56	2.7	17.56	2.7	—	—
Level 5	16.22	3.3	16.22	3.3	—	—
Level 7	20.81	5.1	—	—	—	—
Industrial machinery mechanics	20.52	10.4	20.52	10.4	—	—
Maintenance and repair workers, general	15.95	4.1	15.94	4.2	—	—
Production occupations	16.01	5.0	16.12	4.5	—	—
Level 1	10.20	14.8	10.20	14.8	—	—
Level 2	12.66	9.4	13.04	8.6	—	—
Level 3	16.50	4.9	16.57	4.8	—	—
Level 4	16.31	7.6	16.31	7.6	—	—
Level 5	18.51	.8	18.51	.8	—	—
Level 6	19.22	9.3	19.22	9.3	—	—
Level 7	23.11	3.3	23.11	3.3	—	—
Not able to be leveled	12.62	10.5	12.62	10.5	—	—
First-line supervisors/managers of production and operating workers	20.64	9.7	20.64	9.7	—	—
Miscellaneous assemblers and fabricators	16.28	10.7	16.28	10.7	—	—
Level 1	10.36	3.3	10.36	3.3	—	—
Level 2	15.78	12.4	15.78	12.4	—	—
Level 3	18.42	9.2	18.42	9.2	—	—
Level 4	15.40	5.6	15.40	5.6	—	—
Team assemblers	18.06	19.2	18.06	19.2	—	—
Level 3	20.73	18.7	20.73	18.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	12.93	13.5	13.56	19.8	—	—
Level 4	14.22	2.6	14.22	2.6	—	—
Level 5	19.57	4.9	19.57	4.9	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	10.87	18.5	10.87	18.5	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.38	10.4	13.38	10.4	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.38	10.4	13.38	10.4	—	—
Welding, soldering, and brazing workers	16.04	7.8	16.04	7.8	—	—
Level 4	16.84	8.2	16.84	8.2	—	—
Welders, cutters, solderers, and brazers	15.80	11.0	15.80	11.0	—	—
Level 4	17.93	3.8	17.93	3.8	—	—
Miscellaneous metalworkers and plastic workers	13.16	2.4	13.16	2.4	—	—
Sewing machine operators	11.11	12.8	11.11	12.8	—	—
Woodworking machine setters, operators, and tenders ...	13.21	1.5	13.21	1.5	—	—
Woodworking machine setters, operators, and tenders, except sawing	13.29	2.5	13.29	2.5	—	—
Crushing, grinding, polishing, mixing, and blending workers	15.27	25.9	15.27	25.9	—	—
Inspectors, testers, sorters, samplers, and weighers	13.32	.8	13.32	.8	—	—
Level 4	15.36	7.8	15.36	7.8	—	—
Painting workers	13.09	16.4	13.09	16.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Miscellaneous production workers	\$17.60	28.0	\$17.60	28.0	—	—
Level 2	10.89	1.4	10.89	1.4	—	—
Transportation and material moving occupations	13.64	4.1	14.02	3.6	\$8.22	11.2
Level 1	10.91	2.3	10.91	2.3	—	—
Level 2	11.05	7.5	11.47	7.0	—	—
Level 3	16.52	5.7	16.85	5.3	—	—
Level 4	19.42	14.5	19.42	14.5	—	—
Driver/sales workers and truck drivers	17.86	7.4	18.61	6.9	—	—
Level 2	11.26	7.8	—	—	—	—
Level 4	19.56	17.4	19.56	17.4	—	—
Truck drivers, heavy and tractor-trailer	21.03	6.0	21.03	6.0	—	—
Truck drivers, light or delivery services	14.59	17.1	15.76	18.0	—	—
Level 2	11.26	7.8	—	—	—	—
Industrial truck and tractor operators	13.07	6.1	13.07	6.1	—	—
Level 3	14.83	2.6	14.83	2.6	—	—
Laborers and material movers, hand	11.99	4.8	12.25	4.3	—	—
Level 1	10.91	2.3	10.91	2.3	—	—
Level 2	12.36	4.7	12.71	4.0	—	—
Level 3	11.80	9.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.45	6.0	12.12	3.9	—	—
Level 3	11.80	9.3	—	—	—	—
Packers and packagers, hand	11.88	3.1	11.88	3.1	—	—
Level 2	12.70	5.0	12.70	5.0	—	—

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. See appendix A for more information.

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, September 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.13	2.1	\$23.39	1.8	\$13.39	3.3
Education, training, and library occupations	29.59	.4	33.97	.7	11.18	.4
Level 9	41.07	.7	41.07	.7	—	—
Primary, secondary, and special education school teachers	36.68	.2	37.91	1.2	—	—
Elementary and middle school teachers	36.82	.4	38.41	2.0	—	—
Elementary school teachers, except special education	36.82	.4	38.41	2.0	—	—
Teacher assistants	10.77	.6	—	—	—	—
Protective service occupations	17.23	1.6	17.24	1.6	—	—
Office and administrative support occupations	12.68	3.6	12.72	3.7	—	—
Level 4	13.64	4.3	13.64	4.3	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Elkhart-Goshen, IN, September 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$16.45	3.0	\$17.23	2.8	\$9.23	7.6
Management occupations	39.71	19.6	39.71	19.6	-	-
Group III	34.37	4.0	-	-	-	-
Marketing and sales managers	61.96	18.4	61.96	18.4	-	-
Business and financial operations occupations	23.56	8.0	25.87	2.3	-	-
Group II	20.79	6.7	-	-	-	-
Architecture and engineering occupations	24.41	15.0	24.41	15.0	-	-
Group III	32.40	5.6	-	-	-	-
Engineers	32.29	11.1	32.29	11.1	-	-
Group III	31.52	11.2	-	-	-	-
Education, training, and library occupations	26.91	5.6	33.97	.7	10.29	4.6
Group I	10.66	1.1	-	-	-	-
Group II	27.53	11.7	-	-	-	-
Group III	41.07	.7	-	-	-	-
Primary, secondary, and special education school teachers	36.68	.2	37.91	1.2	-	-
Group II	31.49	1.1	-	-	-	-
Elementary and middle school teachers	36.82	.4	38.41	2.0	-	-
Group II	29.48	2.0	-	-	-	-
Elementary school teachers, except special education	36.82	.4	38.41	2.0	-	-
Group II	29.48	2.0	-	-	-	-
Teacher assistants	10.66	1.1	-	-	-	-
Group I	10.66	1.1	-	-	-	-
Healthcare practitioner and technical occupations	18.40	3.7	18.40	3.7	-	-
Group II	18.30	5.1	-	-	-	-
Healthcare support occupations	10.73	3.4	11.24	4.5	-	-
Group I	10.67	3.4	-	-	-	-
Miscellaneous healthcare support occupations	-	-	11.89	2.6	-	-
Protective service occupations	16.16	6.7	17.24	1.6	-	-
Group II	17.78	2.1	-	-	-	-
Food preparation and serving related occupations	6.15	10.7	-	-	6.07	9.0
Group I	5.88	9.3	-	-	-	-
Food service, tipped	3.90	23.4	-	-	4.31	21.7
Group I	3.90	23.4	-	-	-	-
Waiters and waitresses	2.63	7.1	-	-	2.71	7.4
Group I	2.63	7.1	-	-	2.71	7.4
Building and grounds cleaning and maintenance occupations	11.96	11.7	-	-	9.04	4.5
Group I	10.87	5.8	-	-	-	-
Building cleaning workers	11.28	6.1	-	-	-	-
Group I	10.98	6.3	-	-	-	-
Janitors and cleaners, except maids and housekeeping cleaners	12.19	11.8	13.64	12.5	-	-
Group I	11.82	12.9	13.21	13.2	-	-
Personal care and service occupations	12.36	11.6	11.15	2.1	-	-
Group I	8.76	8.8	-	-	-	-
Sales and related occupations	15.42	9.4	18.56	7.1	8.28	4.7
Group I	10.73	5.4	-	-	-	-
Group II	23.12	7.7	-	-	-	-
Retail sales workers	10.74	5.4	12.86	8.5	8.26	4.9
Group I	10.79	5.7	-	-	-	-
Cashiers, all workers	9.90	11.7	-	-	-	-
Group I	9.90	11.7	-	-	-	-
Cashiers	9.90	11.7	-	-	-	-

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Elkhart-Goshen, IN, September 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Cashiers—Continued						
Group I	\$9.90	11.7	—	—	—	—
Retail salespersons	11.24	4.0	\$13.65	12.2	\$8.61	4.6
Group I	11.33	4.5	13.65	12.2	8.59	5.0
Sales representatives, wholesale and manufacturing	27.36	21.5	27.36	21.5	—	—
Group II	27.36	21.5	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.65	18.7	28.65	18.7	—	—
Group II	28.65	18.7	28.65	18.7	—	—
Office and administrative support occupations	12.78	2.8	13.02	2.8	10.10	4.7
Group I	11.75	2.2	—	—	—	—
Group II	16.77	4.8	—	—	—	—
Financial clerks	12.68	4.0	12.95	4.3	—	—
Group I	11.83	4.4	—	—	—	—
Group II	15.01	5.0	—	—	—	—
Bookkeeping, accounting, and auditing clerks	12.68	4.4	12.90	4.7	—	—
Group I	11.58	3.0	11.80	3.7	—	—
Group II	15.27	2.7	15.61	2.6	—	—
Tellers	10.69	.0	—	—	—	—
Customer service representatives	13.62	8.1	13.62	8.1	—	—
Receptionists and information clerks	10.20	5.6	10.55	5.7	—	—
Group I	10.20	5.6	10.55	5.7	—	—
Shipping, receiving, and traffic clerks	11.77	2.1	11.77	2.1	—	—
Group I	11.39	.0	11.39	.0	—	—
Stock clerks and order fillers	11.23	13.2	—	—	—	—
Group I	11.23	13.2	—	—	—	—
Secretaries and administrative assistants	13.49	5.8	13.49	6.0	—	—
Group I	12.22	3.8	—	—	—	—
Group II	18.76	3.7	—	—	—	—
Secretaries, except legal, medical, and executive	12.69	6.9	12.69	6.9	—	—
Group I	12.15	4.9	12.15	4.9	—	—
Office clerks, general	12.36	6.5	12.73	6.3	—	—
Group I	11.45	6.2	11.85	6.2	—	—
Construction and extraction occupations	17.56	7.6	17.56	7.6	—	—
Group I	16.33	12.1	—	—	—	—
Group II	18.65	12.8	—	—	—	—
Installation, maintenance, and repair occupations	16.54	4.4	16.53	4.4	—	—
Group I	12.21	8.7	—	—	—	—
Group II	17.95	6.7	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	17.65	2.8	17.65	2.8	—	—
Group II	18.01	4.4	—	—	—	—
Industrial machinery mechanics	20.52	10.4	20.52	10.4	—	—
Group II	20.52	10.4	20.52	10.4	—	—
Maintenance and repair workers, general	16.19	4.4	16.18	4.4	—	—
Production occupations	16.01	5.0	16.13	4.5	—	—
Group I	15.21	8.1	—	—	—	—
Group II	19.96	3.0	—	—	—	—
First-line supervisors/managers of production and operating workers	20.64	9.7	20.64	9.7	—	—
Group II	21.04	11.2	21.04	11.2	—	—
Miscellaneous assemblers and fabricators	16.28	10.7	16.28	10.7	—	—
Group I	16.31	11.2	—	—	—	—
Team assemblers	18.06	19.2	18.06	19.2	—	—
Group I	18.09	19.4	18.09	19.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	12.93	13.5	13.56	19.8	—	—
Group I	11.00	8.9	—	—	—	—
Group II	19.57	4.9	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	10.87	18.5	10.87	18.5	—	—
Group I	10.77	21.0	10.77	21.0	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Elkhart-Goshen, IN, September 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Molders and molding machine setters, operators, and tenders, metal and plastic	\$13.38	10.4	\$13.38	10.4	—	—
Group I	13.06	16.4	—	—	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.38	10.4	13.38	10.4	—	—
Group I	13.06	16.4	13.06	16.4	—	—
Welding, soldering, and brazing workers	16.04	7.8	16.04	7.8	—	—
Group I	14.92	10.5	—	—	—	—
Welders, cutters, solderers, and brazers	15.80	11.0	15.80	11.0	—	—
Group I	15.35	9.4	15.35	9.4	—	—
Miscellaneous metalworkers and plastic workers	13.16	2.4	13.16	2.4	—	—
Sewing machine operators	11.11	12.8	11.11	12.8	—	—
Group I	11.11	12.8	11.11	12.8	—	—
Woodworking machine setters, operators, and tenders ...	13.21	1.5	13.21	1.5	—	—
Group I	13.21	1.5	—	—	—	—
Woodworking machine setters, operators, and tenders, except sawing	13.29	2.5	13.29	2.5	—	—
Group I	13.29	2.5	13.29	2.5	—	—
Crushing, grinding, polishing, mixing, and blending workers	15.27	25.9	15.27	25.9	—	—
Inspectors, testers, sorters, samplers, and weighers	13.32	.8	13.32	.8	—	—
Group I	12.90	1.7	12.90	1.7	—	—
Painting workers	13.09	16.4	13.09	16.4	—	—
Group I	12.53	15.3	—	—	—	—
Miscellaneous production workers	17.60	28.0	17.60	28.0	—	—
Group I	18.46	35.3	—	—	—	—
Transportation and material moving occupations	13.74	4.0	14.03	3.6	\$10.70	10.2
Group I	13.63	4.3	—	—	—	—
Driver/sales workers and truck drivers	17.86	7.4	18.61	6.9	—	—
Group I	17.89	8.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	21.03	6.0	21.03	6.0	—	—
Truck drivers, light or delivery services	14.59	17.1	15.76	18.0	—	—
Group I	14.59	17.1	15.76	18.0	—	—
Industrial truck and tractor operators	13.07	6.1	13.07	6.1	—	—
Group I	13.15	8.1	13.15	8.1	—	—
Laborers and material movers, hand	11.99	4.8	12.25	4.3	—	—
Group I	11.99	4.8	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.45	6.0	12.12	3.9	—	—
Group I	11.45	6.0	12.12	3.9	—	—
Packers and packagers, hand	11.88	3.1	11.88	3.1	—	—
Group I	11.88	3.1	11.88	3.1	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, September 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$9.00	\$11.00	\$14.00	\$19.30	\$26.37
Management occupations	19.11	21.63	34.42	44.26	79.33
Marketing and sales managers	32.74	37.47	79.33	79.33	79.33
Business and financial operations occupations	17.73	17.73	23.41	27.95	31.81
Architecture and engineering occupations	14.50	18.00	22.32	29.75	36.44
Engineers	27.60	27.83	30.30	35.65	40.34
Education, training, and library occupations	9.62	11.00	30.14	36.88	50.95
Primary, secondary, and special education school teachers	23.95	30.79	35.13	42.68	53.62
Elementary and middle school teachers	22.67	30.14	36.01	44.54	53.90
Elementary school teachers, except special education	22.67	30.14	36.01	44.54	53.90
Teacher assistants	9.39	9.69	10.28	11.61	12.41
Healthcare practitioner and technical occupations	11.95	14.72	17.50	23.06	26.01
Healthcare support occupations	9.28	9.28	10.45	12.30	12.53
Protective service occupations	9.00	12.73	17.82	18.74	20.16
Food preparation and serving related occupations	2.13	3.13	6.86	8.00	10.00
Food service, tipped	2.13	2.13	3.00	3.30	9.00
Waiters and waitresses	2.13	2.13	2.26	3.25	3.25
Building and grounds cleaning and maintenance occupations	7.69	8.27	10.25	14.85	17.08
Building cleaning workers	7.69	8.24	10.25	14.85	16.88
Janitors and cleaners, except maids and housekeeping cleaners	7.69	9.00	10.81	16.52	17.08
Personal care and service occupations	7.42	9.00	11.72	12.81	21.84
Sales and related occupations	7.04	9.10	12.00	21.53	22.37
Retail sales workers	7.00	7.50	10.56	12.00	17.58
Cashiers, all workers	6.50	8.00	9.72	12.00	12.00
Cashiers	6.50	8.00	9.72	12.00	12.00
Retail salespersons	7.04	8.00	10.56	12.48	17.58
Sales representatives, wholesale and manufacturing Sales representatives, wholesale and manufacturing, except technical and scientific products	19.43	21.94	22.37	28.40	36.06
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.43	21.94	22.37	29.77	71.94
Office and administrative support occupations	9.00	10.50	12.13	14.50	16.86
Financial clerks	9.64	11.00	12.00	14.42	15.58
Bookkeeping, accounting, and auditing clerks	10.50	11.00	12.00	14.50	15.58
Tellers	9.00	9.50	10.80	12.00	12.00
Customer service representatives	10.00	10.50	13.57	16.45	17.36
Receptionists and information clerks	7.50	9.45	10.00	11.25	13.64
Shipping, receiving, and traffic clerks	9.00	9.00	11.46	14.69	15.50
Stock clerks and order fillers	7.50	8.55	10.92	14.00	15.00
Secretaries and administrative assistants	10.45	11.40	12.85	14.37	19.51
Secretaries, except legal, medical, and executive	10.09	11.40	11.40	13.61	16.37
Office clerks, general	9.33	10.05	11.00	14.29	15.45
Construction and extraction occupations	13.31	13.72	16.00	20.46	20.46
Installation, maintenance, and repair occupations	11.32	13.73	16.32	18.22	23.77
Industrial machinery installation, repair, and maintenance workers	15.10	16.05	16.75	19.58	22.15
Industrial machinery mechanics	16.75	16.75	21.60	23.77	23.77
Maintenance and repair workers, general	15.50	15.50	16.28	17.00	18.08
Production occupations	9.50	11.57	14.69	19.50	24.97
First-line supervisors/managers of production and operating workers	14.50	15.55	17.77	25.82	29.39
Miscellaneous assemblers and fabricators	9.81	12.00	15.46	20.00	25.75
Team assemblers	11.50	13.27	15.56	23.28	25.75

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, September 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Machine tool cutting setters, operators, and tenders, metal and plastic	\$8.00	\$9.32	\$11.75	\$15.67	\$20.04
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	5.50	9.00	10.41	13.54	15.67
Molders and molding machine setters, operators, and tenders, metal and plastic	9.51	11.25	12.50	15.29	18.35
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.51	11.25	12.50	15.29	18.35
Welding, soldering, and brazing workers	9.75	11.37	16.41	19.10	22.89
Welders, cutters, solderers, and brazers	9.75	11.37	16.29	16.97	21.96
Miscellaneous metalworkers and plastic workers	9.00	13.15	13.69	13.85	16.18
Sewing machine operators	8.00	9.00	10.00	13.50	15.25
Woodworking machine setters, operators, and tenders ...	11.25	12.25	13.75	14.25	14.75
Woodworking machine setters, operators, and tenders, except sawing	11.75	12.25	13.25	14.25	14.55
Crushing, grinding, polishing, mixing, and blending workers	10.36	11.79	13.44	21.86	21.86
Inspectors, testers, sorters, samplers, and weighers	8.75	10.40	12.56	16.03	17.35
Painting workers	7.50	9.75	13.90	15.00	17.65
Miscellaneous production workers	9.00	11.00	13.46	28.87	32.59
Transportation and material moving occupations	8.60	11.00	12.53	15.77	20.77
Driver/sales workers and truck drivers	11.34	13.14	15.06	21.94	29.30
Truck drivers, heavy and tractor-trailer	14.38	16.97	21.13	25.31	29.30
Truck drivers, light or delivery services	10.00	11.34	12.23	14.25	32.44
Industrial truck and tractor operators	11.07	11.07	11.24	15.42	17.68
Laborers and material movers, hand	9.00	10.11	11.70	13.65	15.80
Laborers and freight, stock, and material movers, hand	7.39	9.53	11.48	13.61	14.56
Packers and packagers, hand	9.50	10.56	11.38	12.55	16.45

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, September 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.93	\$11.00	\$13.98	\$19.11	\$25.75
Management occupations	19.11	21.63	36.06	44.26	79.33
Marketing and sales managers	32.74	37.47	79.33	79.33	79.33
Business and financial operations occupations	17.73	17.73	23.41	27.95	31.81
Architecture and engineering occupations	14.50	18.00	22.32	29.75	36.44
Engineers	27.60	27.83	30.30	35.65	40.34
Healthcare practitioner and technical occupations	11.78	14.42	17.12	21.70	26.01
Healthcare support occupations	9.28	9.28	10.45	12.30	12.53
Food preparation and serving related occupations	2.13	3.13	6.86	8.00	10.00
Food service, tipped	2.13	2.13	3.00	3.30	9.00
Waiters and waitresses	2.13	2.13	2.26	3.25	3.25
Building and grounds cleaning and maintenance occupations	7.69	8.24	10.25	13.81	16.88
Building cleaning workers	7.69	8.24	9.00	10.93	16.52
Janitors and cleaners, except maids and housekeeping cleaners	7.69	8.24	10.25	14.85	16.88
Personal care and service occupations	5.81	9.00	10.80	12.81	22.43
Sales and related occupations	7.04	9.10	12.00	21.53	22.37
Retail sales workers	7.00	7.50	10.56	12.00	17.58
Cashiers, all workers	6.50	8.00	9.72	12.00	12.00
Cashiers	6.50	8.00	9.72	12.00	12.00
Retail salespersons	7.04	8.00	10.56	12.48	17.58
Sales representatives, wholesale and manufacturing	19.43	21.94	22.37	28.40	36.06
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.43	21.94	22.37	29.77	71.94
Office and administrative support occupations	9.00	10.50	12.00	14.50	16.91
Financial clerks	9.63	11.00	12.00	14.42	15.58
Bookkeeping, accounting, and auditing clerks	10.50	11.00	12.00	14.50	15.58
Tellers	9.00	9.50	10.80	12.00	12.00
Customer service representatives	10.00	10.50	13.57	16.45	17.36
Receptionists and information clerks	7.50	9.05	10.00	11.25	12.90
Shipping, receiving, and traffic clerks	9.00	9.00	11.46	14.69	15.50
Stock clerks and order fillers	7.50	8.55	10.92	14.00	15.00
Secretaries and administrative assistants	10.09	11.40	12.85	14.37	20.40
Secretaries, except legal, medical, and executive	10.09	11.40	11.40	13.61	14.37
Office clerks, general	9.37	10.05	13.45	14.80	15.45
Construction and extraction occupations	13.50	13.72	15.51	20.46	20.46
Installation, maintenance, and repair occupations	11.32	13.73	16.28	18.22	23.77
Industrial machinery installation, repair, and maintenance workers	15.10	16.05	16.75	18.97	23.20
Industrial machinery mechanics	16.75	16.75	21.60	23.77	23.77
Maintenance and repair workers, general	15.50	15.50	16.28	16.46	18.08
Production occupations	9.50	11.57	14.63	19.50	24.98
First-line supervisors/managers of production and operating workers	14.50	15.55	17.77	25.82	29.39
Miscellaneous assemblers and fabricators	9.81	12.00	15.46	20.00	25.75
Team assemblers	11.50	13.27	15.56	23.28	25.75
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	9.32	11.75	15.67	20.04
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	5.50	9.00	10.41	13.54	15.67
Molders and molding machine setters, operators, and tenders, metal and plastic	9.51	11.25	12.50	15.29	18.35
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.51	11.25	12.50	15.29	18.35
Welding, soldering, and brazing workers	9.75	11.37	16.41	19.10	22.89

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Welders, cutters, solderers, and brazers	\$9.75	\$11.37	\$16.29	\$16.97	\$21.96
Miscellaneous metalworkers and plastic workers	9.00	13.15	13.69	13.85	16.18
Sewing machine operators	8.00	9.00	10.00	13.50	15.25
Woodworking machine setters, operators, and tenders ...	11.25	12.25	13.75	14.25	14.75
Woodworking machine setters, operators, and tenders, except sawing	11.75	12.25	13.25	14.25	14.55
Crushing, grinding, polishing, mixing, and blending workers	10.36	11.79	13.44	21.86	21.86
Inspectors, testers, sorters, samplers, and weighers	8.75	10.40	12.56	16.03	17.35
Painting workers	7.50	9.75	13.90	15.00	17.65
Miscellaneous production workers	9.00	11.00	13.46	28.87	32.59
Transportation and material moving occupations	8.60	10.56	12.50	15.06	20.79
Driver/sales workers and truck drivers	11.34	13.14	15.06	21.94	29.30
Truck drivers, heavy and tractor-trailer	14.38	16.97	21.13	25.31	29.30
Truck drivers, light or delivery services	10.00	11.34	12.23	14.25	32.44
Industrial truck and tractor operators	11.07	11.07	11.24	15.42	17.68
Laborers and material movers, hand	9.00	10.11	11.70	13.65	15.80
Laborers and freight, stock, and material movers, hand	7.39	9.53	11.48	13.61	14.56
Packers and packagers, hand	9.50	10.56	11.38	12.55	16.45

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, September 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$10.40	\$12.64	\$17.42	\$30.32	\$41.52
Education, training, and library occupations	9.98	12.06	32.27	40.38	53.34
Primary, secondary, and special education school teachers	23.95	30.79	35.13	42.68	53.62
Elementary and middle school teachers	22.67	30.14	36.01	44.54	53.90
Elementary school teachers, except special education	22.67	30.14	36.01	44.54	53.90
Teacher assistants	9.62	9.85	10.56	11.61	12.61
Protective service occupations	12.73	16.53	17.93	18.95	20.16
Office and administrative support occupations	9.48	10.38	12.99	14.71	15.04

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Elkhart-Goshen, IN, September 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.60	\$11.58	\$14.69	\$20.35	\$27.49
Management occupations	19.11	21.63	34.42	44.26	79.33
Marketing and sales managers	32.74	37.47	79.33	79.33	79.33
Business and financial operations occupations	18.48	23.41	23.87	30.67	31.81
Architecture and engineering occupations	14.50	18.00	22.32	29.75	36.44
Engineers	27.60	27.83	30.30	35.65	40.34
Education, training, and library occupations	10.73	27.98	34.16	41.52	53.34
Primary, secondary, and special education school teachers	26.81	31.71	36.22	43.07	53.62
Elementary and middle school teachers	26.04	30.73	37.11	45.67	53.90
Elementary school teachers, except special education	26.04	30.73	37.11	45.67	53.90
Healthcare practitioner and technical occupations	11.95	14.72	17.50	23.06	26.01
Healthcare support occupations	9.10	9.75	11.75	12.30	12.61
Miscellaneous healthcare support occupations	10.45	11.75	12.30	12.30	12.75
Protective service occupations	12.73	16.53	17.93	18.95	20.16
Building and grounds cleaning and maintenance occupations					
Janitors and cleaners, except maids and housekeeping cleaners	6.45	10.25	14.85	16.88	17.08
Personal care and service occupations	9.00	9.00	11.72	12.81	12.81
Sales and related occupations	11.03	12.00	17.58	21.53	22.37
Retail sales workers	9.55	11.09	12.00	15.36	17.58
Retail salespersons	10.40	11.09	12.48	17.58	17.58
Sales representatives, wholesale and manufacturing	19.43	21.94	22.37	28.40	36.06
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.43	21.94	22.37	29.77	71.94
Office and administrative support occupations	9.48	10.92	12.16	14.80	16.91
Financial clerks	10.75	11.00	12.13	14.50	15.99
Bookkeeping, accounting, and auditing clerks	11.00	11.00	12.00	14.50	15.58
Customer service representatives	10.00	10.50	13.57	16.45	17.36
Receptionists and information clerks	7.50	9.60	10.00	11.80	13.64
Shipping, receiving, and traffic clerks	9.00	9.00	11.46	14.69	15.50
Secretaries and administrative assistants	10.40	11.40	12.85	14.37	19.51
Secretaries, except legal, medical, and executive	10.09	11.40	11.40	13.61	16.37
Office clerks, general	9.88	10.05	11.69	14.80	15.45
Construction and extraction occupations	13.31	13.72	16.00	20.46	20.46
Installation, maintenance, and repair occupations	11.32	13.73	16.32	18.22	23.77
Industrial machinery installation, repair, and maintenance workers	15.10	16.05	16.75	19.51	22.15
Industrial machinery mechanics	16.75	16.75	21.60	23.77	23.77
Maintenance and repair workers, general	15.50	15.50	16.28	17.00	18.08
Production occupations	9.60	11.68	14.89	19.65	24.98
First-line supervisors/managers of production and operating workers	14.50	15.55	17.77	25.82	29.39
Miscellaneous assemblers and fabricators	9.81	12.00	15.46	20.00	25.75
Team assemblers	11.50	13.27	15.56	23.28	25.75
Machine tool cutting setters, operators, and tenders, metal and plastic	7.00	10.31	12.26	16.96	21.80
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	5.50	9.00	10.41	13.54	15.67
Molders and molding machine setters, operators, and tenders, metal and plastic	9.51	11.25	12.50	15.29	18.35

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Elkhart-Goshen, IN, September 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	\$9.51	\$11.25	\$12.50	\$15.29	\$18.35
Welding, soldering, and brazing workers	9.75	11.37	16.41	19.10	22.89
Welders, cutters, solderers, and brazers	9.75	11.37	16.29	16.97	21.96
Miscellaneous metalworkers and plastic workers	9.00	13.15	13.69	13.85	16.18
Sewing machine operators	8.00	9.00	10.00	13.50	15.25
Woodworking machine setters, operators, and tenders ...	11.25	12.25	13.75	14.25	14.75
Woodworking machine setters, operators, and tenders, except sawing	11.75	12.25	13.25	14.25	14.55
Crushing, grinding, polishing, mixing, and blending workers	10.36	11.79	13.44	21.86	21.86
Inspectors, testers, sorters, samplers, and weighers	8.75	10.40	12.56	16.03	17.35
Painting workers	7.50	9.75	13.90	15.00	17.65
Miscellaneous production workers	9.00	11.00	13.46	28.87	32.59
Transportation and material moving occupations	9.50	11.07	12.88	15.77	20.96
Driver/sales workers and truck drivers	12.23	13.75	15.77	22.59	30.40
Truck drivers, heavy and tractor-trailer	14.38	16.97	21.13	25.31	29.30
Truck drivers, light or delivery services	10.00	12.23	13.50	15.77	32.44
Industrial truck and tractor operators	11.07	11.07	11.24	15.42	17.68
Laborers and material movers, hand	9.50	10.56	11.70	13.65	16.00
Laborers and freight, stock, and material movers, hand	9.50	10.00	11.90	13.97	14.56
Packers and packagers, hand	9.50	10.56	11.38	12.55	16.45

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Elkhart-Goshen, IN, September 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.81	\$7.04	\$8.65	\$10.00	\$15.11
Education, training, and library occupations	7.00	9.33	10.50	11.61	12.01
Food preparation and serving related occupations	2.19	3.25	7.00	8.00	9.00
Food service, tipped	2.13	2.26	3.25	6.00	10.00
Waiters and waitresses	2.13	2.13	2.44	3.25	3.25
Building and grounds cleaning and maintenance occupations	7.69	8.24	9.00	9.50	11.00
Sales and related occupations	6.75	7.04	7.50	9.00	9.75
Retail sales workers	6.65	7.00	7.49	9.00	9.75
Retail salespersons	6.86	7.04	7.65	9.10	10.86
Office and administrative support occupations	7.50	8.55	9.25	12.81	13.45
Transportation and material moving occupations	6.65	6.65	7.50	12.53	18.04

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, September 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.23	\$14.69	\$683	\$585	39.6	\$35,018	\$30,420	2,032
Management occupations	39.71	34.42	1,598	1,434	40.2	82,697	74,240	2,082
Marketing and sales managers	61.96	79.33	2,479	3,173	40.0	128,886	165,000	2,080
Business and financial operations occupations	25.87	23.87	1,035	955	40.0	53,807	49,641	2,080
Architecture and engineering occupations	24.41	22.32	986	893	40.4	51,295	46,426	2,102
Engineers	32.29	30.30	1,344	1,364	41.6	69,902	70,902	2,165
Education, training, and library occupations	33.97	34.16	1,185	1,214	34.9	43,457	45,196	1,279
Primary, secondary, and special education school teachers	37.91	36.22	1,312	1,358	34.6	47,730	49,192	1,259
Elementary and middle school teachers	38.41	37.11	1,294	1,269	33.7	47,066	45,667	1,225
Elementary school teachers, except special education	38.41	37.11	1,294	1,269	33.7	47,066	45,667	1,225
Healthcare practitioner and technical occupations	18.40	17.50	680	602	37.0	34,500	30,160	1,875
Healthcare support occupations	11.24	11.75	417	455	37.1	21,707	23,670	1,931
Miscellaneous healthcare support occupations	11.89	12.30	466	467	39.2	24,241	24,305	2,038
Protective service occupations	17.24	17.93	711	722	41.2	36,955	37,523	2,143
Building and grounds cleaning and maintenance occupations								
Janitors and cleaners, except maids and housekeeping cleaners	13.64	14.85	546	594	40.0	28,370	30,888	2,080
Personal care and service occupations	11.15	11.72	414	410	37.1	21,506	21,321	1,929
Sales and related occupations	18.56	17.58	743	703	40.0	38,575	36,562	2,079
Retail sales workers	12.86	12.00	514	480	40.0	26,751	24,960	2,080
Retail salespersons	13.65	12.48	546	499	40.0	28,382	25,960	2,080
Sales representatives, wholesale and manufacturing	27.36	22.37	1,095	895	40.0	56,680	46,519	2,071
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.65	22.37	1,146	895	40.0	59,319	46,519	2,070
Office and administrative support occupations	13.02	12.16	515	485	39.5	26,629	24,960	2,046
Financial clerks	12.95	12.13	518	485	40.0	26,899	25,230	2,077
Bookkeeping, accounting, and auditing clerks	12.90	12.00	516	480	40.0	26,767	24,960	2,076
Customer service representatives	13.62	13.57	545	543	40.0	28,333	28,230	2,080
Receptionists and information clerks	10.55	10.00	409	400	38.8	21,259	20,800	2,015
Shipping, receiving, and traffic clerks	11.77	11.46	471	458	40.0	24,490	23,837	2,080
Secretaries and administrative assistants	13.49	12.85	529	480	39.2	26,932	24,960	1,996
Secretaries, except legal, medical, and executive	12.69	11.40	497	456	39.1	25,012	23,712	1,971
Office clerks, general	12.73	11.69	487	450	38.3	25,347	23,400	1,992

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$17.56	\$16.00	\$694	\$640	39.5	\$35,913	\$33,280	2,045
Installation, maintenance, and repair occupations	16.53	16.32	668	651	40.4	34,714	33,862	2,100
Industrial machinery installation, repair, and maintenance workers	17.65	16.75	706	670	40.0	36,712	34,840	2,080
Industrial machinery mechanics	20.52	21.60	821	864	40.0	42,676	44,928	2,080
Maintenance and repair workers, general	16.18	16.28	647	651	40.0	33,664	33,862	2,080
Production occupations	16.13	14.89	640	597	39.7	33,022	30,763	2,048
First-line supervisors/managers of production and operating workers	20.64	17.77	826	711	40.0	42,879	36,951	2,077
Miscellaneous assemblers and fabricators	16.28	15.46	641	622	39.4	32,989	32,240	2,026
Team assemblers	18.06	15.56	705	622	39.0	36,115	32,356	2,000
Machine tool cutting setters, operators, and tenders, metal and plastic	13.56	12.26	542	490	40.0	28,205	25,501	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	10.87	10.41	435	416	40.0	22,617	21,651	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	13.38	12.50	535	500	40.0	27,840	26,000	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.38	12.50	535	500	40.0	27,840	26,000	2,080
Welding, soldering, and brazing workers	16.04	16.41	634	640	39.6	32,700	33,446	2,039
Welders, cutters, solderers, and brazers	15.80	16.29	623	632	39.4	32,095	33,134	2,032
Miscellaneous metalworkers and plastic workers	13.16	13.69	526	548	40.0	27,368	28,475	2,080
Sewing machine operators	11.11	10.00	443	400	39.8	22,700	20,800	2,044
Woodworking machine setters, operators, and tenders	13.21	13.75	529	550	40.0	27,217	28,000	2,060
Woodworking machine setters, operators, and tenders, except sawing	13.29	13.25	532	530	40.0	27,530	27,560	2,071
Crushing, grinding, polishing, mixing, and blending workers	15.27	13.44	611	538	40.0	31,768	27,955	2,080
Inspectors, testers, sorters, samplers, and weighers	13.32	12.56	533	502	40.0	27,715	26,125	2,080
Painting workers	13.09	13.90	524	556	40.0	27,092	28,912	2,070
Miscellaneous production workers	17.60	13.46	704	538	40.0	36,577	27,993	2,078

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$14.03	\$12.88	\$580	\$503	41.4	\$30,044	\$26,104	2,142
Driver/sales workers and truck drivers	18.61	15.77	832	670	44.7	43,106	34,859	2,316
Truck drivers, heavy and tractor-trailer	21.03	21.13	962	938	45.7	49,828	48,595	2,369
Truck drivers, light or delivery services	15.76	13.50	696	540	44.2	36,061	28,080	2,288
Industrial truck and tractor operators ..	13.07	11.24	523	449	40.0	27,183	23,373	2,080
Laborers and material movers, hand ..	12.25	11.70	490	468	40.0	25,452	24,336	2,078
Laborers and freight, stock, and material movers, hand	12.12	11.90	485	476	40.0	25,201	24,742	2,080
Packers and packagers, hand	11.88	11.38	475	455	40.0	24,709	23,670	2,080

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, September 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.90	\$14.54	\$672	\$580	39.8	\$34,819	\$30,150	2,060
Management occupations	40.05	36.06	1,612	1,442	40.2	83,805	75,001	2,093
Marketing and sales managers	61.96	79.33	2,479	3,173	40.0	128,886	165,000	2,080
Business and financial operations occupations	25.87	23.87	1,035	955	40.0	53,807	49,641	2,080
Architecture and engineering occupations	24.41	22.32	986	893	40.4	51,295	46,426	2,102
Engineers	32.29	30.30	1,344	1,364	41.6	69,902	70,902	2,165
Healthcare practitioner and technical occupations	18.17	17.12	679	589	37.4	35,300	30,611	1,943
Healthcare support occupations	11.24	11.75	417	455	37.1	21,707	23,670	1,931
Miscellaneous healthcare support occupations	11.89	12.30	466	467	39.2	24,241	24,305	2,038
Sales and related occupations	18.56	17.58	743	703	40.0	38,575	36,562	2,079
Retail sales workers	12.86	12.00	514	480	40.0	26,751	24,960	2,080
Retail salespersons	13.65	12.48	546	499	40.0	28,382	25,960	2,080
Sales representatives, wholesale and manufacturing	27.36	22.37	1,095	895	40.0	56,680	46,519	2,071
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.65	22.37	1,146	895	40.0	59,319	46,519	2,070
Office and administrative support occupations	13.04	12.16	518	485	39.7	26,910	25,230	2,064
Financial clerks	12.94	12.13	518	485	40.0	26,912	25,230	2,080
Bookkeeping, accounting, and auditing clerks	12.89	12.00	516	480	40.0	26,813	24,960	2,080
Customer service representatives	13.62	13.57	545	543	40.0	28,333	28,230	2,080
Receptionists and information clerks ..	10.34	10.00	400	400	38.7	20,808	20,800	2,012
Shipping, receiving, and traffic clerks	11.77	11.46	471	458	40.0	24,490	23,837	2,080
Secretaries and administrative assistants	13.46	12.85	536	514	39.8	27,850	26,722	2,069
Secretaries, except legal, medical, and executive	12.47	11.40	499	456	40.0	25,943	23,712	2,080
Office clerks, general	13.21	13.92	511	500	38.7	26,592	26,001	2,013
Construction and extraction occupations	17.74	15.51	701	639	39.5	36,264	32,267	2,045
Installation, maintenance, and repair occupations	16.47	16.28	665	651	40.4	34,586	33,862	2,100
Industrial machinery installation, repair, and maintenance workers	17.56	16.75	702	670	40.0	36,521	34,840	2,080
Industrial machinery mechanics	20.52	21.60	821	864	40.0	42,676	44,928	2,080
Maintenance and repair workers, general	15.94	16.28	638	651	40.0	33,150	33,862	2,080
Production occupations	16.12	14.89	640	597	39.7	33,015	30,763	2,047
First-line supervisors/managers of production and operating workers	20.64	17.77	826	711	40.0	42,879	36,951	2,077
Miscellaneous assemblers and fabricators	16.28	15.46	641	622	39.4	32,989	32,240	2,026
Team assemblers	18.06	15.56	705	622	39.0	36,115	32,356	2,000

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Machine tool cutting setters, operators, and tenders, metal and plastic	\$13.56	\$12.26	\$542	\$490	40.0	\$28,205	\$25,501	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	10.87	10.41	435	416	40.0	22,617	21,651	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	13.38	12.50	535	500	40.0	27,840	26,000	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.38	12.50	535	500	40.0	27,840	26,000	2,080
Welding, soldering, and brazing workers	16.04	16.41	634	640	39.6	32,700	33,446	2,039
Welders, cutters, solderers, and brazers	15.80	16.29	623	632	39.4	32,095	33,134	2,032
Miscellaneous metalworkers and plastic workers	13.16	13.69	526	548	40.0	27,368	28,475	2,080
Sewing machine operators	11.11	10.00	443	400	39.8	22,700	20,800	2,044
Woodworking machine setters, operators, and tenders	13.21	13.75	529	550	40.0	27,217	28,000	2,060
Woodworking machine setters, operators, and tenders, except sawing	13.29	13.25	532	530	40.0	27,530	27,560	2,071
Crushing, grinding, polishing, mixing, and blending workers	15.27	13.44	611	538	40.0	31,768	27,955	2,080
Inspectors, testers, sorters, samplers, and weighers	13.32	12.56	533	502	40.0	27,715	26,125	2,080
Painting workers	13.09	13.90	524	556	40.0	27,092	28,912	2,070
Miscellaneous production workers	17.60	13.46	704	538	40.0	36,577	27,993	2,078
Transportation and material moving occupations	14.02	12.88	581	513	41.5	30,193	26,666	2,153
Driver/sales workers and truck drivers	18.61	15.77	832	670	44.7	43,106	34,859	2,316
Truck drivers, heavy and tractor-trailer	21.03	21.13	962	938	45.7	49,828	48,595	2,369
Truck drivers, light or delivery services	15.76	13.50	696	540	44.2	36,061	28,080	2,288
Industrial truck and tractor operators ..	13.07	11.24	523	449	40.0	27,183	23,373	2,080
Laborers and material movers, hand ..	12.25	11.70	490	468	40.0	25,452	24,336	2,078
Laborers and freight, stock, and material movers, hand	12.12	11.90	485	476	40.0	25,201	24,742	2,080
Packers and packagers, hand	11.88	11.38	475	455	40.0	24,709	23,670	2,080

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, September 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.39	\$18.04	\$869	\$722	37.1	\$37,900	\$35,984	1,620
Education, training, and library occupations	33.97	34.16	1,185	1,214	34.9	43,457	45,196	1,279
Primary, secondary, and special education school teachers	37.91	36.22	1,312	1,358	34.6	47,730	49,192	1,259
Elementary and middle school teachers	38.41	37.11	1,294	1,269	33.7	47,066	45,667	1,225
Elementary school teachers, except special education	38.41	37.11	1,294	1,269	33.7	47,066	45,667	1,225
Protective service occupations	17.24	17.93	711	722	41.2	36,955	37,523	2,143
Office and administrative support occupations	12.72	12.99	472	445	37.1	23,121	21,434	1,818

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Elkhart-Goshen, IN, September 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$16.13	\$15.50	\$15.52	\$18.20
Management, professional, and related	28.92	30.51	28.17	25.48
Management, business, and financial	34.67	37.27	32.88	—
Professional and related	21.72	19.15	23.15	23.84
Service	9.05	8.08	10.45	9.55
Sales and office	13.53	13.72	12.45	15.59
Sales and related	15.42	15.99	11.77	—
Office and administrative support	12.78	12.68	12.74	13.21
Natural resources, construction, and maintenance	17.11	17.12	17.67	15.45
Construction and extraction	17.74	17.23	—	—
Installation, maintenance, and repair	16.47	—	16.75	15.45
Production, transportation, and material moving	15.53	13.86	14.21	18.42
Production	16.01	13.26	14.80	19.17
Transportation and material moving	13.64	15.32	11.79	13.47
	Relative error ³ (percent)			
All workers	3.2	7.7	4.3	7.1
Management, professional, and related	11.2	20.2	9.9	7.0
Management, business, and financial	17.7	30.6	15.4	—
Professional and related	7.3	13.2	7.9	12.0
Service	10.5	17.5	7.1	16.2
Sales and office	4.1	6.1	5.0	16.0
Sales and related	9.4	8.4	14.7	—
Office and administrative support	3.0	4.5	4.0	1.5
Natural resources, construction, and maintenance	5.3	7.8	11.9	11.6
Construction and extraction	7.9	9.7	—	—
Installation, maintenance, and repair	4.4	—	2.6	12.8
Production, transportation, and material moving	4.1	2.8	2.4	8.0
Production	5.0	1.7	1.9	8.6
Transportation and material moving	4.1	11.6	3.8	7.1

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Elkhart-Goshen, IN, September 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.68	\$13.97	\$668	\$549	40.0	\$34,628	\$28,567	2,076
Management occupations	45.22	39.68	1,827	1,587	40.4	95,004	82,539	2,101
Sales and related occupations	17.83	17.58	713	703	40.0	37,024	36,562	2,077
Office and administrative support occupations	13.09	12.00	519	480	39.7	26,977	24,960	2,062
Financial clerks	12.78	12.00	511	480	40.0	26,588	24,960	2,080
Bookkeeping, accounting, and auditing clerks ...	12.65	12.00	506	480	40.0	26,306	24,960	2,080
Office clerks, general	13.26	14.29	507	500	38.3	26,367	26,001	1,989
Construction and extraction occupations	17.23	16.00	689	640	40.0	35,562	33,280	2,064
Production occupations	13.51	12.26	537	494	39.7	27,774	25,750	2,056
Miscellaneous assemblers and fabricators	13.51	12.01	524	482	38.8	26,838	25,085	1,987
Miscellaneous production workers	12.59	13.46	504	538	40.0	26,194	27,993	2,080
Transportation and material moving occupations	16.11	14.50	706	600	43.8	36,650	31,200	2,275
Driver/sales workers and truck drivers	20.48	20.59	954	938	46.6	49,472	48,316	2,416
Laborers and material movers, hand	12.48	13.10	499	524	40.0	25,959	27,256	2,080

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Elkhart-Goshen, IN, September 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.03	\$15.00	\$675	\$599	39.6	\$34,934	\$30,888	2,051
Management occupations	34.04	28.24	1,364	1,130	40.1	70,916	58,745	2,083
Marketing and sales managers	43.75	37.47	1,750	1,499	40.0	91,003	77,936	2,080
Business and financial operations occupations ...	27.93	27.95	1,117	1,118	40.0	58,095	58,136	2,080
Architecture and engineering occupations	28.65	29.75	1,176	1,190	41.0	61,130	61,878	2,134
Engineers	31.61	30.30	1,319	1,354	41.7	68,602	70,429	2,171
Healthcare practitioner and technical occupations	18.67	17.50	677	589	36.2	35,182	30,611	1,884
Healthcare support occupations	10.96	10.79	405	411	36.9	21,038	21,382	1,919
Sales and related occupations	20.28	15.00	812	600	40.0	42,227	31,200	2,082
Office and administrative support occupations	12.99	12.40	516	490	39.7	26,841	25,459	2,067
Financial clerks	13.33	13.50	533	540	40.0	27,736	28,080	2,080
Shipping, receiving, and traffic clerks	11.92	11.88	477	475	40.0	24,803	24,710	2,080
Secretaries and administrative assistants	14.92	13.61	592	544	39.7	30,771	28,313	2,062
Secretaries, except legal, medical, and executive	14.69	13.61	588	544	40.0	30,551	28,313	2,080
Installation, maintenance, and repair occupations	16.26	17.00	660	680	40.6	34,341	35,360	2,111
Industrial machinery installation, repair, and maintenance workers	18.20	17.95	728	718	40.0	37,859	37,336	2,080
Industrial machinery mechanics	20.52	21.60	821	864	40.0	42,676	44,928	2,080
Maintenance and repair workers, general	15.85	17.00	634	680	40.0	32,969	35,360	2,080
Production occupations	16.99	15.62	674	625	39.6	34,750	32,490	2,045
First-line supervisors/managers of production and operating workers	20.98	17.92	839	717	40.0	43,559	37,274	2,077
Miscellaneous assemblers and fabricators	16.87	15.56	666	622	39.5	34,321	32,356	2,035
Team assemblers	18.42	15.56	717	622	38.9	36,696	32,356	1,992
Machine tool cutting setters, operators, and tenders, metal and plastic	15.25	15.67	610	627	40.0	31,710	32,594	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	12.24	11.26	490	450	40.0	25,459	23,425	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	15.15	14.79	606	592	40.0	31,517	30,763	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	15.15	14.79	606	592	40.0	31,517	30,763	2,080
Welding, soldering, and brazing workers	17.00	16.97	671	679	39.5	34,539	35,298	2,032
Welders, cutters, solderers, and brazers	16.46	16.97	648	679	39.4	33,337	35,298	2,026
Miscellaneous metalworkers and plastic workers ...	13.16	13.69	526	548	40.0	27,368	28,475	2,080
Woodworking machine setters, operators, and tenders	13.24	13.25	530	530	40.0	27,437	27,560	2,072
Crushing, grinding, polishing, mixing, and blending workers	15.27	13.44	611	538	40.0	31,768	27,955	2,080
Inspectors, testers, sorters, samplers, and weighers	14.88	15.75	595	630	40.0	30,959	32,760	2,080
Painting workers	13.61	13.90	545	556	40.0	28,319	28,912	2,080
Miscellaneous production workers	20.60	16.72	824	669	40.0	42,772	33,727	2,077

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Elkhart-Goshen, IN, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$12.61	\$11.70	\$505	\$468	40.0	\$26,212	\$24,336	2,078
Driver/sales workers and truck drivers	13.40	14.13	538	560	40.2	27,853	29,120	2,079
Industrial truck and tractor operators	12.91	11.24	516	449	40.0	26,855	23,373	2,080
Laborers and material movers, hand	12.19	11.48	488	459	40.0	25,317	23,858	2,077
Laborers and freight, stock, and material movers, hand	12.42	12.48	497	499	40.0	25,829	25,958	2,080
Packers and packagers, hand	11.57	11.32	463	453	40.0	24,056	23,537	2,080

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Elkhart-Goshen, IN, September 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$18.74	\$16.56	\$29.77	\$16.21	\$16.09	\$18.93
Management, professional, and related	35.32	—	35.32	28.40	28.92	24.87
Management, business, and financial	—	—	—	34.69	34.67	—
Professional and related	35.32	—	35.32	21.89	21.72	22.52
Service	—	—	—	9.69	9.06	15.74
Sales and office	13.43	13.82	—	13.50	13.53	12.76
Sales and related	—	—	—	15.44	15.44	—
Office and administrative support	13.80	14.28	—	12.76	12.76	12.76
Natural resources, construction, and maintenance	20.68	21.63	—	16.50	16.47	—
Construction and extraction	—	—	—	17.55	17.61	—
Installation, maintenance, and repair	21.38	21.38	—	14.87	14.76	—
Production, transportation, and material moving	16.08	16.07	—	15.45	15.44	—
Production	17.23	17.22	—	15.82	15.82	—
Transportation and material moving	12.17	12.17	—	14.02	13.91	—
	Relative error ⁴ (percent)					
All workers	8.0	11.2	9.5	3.8	3.9	5.9
Management, professional, and related	1.9	—	1.9	10.1	11.2	6.4
Management, business, and financial	—	—	—	16.8	17.7	—
Professional and related	1.9	—	1.9	5.9	7.3	6.0
Service	—	—	—	9.3	10.6	4.5
Sales and office	13.5	13.3	—	4.1	4.3	3.7
Sales and related	—	—	—	9.6	9.6	—
Office and administrative support	11.4	10.0	—	2.9	3.1	3.7
Natural resources, construction, and maintenance	5.8	5.0	—	6.8	7.0	—
Construction and extraction	—	—	—	8.0	8.3	—
Installation, maintenance, and repair	6.0	6.0	—	3.3	3.3	—
Production, transportation, and material moving	14.5	14.6	—	7.0	7.0	—
Production	13.4	13.6	—	8.2	8.2	—
Transportation and material moving	7.8	7.8	—	4.5	4.6	—

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

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

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Elkhart-Goshen, IN, September 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$15.66	\$15.21	\$19.86	\$19.86
Management, professional, and related	29.00	28.92	—	—
Management, business, and financial	34.69	34.67	—	—
Professional and related	24.03	21.72	—	—
Service	9.65	8.69	—	—
Sales and office	12.66	12.66	19.00	19.00
Sales and related	12.40	12.40	19.93	19.93
Office and administrative support	12.72	12.73	—	—
Natural resources, construction, and maintenance	17.06	17.11	17.07	17.07
Construction and extraction	—	—	—	17.53
Installation, maintenance, and repair	16.69	16.62	—	—
Production, transportation, and material moving	13.56	13.52	20.37	20.37
Production	14.03	14.02	20.16	20.16
Transportation and material moving	12.09	11.91	21.87	21.87
	Relative error ⁴ (percent)			
All workers	3.7	4.2	3.9	3.9
Management, professional, and related	8.9	11.2	—	—
Management, business, and financial	16.8	17.7	—	—
Professional and related	5.6	7.3	—	—
Service	8.9	10.2	—	—
Sales and office	2.3	2.4	12.3	12.3
Sales and related	11.6	11.6	15.5	15.5
Office and administrative support	2.7	2.9	—	—
Natural resources, construction, and maintenance	3.9	4.1	24.0	24.0
Construction and extraction	—	—	—	22.8
Installation, maintenance, and repair	4.6	4.7	—	—
Production, transportation, and material moving	1.1	1.1	4.6	4.6
Production8	.8	5.7	5.7
Transportation and material moving	4.1	4.2	5.4	5.4

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

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

³ Workers are classified by occupation using the 2000

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Elkhart-Goshen, IN, September 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$17.94	\$17.39	\$15.54	–	–	\$13.17	\$13.89	\$5.71	\$10.18
Management, professional, and related	–	35.57	32.40	–	–	–	18.55	–	–
Management, business, and financial	–	41.14	–	–	–	–	–	–	–
Professional and related	–	24.61	–	–	–	–	17.93	–	–
Service	–	–	10.53	–	–	–	10.28	5.38	12.45
Sales and office	–	14.54	12.99	–	–	10.58	11.81	–	–
Sales and related	–	25.30	12.32	–	–	–	–	–	–
Office and administrative support	–	13.15	13.85	–	–	10.58	11.81	–	–
Natural resources, construction, and maintenance	17.23	17.00	–	–	–	–	–	–	–
Installation, maintenance, and repair	–	16.04	–	–	–	–	–	–	–
Production, transportation, and material moving	–	15.76	16.40	–	–	–	–	–	–
Production	–	16.19	–	–	–	–	–	–	–
Transportation and material moving	–	12.74	17.85	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	2.1	4.0	6.0	–	–	0.3	7.2	6.1	11.9
Management, professional, and related	–	10.0	8.4	–	–	–	4.8	–	–
Management, business, and financial	–	19.9	–	–	–	–	–	–	–
Professional and related	–	14.6	–	–	–	–	6.2	–	–
Service	–	–	.0	–	–	–	2.1	3.8	.0
Sales and office	–	10.5	3.4	–	–	3.9	2.2	–	–
Sales and related	–	13.6	8.1	–	–	–	–	–	–
Office and administrative support	–	4.8	5.7	–	–	3.9	2.2	–	–
Natural resources, construction, and maintenance	9.7	7.7	–	–	–	–	–	–	–
Installation, maintenance, and repair	–	1.5	–	–	–	–	–	–	–
Production, transportation, and material moving	–	4.5	8.1	–	–	–	–	–	–
Production	–	5.3	–	–	–	–	–	–	–
Transportation and material moving	–	1.8	4.3	–	–	–	–	–	–

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The Elkhart–Goshen, IN, Metropolitan Statistical Area consists of Elkhart County.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to em-

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

Data collection

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

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collec-

tion. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Elkhart-Goshen, IN, September 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	126,800	118,400	8,300
Management, professional, and related	17,700	13,000	4,700
Management, business, and financial	7,200	6,900	–
Professional and related	10,500	6,100	4,400
Service	15,600	14,300	1,400
Sales and office	28,000	26,800	1,200
Sales and related	8,500	8,500	–
Office and administrative support	19,500	18,300	1,200
Natural resources, construction, and maintenance	7,900	7,500	–
Construction and extraction	4,400	4,100	–
Installation, maintenance, and repair	3,300	3,300	–
Production, transportation, and material moving	57,500	56,800	700
Production	45,600	45,500	–
Transportation and material moving	11,900	11,300	–

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

² Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Elkhart-Goshen, IN, September 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	5,521	5,507	14
Total in sample	217	204	13
Responding	145	133	12
Refused or unable to provide data	44	43	1
Out of business or not in survey scope	28	28	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.