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HIGHLIGHTS OF ELKHART-GOSHEN, IN NATIONAL COMPENSATION SURVEY OCTOBER 2008

Workers in the Elkhart-Goshen Metropolitan Statistical Area earned an average of \$16.83 per hour in October 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Jay A. Mousa noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$16.16 for production occupations and \$14.37 for office and administrative support occupations. Another occupational group, sales and related, had a mean hourly wage rate of \$13.57. The NCS data available for the Elkhart-Goshen area include earnings for 14 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Welders, cutters, solderers, and brazers, part of the production occupational group, earned \$17.34 per hour. Within the office and administrative support group, shipping, receiving, and traffic clerks averaged \$12.54 per hour. Cashiers, an occupation within the sales and related group, earned \$8.52 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$17.50 per hour while their part-time counterparts earned \$8.49. Union workers earned \$21.79 and non-union workers, \$16.31. Workers in establishments with 1-99 workers averaged \$15.34 per hour, those in establishments with 100-499 workers earned \$16.55, and those in establishments with 500 or more employees earned \$19.63.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at www.bls.gov/ncs/home.htm.

The NCS data provided here covered 180 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 111,500

workers in the Elkhart-Goshen Metropolitan Statistical Area (MSA), which is comprised of Elkhart County, Indiana.

Survey Availability

Complete survey results are contained in the Elkhart-Goshen, IN National Compensation Survey October 2008. The bulletin is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For additional information, please contact the Bureau of Labor Statistics Midwest Information Office in Chicago at (312) 353-1880 from 9 a.m. to 5 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Elkhart-Goshen, IN, October 2008**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$16.83	2.9	\$17.50	2.7	\$8.49	6.1
Management occupations	42.74	14.4	42.74	14.4	–	–
Marketing and sales managers	54.30	20.7	54.30	20.7	–	–
Business and financial operations occupations	26.68	4.3	27.00	3.9	–	–
Architecture and engineering occupations	26.35	10.5	26.35	10.5	–	–
Engineers	28.93	6.8	28.93	6.8	–	–
Education, training, and library occupations	30.79	17.4	32.77	18.9	–	–
Primary, secondary, and special education school teachers	37.45	9.1	37.45	9.1	–	–
Healthcare practitioner and technical occupations	19.24	3.5	19.24	3.5	–	–
Healthcare support occupations	11.72	6.5	11.73	6.6	–	–
Food preparation and serving related occupations	6.36	10.3	–	–	6.28	8.4
Food service, tipped	4.00	25.7	–	–	4.49	23.1
Waiters and waitresses	2.84	12.5	–	–	3.06	11.7
Building and grounds cleaning and maintenance occupations	12.16	5.4	12.77	8.0	8.63	2.6
Building cleaning workers	11.93	3.5	12.28	4.1	–	–
Janitors and cleaners, except maids and housekeeping cleaners	12.74	6.5	13.24	6.1	–	–
Sales and related occupations	13.57	6.1	16.83	7.3	8.50	1.9
Retail sales workers	10.60	9.5	13.01	14.8	8.48	2.0
Cashiers, all workers	8.52	1.2	–	–	8.28	2.9
Cashiers	8.52	1.2	–	–	8.28	2.9
Retail salespersons	12.03	.7	14.72	6.8	8.73	6.1
Sales representatives, wholesale and manufacturing	28.13	17.1	28.13	17.1	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.13	17.1	28.13	17.1	–	–
Office and administrative support occupations	14.37	6.0	14.71	5.9	9.92	6.0
Financial clerks	14.55	7.2	14.81	7.0	–	–
Bookkeeping, accounting, and auditing clerks	15.27	6.9	15.37	7.0	–	–
Receptionists and information clerks	11.17	4.5	–	–	–	–
Shipping, receiving, and traffic clerks	12.54	2.6	12.54	2.6	–	–
Stock clerks and order fillers	11.40	15.2	–	–	–	–
Secretaries and administrative assistants	15.17	7.1	15.18	7.4	–	–
Executive secretaries and administrative assistants	18.33	7.6	18.33	7.6	–	–
Secretaries, except legal, medical, and executive	13.84	8.7	13.84	8.7	–	–
Office clerks, general	11.53	6.5	11.95	7.6	–	–
Construction and extraction occupations	18.58	8.3	18.58	8.3	–	–
Installation, maintenance, and repair occupations	17.01	5.1	17.01	5.1	–	–
Industrial machinery installation, repair, and maintenance workers	17.54	.6	17.54	.6	–	–
Production occupations	16.16	5.6	16.18	5.6	–	–
First-line supervisors/managers of production and operating workers	21.50	12.2	21.50	12.2	–	–
Miscellaneous assemblers and fabricators	16.00	5.5	16.00	5.5	–	–
Team assemblers	16.35	10.7	16.35	10.7	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic	13.91	1.2	13.91	1.2	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.08	22.2	11.08	22.2	–	–
Welding, soldering, and brazing workers	18.35	10.6	18.35	10.6	–	–
Welders, cutters, solderers, and brazers	17.34	3.6	17.34	3.6	–	–
Miscellaneous metalworkers and plastic workers	13.60	2.2	13.60	2.2	–	–
Sewing machine operators	12.41	10.1	12.41	10.1	–	–

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Elkhart-Goshen, IN, October 2008**
 — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Production occupations –Continued						
Woodworking machine setters, operators, and tenders ...	\$13.83	9.9	\$13.83	9.9	–	–
Inspectors, testers, sorters, samplers, and weighers	15.12	.4	15.12	.4	–	–
Painting workers	14.06	9.2	14.06	9.2	–	–
Miscellaneous production workers	17.85	30.5	17.85	30.5	–	–
Transportation and material moving occupations						
Driver/sales workers and truck drivers	14.79	3.4	14.98	2.8	–	–
Truck drivers, light or delivery services	19.03	4.2	19.30	3.8	–	–
Industrial truck and tractor operators	14.78	8.7	15.02	9.4	–	–
Laborers and material movers, hand	14.09	4.5	14.09	4.5	–	–
Laborers and freight, stock, and material movers, hand	12.47	4.6	12.58	4.4	–	–
Packers and packagers, hand	12.60	4.1	12.88	3.7	–	–
	11.96	5.6	11.96	5.6	–	–

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

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

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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