

Elkhart–Goshen, IN National Compensation Survey October 2007



U.S. Department of Labor
Elaine L. Chao, Secretary

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Keith Hall, Commissioner

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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 NCSinfo@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 Statistical Area (MSA). Data were collected between March 2007 and April 2008; the average reference month is October 2007. 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 are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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, October 2007

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	\$16.63	3.4	35.9	\$16.31	3.6	35.9	\$22.00	9.9	35.9
Worker characteristics^{4,5}									
Management, professional, and related	28.74	9.5	36.3	29.45	11.2	37.0	26.65	15.9	34.6
Management, business, and financial	36.21	18.2	39.3	36.21	18.2	39.3	—	—	—
Professional and related	23.95	7.1	34.6	22.04	7.0	34.7	26.65	15.9	34.6
Service	9.68	9.4	27.2	9.16	10.8	26.2	—	—	—
Sales and office	13.83	4.2	33.2	13.81	4.3	33.0	—	—	—
Sales and related	15.82	8.7	30.6	15.82	8.7	30.6	—	—	—
Office and administrative support	13.07	3.1	34.3	13.01	3.1	34.1	—	—	—
Natural resources, construction, and maintenance	17.96	4.2	39.8	18.02	4.5	39.9	—	—	—
Construction and extraction	18.94	4.9	39.3	19.20	4.9	39.5	—	—	—
Installation, maintenance, and repair	16.79	4.7	40.4	16.79	4.7	40.4	—	—	—
Production, transportation, and material moving	15.68	5.0	39.0	15.66	5.0	39.0	—	—	—
Production	16.17	6.1	39.0	16.17	6.1	39.0	—	—	—
Transportation and material moving	13.77	4.4	39.2	13.67	4.5	39.4	—	—	—
Full time	17.43	3.1	39.6	17.13	3.4	39.8	22.07	10.0	36.5
Part time	8.56	6.3	18.6	8.51	6.4	18.6	—	—	—
Union	20.52	3.4	38.6	17.17	5.8	39.8	32.64	1.0	34.6
Nonunion	16.21	4.1	35.7	16.23	4.2	35.6	15.65	3.7	36.7
Time	15.85	3.8	35.4	15.38	4.3	35.3	22.00	9.9	35.9
Incentive	20.10	5.4	38.5	20.10	5.4	38.5	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	17.73	4.5	38.7	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	13.60	5.4	31.7	(⁶)	(⁶)	(⁶)
1-99 workers	15.43	7.8	33.5	15.43	7.8	33.5	—	—	—
100-499 workers	16.05	3.5	37.1	15.91	3.5	37.2	—	—	—
500 workers or more	19.18	5.4	38.5	18.52	6.7	38.9	22.14	12.0	36.4

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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, October 2007**

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	\$16.63	3.4	\$17.43	3.1	\$8.56	6.3
Management occupations	39.64	21.7	39.64	21.7	—	—
Level 9	31.76	13.7	31.76	13.7	—	—
Level 11	38.83	6.1	38.83	6.1	—	—
Marketing and sales managers	61.68	18.1	61.68	18.1	—	—
Business and financial operations occupations	26.51	5.1	27.01	4.5	—	—
Architecture and engineering occupations	24.77	14.8	24.77	14.8	—	—
Level 9	32.72	6.1	32.72	6.1	—	—
Engineers	32.28	11.6	32.28	11.6	—	—
Education, training, and library occupations	29.05	17.1	31.50	19.1	—	—
Level 8	35.64	10.3	35.64	10.3	—	—
Primary, secondary, and special education school teachers	35.90	9.5	35.90	9.5	—	—
Level 8	35.64	10.3	35.64	10.3	—	—
Healthcare practitioner and technical occupations	18.83	2.9	18.83	2.9	—	—
Registered nurses	22.49	4.7	22.49	4.7	—	—
Healthcare support occupations	11.01	2.9	11.52	4.3	—	—
Level 3	11.21	6.9	11.21	6.9	—	—
Miscellaneous healthcare support occupations	—	—	12.11	3.1	—	—
Food preparation and serving related occupations	6.01	11.1	—	—	5.93	9.2
Level 1	5.02	18.5	—	—	5.10	20.0
Level 2	6.05	13.1	—	—	6.35	17.9
Food service, tipped	3.97	21.7	—	—	4.34	20.3
Level 1	2.94	11.0	—	—	3.11	8.3
Level 2	5.26	24.3	—	—	—	—
Waiters and waitresses	2.76	7.1	—	—	2.81	8.3
Level 1	2.75	11.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.68	8.4	13.59	12.1	8.94	4.8
Level 1	9.22	3.1	—	—	8.94	5.4
Building cleaning workers	12.24	4.4	12.83	5.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.10	8.2	14.08	7.9	—	—
Personal care and service occupations	12.41	7.5	—	—	—	—
Sales and related occupations	15.82	8.7	19.22	6.2	8.34	3.3
Level 2	9.19	14.1	—	—	7.22	3.5
Level 3	12.30	7.2	—	—	—	—
Level 4	12.61	2.5	—	—	—	—
Retail sales workers	11.16	5.5	13.60	10.1	8.31	3.5
Level 2	9.19	14.1	—	—	7.22	3.5
Level 3	12.30	7.2	—	—	—	—
Level 4	12.93	3.4	—	—	—	—
Cashiers, all workers	9.99	13.8	—	—	—	—
Level 2	9.98	15.1	—	—	—	—
Cashiers	9.99	13.8	—	—	—	—
Level 2	9.98	15.1	—	—	—	—
Retail salespersons	11.81	4.2	14.64	14.5	8.72	6.8
Level 3	12.50	8.4	—	—	—	—
Level 4	12.93	3.4	—	—	—	—
Sales representatives, wholesale and manufacturing	29.49	17.7	29.49	17.7	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.49	17.7	29.49	17.7	—	—
Office and administrative support occupations	13.07	3.1	13.39	3.2	9.75	5.5
Level 2	10.47	3.8	10.77	2.7	—	—
Level 3	12.00	2.8	12.19	2.7	10.15	4.0
Level 4	13.16	2.9	13.22	3.1	—	—

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, October 2007** — 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)
Office and administrative support occupations						
–Continued						
Level 5	\$15.64	3.8	\$16.06	3.6	–	–
Level 6	20.46	8.8	20.46	8.8	–	–
Financial clerks	13.01	3.7	13.35	4.1	\$10.28	3.6
Level 3	11.74	3.5	12.05	3.1	–	–
Level 4	12.66	4.7	12.80	5.6	–	–
Level 5	15.31	7.5	15.93	8.2	–	–
Bookkeeping, accounting, and auditing clerks	13.06	4.0	13.28	4.4	–	–
Level 3	11.70	2.0	–	–	–	–
Level 5	15.77	6.4	–	–	–	–
Tellers	11.05	.0	–	–	–	–
Customer service representatives	14.10	8.3	14.10	8.3	–	–
Receptionists and information clerks	10.71	3.9	11.13	2.7	–	–
Shipping, receiving, and traffic clerks	12.15	1.1	12.15	1.1	–	–
Stock clerks and order fillers	11.92	15.6	–	–	–	–
Secretaries and administrative assistants	14.12	5.7	14.14	5.8	–	–
Level 4	13.48	2.5	13.50	2.7	–	–
Secretaries, except legal, medical, and executive	13.33	6.9	13.33	6.9	–	–
Office clerks, general	11.92	9.3	12.64	9.3	–	–
Level 3	12.18	9.0	–	–	–	–
Construction and extraction occupations	18.94	4.9	18.94	4.9	–	–
Installation, maintenance, and repair occupations	16.79	4.7	16.79	4.7	–	–
Level 5	15.59	5.0	15.59	5.0	–	–
Level 7	23.74	6.3	23.74	6.3	–	–
Industrial machinery installation, repair, and maintenance workers	17.95	2.9	17.95	2.9	–	–
Level 5	16.38	3.2	16.38	3.2	–	–
Industrial machinery mechanics	21.08	10.3	21.08	10.3	–	–
Maintenance and repair workers, general	16.15	3.4	16.15	3.4	–	–
Production occupations	16.17	6.1	16.29	5.7	–	–
Level 1	10.45	16.8	10.45	16.8	–	–
Level 2	12.42	7.1	12.74	6.2	–	–
Level 3	16.45	4.9	16.51	4.8	–	–
Level 4	16.77	8.5	16.77	8.5	–	–
Level 5	18.21	5.0	18.21	5.0	–	–
Level 6	18.74	12.0	18.74	12.0	–	–
Level 7	23.63	2.7	23.63	2.7	–	–
Not able to be leveled	12.56	16.7	12.56	16.7	–	–
First-line supervisors/managers of production and operating workers	20.71	13.3	20.71	13.3	–	–
Miscellaneous assemblers and fabricators	16.11	9.7	16.11	9.7	–	–
Level 1	10.09	.4	10.09	.4	–	–
Level 2	14.69	6.7	14.69	6.7	–	–
Level 3	17.55	6.7	17.55	6.7	–	–
Level 4	15.88	5.6	15.88	5.6	–	–
Team assemblers	17.02	15.0	17.02	15.0	–	–
Level 3	19.00	14.1	19.00	14.1	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic	12.69	9.4	13.23	14.7	–	–
Level 4	14.18	3.5	14.18	3.5	–	–
Level 5	17.68	2.3	17.68	2.3	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.26	17.7	11.26	17.7	–	–
Molders and molding machine setters, operators, and tenders, metal and plastic	13.62	10.9	13.62	10.9	–	–
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.62	10.9	13.62	10.9	–	–
Welding, soldering, and brazing workers	17.10	1.7	17.10	1.7	–	–
Level 4	17.41	.6	17.41	.6	–	–
Welders, cutters, solderers, and brazers	16.55	3.9	16.55	3.9	–	–
Level 4	17.64	1.6	17.64	1.6	–	–
Miscellaneous metalworkers and plastic workers	13.66	1.6	13.66	1.6	–	–

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, October 2007** — 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)
Production occupations —Continued						
Sewing machine operators	\$11.41	13.0	\$11.41	13.0	—	—
Woodworking machine setters, operators, and tenders ...	13.06	2.1	13.06	2.1	—	—
Woodworking machine setters, operators, and tenders, except sawing	13.38	3.7	13.38	3.7	—	—
Crushing, grinding, polishing, mixing, and blending workers	15.60	23.4	15.60	23.4	—	—
Inspectors, testers, sorters, samplers, and weighers	13.40	2.9	13.40	2.9	—	—
Level 3	10.86	2.7	10.86	2.7	—	—
Level 4	14.72	11.1	14.72	11.1	—	—
Painting workers	13.10	12.0	13.10	12.0	—	—
Miscellaneous production workers	18.36	33.1	18.36	33.1	—	—
Level 2	11.14	1.1	11.14	1.1	—	—
Transportation and material moving occupations	13.77	4.4	14.09	3.9	\$9.29	14.3
Level 1	10.61	5.1	10.61	5.1	—	—
Level 2	11.42	7.8	11.92	7.1	8.56	12.6
Level 3	16.67	9.2	16.65	9.3	—	—
Level 4	18.56	8.8	18.56	8.8	—	—
Driver/sales workers and truck drivers	17.39	7.4	17.83	7.0	—	—
Level 2	11.99	4.3	—	—	—	—
Level 4	18.12	12.3	18.12	12.3	—	—
Truck drivers, heavy and tractor-trailer	20.41	6.2	20.41	6.2	—	—
Truck drivers, light or delivery services	13.95	8.6	14.50	8.9	—	—
Level 2	11.99	4.3	—	—	—	—
Industrial truck and tractor operators	13.45	4.1	13.45	4.1	—	—
Level 3	15.03	1.1	15.03	1.1	—	—
Laborers and material movers, hand	12.12	3.5	12.38	2.8	—	—
Level 1	10.61	5.1	10.61	5.1	—	—
Level 2	12.35	6.8	13.01	4.8	—	—
Laborers and freight, stock, and material movers, hand	11.64	5.6	12.31	2.9	—	—
Packers and packagers, hand	11.91	3.0	11.91	3.0	—	—
Level 2	12.98	5.8	12.98	5.8	—	—

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

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.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, October 2007

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	\$16.31	3.6	\$17.13	3.4	\$8.51	6.4
Management occupations	39.64	21.7	39.64	21.7	—	—
Level 9	31.76	13.7	31.76	13.7	—	—
Level 11	38.83	6.1	38.83	6.1	—	—
Marketing and sales managers	61.68	18.1	61.68	18.1	—	—
Business and financial operations occupations	26.51	5.1	27.01	4.5	—	—
Architecture and engineering occupations	24.77	14.8	24.77	14.8	—	—
Level 9	32.72	6.1	32.72	6.1	—	—
Engineers	32.28	11.6	32.28	11.6	—	—
Healthcare practitioner and technical occupations	18.73	3.2	18.73	3.2	—	—
Healthcare support occupations	11.01	2.9	11.52	4.3	—	—
Level 3	11.21	6.9	11.21	6.9	—	—
Miscellaneous healthcare support occupations	—	—	12.11	3.1	—	—
Food preparation and serving related occupations	6.01	11.1	—	—	5.93	9.2
Level 1	5.02	18.5	—	—	5.10	20.0
Level 2	6.05	13.1	—	—	6.35	17.9
Food service, tipped	3.97	21.7	—	—	4.34	20.3
Level 1	2.94	11.0	—	—	3.11	8.3
Level 2	5.26	24.3	—	—	—	—
Waiters and waitresses	2.76	7.1	—	—	2.81	8.3
Level 1	2.75	11.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.78	12.2	—	—	8.94	4.8
Level 1	9.22	3.1	—	—	8.94	5.4
Building cleaning workers	10.98	9.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.80	17.1	—	—	—	—
Personal care and service occupations	12.41	7.5	—	—	—	—
Sales and related occupations	15.82	8.7	19.22	6.2	8.34	3.3
Level 2	9.19	14.1	—	—	7.22	3.5
Level 3	12.30	7.2	—	—	—	—
Level 4	12.61	2.5	—	—	—	—
Retail sales workers	11.16	5.5	13.60	10.1	8.31	3.5
Level 2	9.19	14.1	—	—	7.22	3.5
Level 3	12.30	7.2	—	—	—	—
Level 4	12.93	3.4	—	—	—	—
Cashiers, all workers	9.99	13.8	—	—	—	—
Level 2	9.98	15.1	—	—	—	—
Cashiers	9.99	13.8	—	—	—	—
Level 2	9.98	15.1	—	—	—	—
Retail salespersons	11.81	4.2	14.64	14.5	8.72	6.8
Level 3	12.50	8.4	—	—	—	—
Level 4	12.93	3.4	—	—	—	—
Sales representatives, wholesale and manufacturing	29.49	17.7	29.49	17.7	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.49	17.7	29.49	17.7	—	—
Office and administrative support occupations	13.01	3.1	13.34	3.3	9.75	5.5
Level 2	10.47	3.8	10.77	2.7	—	—
Level 3	12.01	3.0	12.21	3.0	10.15	4.0
Level 4	13.16	2.9	13.22	3.1	—	—
Level 5	15.58	4.6	16.11	4.6	—	—
Level 6	20.46	8.8	20.46	8.8	—	—
Financial clerks	12.93	3.7	13.30	4.2	10.28	3.6
Level 3	11.75	4.3	12.12	4.1	—	—
Level 4	12.66	4.7	12.80	5.6	—	—
Level 5	14.93	7.4	15.59	8.5	—	—
Bookkeeping, accounting, and auditing clerks	12.95	3.9	13.20	4.4	—	—

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, October 2007 — 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)
Office and administrative support occupations						
—Continued						
Tellers	\$11.05	0.0	—	—	—	—
Customer service representatives	14.10	8.3	\$14.10	8.3	—	—
Receptionists and information clerks	10.71	3.9	11.13	2.7	—	—
Shipping, receiving, and traffic clerks	12.15	1.1	12.15	1.1	—	—
Stock clerks and order fillers	11.92	15.6	—	—	—	—
Secretaries and administrative assistants	14.03	6.2	14.05	6.5	—	—
Level 4	13.48	2.5	13.50	2.7	—	—
Secretaries, except legal, medical, and executive	13.02	7.7	13.02	7.7	—	—
Office clerks, general	11.92	9.4	12.66	9.6	—	—
Level 3	12.19	9.3	—	—	—	—
Construction and extraction occupations	19.20	4.9	19.20	4.9	—	—
Installation, maintenance, and repair occupations	16.79	4.7	16.79	4.7	—	—
Level 5	15.59	5.0	15.59	5.0	—	—
Level 7	23.74	6.3	23.74	6.3	—	—
Industrial machinery installation, repair, and maintenance workers	17.95	2.9	17.95	2.9	—	—
Level 5	16.38	3.2	16.38	3.2	—	—
Industrial machinery mechanics	21.08	10.3	21.08	10.3	—	—
Maintenance and repair workers, general	16.15	3.4	16.15	3.4	—	—
Production occupations	16.17	6.1	16.29	5.7	—	—
Level 1	10.45	16.8	10.45	16.8	—	—
Level 2	12.42	7.1	12.74	6.2	—	—
Level 3	16.45	4.9	16.51	4.8	—	—
Level 4	16.77	8.5	16.77	8.5	—	—
Level 5	18.21	5.0	18.21	5.0	—	—
Level 6	18.74	12.0	18.74	12.0	—	—
Level 7	23.63	2.7	23.63	2.7	—	—
Not able to be leveled	12.56	16.7	12.56	16.7	—	—
First-line supervisors/managers of production and operating workers	20.71	13.3	20.71	13.3	—	—
Miscellaneous assemblers and fabricators	16.11	9.7	16.11	9.7	—	—
Level 1	10.09	.4	10.09	.4	—	—
Level 2	14.69	6.7	14.69	6.7	—	—
Level 3	17.55	6.7	17.55	6.7	—	—
Level 4	15.88	5.6	15.88	5.6	—	—
Team assemblers	17.02	15.0	17.02	15.0	—	—
Level 3	19.00	14.1	19.00	14.1	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	12.69	9.4	13.23	14.7	—	—
Level 4	14.18	3.5	14.18	3.5	—	—
Level 5	17.68	2.3	17.68	2.3	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.26	17.7	11.26	17.7	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.62	10.9	13.62	10.9	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.62	10.9	13.62	10.9	—	—
Welding, soldering, and brazing workers	17.10	1.7	17.10	1.7	—	—
Level 4	17.41	.6	17.41	.6	—	—
Welders, cutters, solderers, and brazers	16.55	3.9	16.55	3.9	—	—
Level 4	17.64	1.6	17.64	1.6	—	—
Miscellaneous metalworkers and plastic workers	13.66	1.6	13.66	1.6	—	—
Sewing machine operators	11.41	13.0	11.41	13.0	—	—
Woodworking machine setters, operators, and tenders ...	13.06	2.1	13.06	2.1	—	—
Woodworking machine setters, operators, and tenders, except sawing	13.38	3.7	13.38	3.7	—	—
Crushing, grinding, polishing, mixing, and blending workers	15.60	23.4	15.60	23.4	—	—
Inspectors, testers, sorters, samplers, and weighers	13.40	2.9	13.40	2.9	—	—
Level 3	10.86	2.7	10.86	2.7	—	—
Level 4	14.72	11.1	14.72	11.1	—	—

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, October 2007 — 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)
Production occupations —Continued						
Painting workers	\$13.10	12.0	\$13.10	12.0	—	—
Miscellaneous production workers	18.36	33.1	18.36	33.1	—	—
Level 2	11.14	1.1	11.14	1.1	—	—
Transportation and material moving occupations						
Level 1	10.61	5.1	10.61	5.1	—	—
Level 2	11.42	7.8	11.92	7.1	8.56	12.6
Level 3	16.65	9.3	16.65	9.3	—	—
Level 4	18.48	10.8	18.48	10.8	—	—
Driver/sales workers and truck drivers	17.39	7.4	17.83	7.0	—	—
Level 2	11.99	4.3	—	—	—	—
Level 4	18.12	12.3	18.12	12.3	—	—
Truck drivers, heavy and tractor-trailer	20.41	6.2	20.41	6.2	—	—
Truck drivers, light or delivery services	13.95	8.6	14.50	8.9	—	—
Level 2	11.99	4.3	—	—	—	—
Industrial truck and tractor operators	13.45	4.1	13.45	4.1	—	—
Level 3	15.03	1.1	15.03	1.1	—	—
Laborers and material movers, hand	12.12	3.5	12.38	2.8	—	—
Level 1	10.61	5.1	10.61	5.1	—	—
Level 2	12.35	6.8	13.01	4.8	—	—
Laborers and freight, stock, and material movers, hand	11.64	5.6	12.31	2.9	—	—
Packers and packagers, hand	11.91	3.0	11.91	3.0	—	—
Level 2	12.98	5.8	12.98	5.8	—	—

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

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.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Elkhart-Goshen, IN, October 2007

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	\$22.00	9.9	\$22.07	10.0	–	–
Education, training, and library occupations	31.33	19.5	31.50	19.1	–	–
Level 8	35.64	10.3	35.64	10.3	–	–
Primary, secondary, and special education school teachers	35.90	9.5	35.90	9.5	–	–
Level 8	35.64	10.3	35.64	10.3	–	–

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.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Elkhart-Goshen, IN, October 2007

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	\$16.63	3.4	\$17.43	3.1	\$8.56	6.3
Management occupations	39.64	21.7	39.64	21.7	—	—
Group III	33.24	6.4	—	—	—	—
Marketing and sales managers	61.68	18.1	61.68	18.1	—	—
Business and financial operations occupations	26.51	5.1	27.01	4.5	—	—
Group II	24.04	1.6	—	—	—	—
Architecture and engineering occupations	24.77	14.8	24.77	14.8	—	—
Group III	32.99	6.2	—	—	—	—
Engineers	32.28	11.6	32.28	11.6	—	—
Group III	32.28	11.6	—	—	—	—
Education, training, and library occupations	29.05	17.1	31.50	19.1	—	—
Group II	33.69	10.3	—	—	—	—
Primary, secondary, and special education school teachers	35.90	9.5	35.90	9.5	—	—
Group II	35.64	10.3	—	—	—	—
Healthcare practitioner and technical occupations	18.83	2.9	18.83	2.9	—	—
Group II	18.74	5.2	—	—	—	—
Registered nurses	22.49	4.7	22.49	4.7	—	—
Healthcare support occupations	11.01	2.9	11.52	4.3	—	—
Group I	10.99	3.0	—	—	—	—
Miscellaneous healthcare support occupations	—	—	12.11	3.1	—	—
Food preparation and serving related occupations	6.01	11.1	—	—	5.93	9.2
Group I	5.74	9.6	—	—	—	—
Food service, tipped	3.97	21.7	—	—	4.34	20.3
Group I	3.97	21.7	—	—	—	—
Waiters and waitresses	2.76	7.1	—	—	2.81	8.3
Group I	2.76	7.1	—	—	2.81	8.3
Building and grounds cleaning and maintenance occupations	12.68	8.4	13.59	12.1	8.94	4.8
Group I	12.04	3.5	—	—	—	—
Building cleaning workers	12.24	4.4	12.83	5.4	—	—
Group I	12.24	4.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.10	8.2	14.08	7.9	—	—
Group I	13.10	8.2	14.08	7.9	—	—
Personal care and service occupations	12.41	7.5	—	—	—	—
Group I	10.26	13.2	—	—	—	—
Sales and related occupations	15.82	8.7	19.22	6.2	8.34	3.3
Group I	11.09	5.1	—	—	—	—
Group II	24.67	7.0	—	—	—	—
Retail sales workers	11.16	5.5	13.60	10.1	8.31	3.5
Group I	11.16	5.5	—	—	—	—
Cashiers, all workers	9.99	13.8	—	—	—	—
Group I	9.99	13.8	—	—	—	—
Cashiers	9.99	13.8	—	—	—	—
Group I	9.99	13.8	—	—	—	—
Retail salespersons	11.81	4.2	14.64	14.5	8.72	6.8
Group I	11.81	4.2	14.64	14.5	8.72	6.8
Sales representatives, wholesale and manufacturing	29.49	17.7	29.49	17.7	—	—
Group II	29.49	17.7	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.49	17.7	29.49	17.7	—	—
Group II	29.49	17.7	29.49	17.7	—	—
Office and administrative support occupations	13.07	3.1	13.39	3.2	9.75	5.5
Group I	12.08	2.0	—	—	—	—
Group II	17.05	5.4	—	—	—	—

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, October 2007 — 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)
Office and administrative support occupations						
—Continued						
Financial clerks	\$13.01	3.7	\$13.35	4.1	\$10.28	3.6
Group I	12.19	3.1	—	—	—	—
Group II	15.27	6.4	—	—	—	—
Bookkeeping, accounting, and auditing clerks	13.06	4.0	13.28	4.4	—	—
Group I	11.95	2.7	12.02	3.3	—	—
Group II	15.64	5.4	16.36	4.0	—	—
Tellers	11.05	.0	—	—	—	—
Customer service representatives	14.10	8.3	14.10	8.3	—	—
Receptionists and information clerks	10.71	3.9	11.13	2.7	—	—
Group I	10.71	3.9	11.13	2.7	—	—
Shipping, receiving, and traffic clerks	12.15	1.1	12.15	1.1	—	—
Group I	11.83	.0	11.83	.0	—	—
Stock clerks and order fillers	11.92	15.6	—	—	—	—
Group I	11.92	15.6	—	—	—	—
Secretaries and administrative assistants	14.12	5.7	14.14	5.8	—	—
Group I	12.44	3.7	—	—	—	—
Group II	18.01	6.8	—	—	—	—
Secretaries, except legal, medical, and executive	13.33	6.9	13.33	6.9	—	—
Group I	12.35	5.3	12.35	5.3	—	—
Office clerks, general	11.92	9.3	12.64	9.3	—	—
Group I	11.34	8.4	11.93	8.4	—	—
Construction and extraction occupations	18.94	4.9	18.94	4.9	—	—
Group I	19.24	6.0	—	—	—	—
Group II	18.72	11.7	—	—	—	—
Installation, maintenance, and repair occupations	16.79	4.7	16.79	4.7	—	—
Group I	11.86	9.7	—	—	—	—
Group II	18.36	7.1	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	17.95	2.9	17.95	2.9	—	—
Group II	18.35	4.4	—	—	—	—
Industrial machinery mechanics	21.08	10.3	21.08	10.3	—	—
Group II	21.08	10.3	21.08	10.3	—	—
Maintenance and repair workers, general	16.15	3.4	16.15	3.4	—	—
Production occupations	16.17	6.1	16.29	5.7	—	—
Group I	15.35	8.2	—	—	—	—
Group II	19.84	4.0	—	—	—	—
First-line supervisors/managers of production and operating workers	20.71	13.3	20.71	13.3	—	—
Group II	20.71	13.3	20.71	13.3	—	—
Miscellaneous assemblers and fabricators	16.11	9.7	16.11	9.7	—	—
Group I	16.02	9.5	—	—	—	—
Team assemblers	17.02	15.0	17.02	15.0	—	—
Group I	17.05	15.1	17.05	15.1	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	12.69	9.4	13.23	14.7	—	—
Group I	11.27	7.8	—	—	—	—
Group II	17.68	2.3	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.26	17.7	11.26	17.7	—	—
Group I	11.21	19.7	11.21	19.7	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.62	10.9	13.62	10.9	—	—
Group I	13.45	14.0	—	—	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.62	10.9	13.62	10.9	—	—
Group I	13.45	14.0	13.45	14.0	—	—
Welding, soldering, and brazing workers	17.10	1.7	17.10	1.7	—	—
Group I	15.97	1.4	—	—	—	—
Welders, cutters, solderers, and brazers	16.55	3.9	16.55	3.9	—	—
Group I	16.07	2.0	16.07	2.0	—	—
Miscellaneous metalworkers and plastic workers	13.66	1.6	13.66	1.6	—	—

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, October 2007 — 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)
Production occupations —Continued						
Miscellaneous metalworkers and plastic workers —Continued						
Group I	\$14.08	1.0	—	—	—	—
Sewing machine operators	11.41	13.0	\$11.41	13.0	—	—
Group I	11.41	13.0	11.41	13.0	—	—
Woodworking machine setters, operators, and tenders ...	13.06	2.1	13.06	2.1	—	—
Group I	13.06	2.1	—	—	—	—
Woodworking machine setters, operators, and tenders, except sawing	13.38	3.7	13.38	3.7	—	—
Group I	13.38	3.7	13.38	3.7	—	—
Crushing, grinding, polishing, mixing, and blending workers	15.60	23.4	15.60	23.4	—	—
Inspectors, testers, sorters, samplers, and weighers	13.40	2.9	13.40	2.9	—	—
Group I	12.80	3.9	12.80	3.9	—	—
Painting workers	13.10	12.0	13.10	12.0	—	—
Group I	12.69	9.4	—	—	—	—
Miscellaneous production workers	18.36	33.1	18.36	33.1	—	—
Group I	18.95	34.6	—	—	—	—
Transportation and material moving occupations	13.77	4.4	14.09	3.9	\$9.29	14.3
Group I	13.72	4.9	—	—	—	—
Driver/sales workers and truck drivers	17.39	7.4	17.83	7.0	—	—
Group I	17.52	8.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	20.41	6.2	20.41	6.2	—	—
Truck drivers, light or delivery services	13.95	8.6	14.50	8.9	—	—
Group I	13.95	8.6	14.50	8.9	—	—
Industrial truck and tractor operators	13.45	4.1	13.45	4.1	—	—
Group I	13.74	5.6	13.74	5.6	—	—
Laborers and material movers, hand	12.12	3.5	12.38	2.8	—	—
Group I	12.12	3.5	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.64	5.6	12.31	2.9	—	—
Group I	11.64	5.6	12.31	2.9	—	—
Packers and packagers, hand	11.91	3.0	11.91	3.0	—	—
Group I	11.91	3.0	11.91	3.0	—	—

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.

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.

Table 6. Civilian workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.00	\$11.24	\$14.45	\$19.56	\$26.40
Management occupations	19.68	20.48	30.73	43.41	79.33
Marketing and sales managers	33.15	39.90	79.33	79.33	79.33
Business and financial operations occupations	21.95	23.75	25.08	28.95	33.59
Architecture and engineering occupations	14.00	18.20	22.76	30.21	36.97
Engineers	26.53	27.83	31.01	36.06	37.46
Education, training, and library occupations	10.24	12.58	29.76	40.07	47.64
Primary, secondary, and special education school teachers	21.25	28.30	34.02	47.02	53.05
Healthcare practitioner and technical occupations	12.26	15.33	18.55	21.58	27.18
Registered nurses	19.56	19.56	21.34	24.45	27.48
Healthcare support occupations	9.56	9.56	10.72	12.30	13.12
Food preparation and serving related occupations	2.13	3.25	7.00	7.50	10.00
Food service, tipped	2.13	2.13	3.13	4.25	9.00
Waiters and waitresses	2.13	2.13	2.53	3.25	3.60
Building and grounds cleaning and maintenance occupations	8.33	8.84	10.55	15.53	16.85
Building cleaning workers	8.33	8.84	10.93	15.45	16.85
Janitors and cleaners, except maids and housekeeping cleaners	8.33	10.40	15.03	15.86	16.85
Personal care and service occupations	5.98	9.25	12.06	12.81	19.09
Sales and related occupations	7.13	8.80	13.94	21.73	22.37
Retail sales workers	7.00	7.63	11.09	13.94	17.67
Cashiers, all workers	6.50	7.00	10.57	12.50	12.50
Cashiers	6.50	7.00	10.57	12.50	12.50
Retail salespersons	7.13	8.00	11.29	15.82	17.67
Sales representatives, wholesale and manufacturing	21.91	22.34	22.37	30.11	72.01
Sales representatives, wholesale and manufacturing, except technical and scientific products	21.91	22.34	22.37	30.11	72.01
Office and administrative support occupations	9.50	10.83	12.27	15.00	17.14
Financial clerks	10.00	11.25	12.37	14.78	16.27
Bookkeeping, accounting, and auditing clerks	10.50	11.50	12.26	14.78	15.86
Tellers	9.24	10.24	11.25	12.00	12.60
Customer service representatives	10.00	10.50	14.59	16.26	17.70
Receptionists and information clerks	8.50	10.24	10.51	11.70	12.06
Shipping, receiving, and traffic clerks	9.46	10.25	11.46	15.01	15.76
Stock clerks and order fillers	7.00	8.66	14.00	15.00	15.00
Secretaries and administrative assistants	10.73	12.15	13.53	15.05	19.90
Secretaries, except legal, medical, and executive	10.22	12.15	12.15	14.49	15.35
Office clerks, general	8.94	10.05	11.00	13.92	18.27
Construction and extraction occupations	13.50	16.00	18.69	20.83	24.30
Installation, maintenance, and repair occupations	10.00	13.79	16.50	18.45	24.07
Industrial machinery installation, repair, and maintenance workers	15.67	16.05	17.10	19.93	23.56
Industrial machinery mechanics	17.10	17.10	22.18	24.07	24.07
Maintenance and repair workers, general	16.05	16.05	16.50	17.31	17.68
Production occupations	9.60	12.00	14.98	18.94	25.00
First-line supervisors/managers of production and operating workers	13.00	13.00	20.40	26.86	29.88
Miscellaneous assemblers and fabricators	10.40	12.94	15.60	19.00	23.87
Team assemblers	11.86	13.39	15.60	19.36	26.40
Machine tool cutting setters, operators, and tenders, metal and plastic	9.00	9.60	12.00	16.17	18.56
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	5.75	9.00	11.40	13.49	16.17
Molders and molding machine setters, operators, and tenders, metal and plastic	9.51	10.50	13.21	15.29	18.70

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	\$9.51	\$10.50	\$13.21	\$15.29	\$18.70
Welding, soldering, and brazing workers	11.69	14.08	17.08	19.10	23.47
Welders, cutters, solderers, and brazers	10.25	12.69	17.08	18.62	20.62
Miscellaneous metalworkers and plastic workers	12.00	13.56	13.89	14.24	16.18
Sewing machine operators	8.00	9.10	11.00	13.99	16.00
Woodworking machine setters, operators, and tenders ..	10.50	12.00	13.88	14.25	14.46
Woodworking machine setters, operators, and tenders, except sawing	11.50	12.25	13.88	14.46	14.50
Crushing, grinding, polishing, mixing, and blending workers	10.50	12.24	13.82	21.97	21.97
Inspectors, testers, sorters, samplers, and weighers	8.44	10.50	12.84	16.10	17.85
Painting workers	8.50	10.00	13.62	15.95	17.44
Miscellaneous production workers	9.00	10.81	14.98	30.56	33.12
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.00	10.75	12.93	16.17	20.10
Truck drivers, heavy and tractor-trailer	11.49	14.00	16.00	20.44	24.40
Truck drivers, light or delivery services	14.41	15.50	20.08	23.37	26.52
Truck drivers, light or delivery services	10.00	11.49	13.50	16.70	17.53
Industrial truck and tractor operators	11.41	11.70	12.50	14.25	17.68
Laborers and material movers, hand	8.00	10.50	12.00	13.50	16.17
Laborers and freight, stock, and material movers, hand	7.56	10.00	12.00	14.00	14.56
Packers and packagers, hand	8.60	10.69	11.97	12.69	16.17

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.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.75	\$11.00	\$14.18	\$19.10	\$25.75
Management occupations	19.68	20.48	30.73	43.41	79.33
Marketing and sales managers	33.15	39.90	79.33	79.33	79.33
Business and financial operations occupations	21.95	23.75	25.08	28.95	33.59
Architecture and engineering occupations	14.00	18.20	22.76	30.21	36.97
Engineers	26.53	27.83	31.01	36.06	37.46
Healthcare practitioner and technical occupations	12.25	14.47	17.50	22.02	27.48
Healthcare support occupations	9.56	9.56	10.72	12.30	13.12
Food preparation and serving related occupations	2.13	3.25	7.00	7.50	10.00
Food service, tipped	2.13	2.13	3.13	4.25	9.00
Waiters and waitresses	2.13	2.13	2.53	3.25	3.60
Building and grounds cleaning and maintenance occupations	8.00	8.49	10.40	15.86	16.85
Building cleaning workers	7.69	8.39	9.00	15.86	16.85
Janitors and cleaners, except maids and housekeeping cleaners	7.69	8.33	10.43	16.32	16.85
Personal care and service occupations	5.98	9.25	12.06	12.81	19.09
Sales and related occupations	7.13	8.80	13.94	21.73	22.37
Retail sales workers	7.00	7.63	11.09	13.94	17.67
Cashiers, all workers	6.50	7.00	10.57	12.50	12.50
Cashiers	6.50	7.00	10.57	12.50	12.50
Retail salespersons	7.13	8.00	11.29	15.82	17.67
Sales representatives, wholesale and manufacturing	21.91	22.34	22.37	30.11	72.01
Sales representatives, wholesale and manufacturing, except technical and scientific products	21.91	22.34	22.37	30.11	72.01
Office and administrative support occupations	9.50	10.54	12.15	14.78	17.09
Financial clerks	10.00	11.25	12.37	14.57	15.71
Bookkeeping, accounting, and auditing clerks	10.00	11.50	12.00	14.78	15.71
Tellers	9.24	10.24	11.25	12.00	12.60
Customer service representatives	10.00	10.50	14.59	16.26	17.70
Receptionists and information clerks	8.50	10.24	10.51	11.70	12.06
Shipping, receiving, and traffic clerks	9.46	10.25	11.46	15.01	15.76
Stock clerks and order fillers	7.00	8.66	14.00	15.00	15.00
Secretaries and administrative assistants	10.73	12.15	12.96	14.49	20.40
Secretaries, except legal, medical, and executive	10.22	12.15	12.15	13.79	14.50
Office clerks, general	8.94	10.05	11.00	13.92	18.27
Construction and extraction occupations	13.50	15.65	20.83	20.83	25.80
Installation, maintenance, and repair occupations	10.00	13.79	16.50	18.45	24.07
Industrial machinery installation, repair, and maintenance workers	15.67	16.05	17.10	19.93	23.56
Industrial machinery mechanics	17.10	17.10	22.18	24.07	24.07
Maintenance and repair workers, general	16.05	16.05	16.50	17.31	17.68
Production occupations	9.60	12.00	14.98	18.94	25.00
First-line supervisors/managers of production and operating workers	13.00	13.00	20.40	26.86	29.88
Miscellaneous assemblers and fabricators	10.40	12.94	15.60	19.00	23.87
Team assemblers	11.86	13.39	15.60	19.36	26.40
Machine tool cutting setters, operators, and tenders, metal and plastic	9.00	9.60	12.00	16.17	18.56
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	5.75	9.00	11.40	13.49	16.17
Molders and molding machine setters, operators, and tenders, metal and plastic	9.51	10.50	13.21	15.29	18.70
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.51	10.50	13.21	15.29	18.70
Welding, soldering, and brazing workers	11.69	14.08	17.08	19.10	23.47
Welders, cutters, solderers, and brazers	10.25	12.69	17.08	18.62	20.62
Miscellaneous metalworkers and plastic workers	12.00	13.56	13.89	14.24	16.18

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Sewing machine operators	\$8.00	\$9.10	\$11.00	\$13.99	\$16.00
Woodworking machine setters, operators, and tenders ...	10.50	12.00	13.88	14.25	14.46
Woodworking machine setters, operators, and tenders, except sawing	11.50	12.25	13.88	14.46	14.50
Crushing, grinding, polishing, mixing, and blending workers	10.50	12.24	13.82	21.97	21.97
Inspectors, testers, sorters, samplers, and weighers	8.44	10.50	12.84	16.10	17.85
Painting workers	8.50	10.00	13.62	15.95	17.44
Miscellaneous production workers	9.00	10.81	14.98	30.56	33.12
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.00	10.69	12.82	15.85	20.43
Truck drivers, heavy and tractor-trailer	11.49	14.00	16.00	20.44	24.40
Truck drivers, light or delivery services	14.41	15.50	20.08	23.37	26.52
Truck drivers, light or delivery services	10.00	11.49	13.50	16.70	17.53
Industrial truck and tractor operators	11.41	11.70	12.50	14.25	17.68
Laborers and material movers, hand	8.00	10.50	12.00	13.50	16.17
Laborers and freight, stock, and material movers, hand	7.56	10.00	12.00	14.00	14.56
Packers and packagers, hand	8.60	10.69	11.97	12.69	16.17

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.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Elkhart-Goshen, IN, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$12.35	\$14.49	\$16.95	\$27.16	\$42.61
Education, training, and library occupations	11.05	19.22	31.14	43.45	47.64
Primary, secondary, and special education school teachers	21.25	28.30	34.02	47.02	53.05

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.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Elkhart-Goshen, IN, October 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.00	\$12.00	\$15.00	\$20.05	\$26.86
Management occupations	19.68	20.48	30.73	43.41	79.33
Marketing and sales managers	33.15	39.90	79.33	79.33	79.33
Business and financial operations occupations	22.25	24.30	25.96	31.52	33.59
Architecture and engineering occupations	14.00	18.20	22.76	30.21	36.97
Engineers	26.53	27.83	31.01	36.06	37.46
Education, training, and library occupations	11.05	19.92	31.70	43.60	47.64
Primary, secondary, and special education school teachers	21.25	28.30	34.02	47.02	53.05
Healthcare practitioner and technical occupations	12.26	15.33	18.55	21.58	27.18
Registered nurses	19.56	19.56	21.34	24.45	27.48
Healthcare support occupations	9.38	10.55	11.71	12.30	13.12
Miscellaneous healthcare support occupations	10.67	12.15	12.30	12.45	13.61
Building and grounds cleaning and maintenance occupations	8.39	10.40	14.80	15.86	16.95
Building cleaning workers	8.39	10.40	13.73	15.75	16.85
Janitors and cleaners, except maids and housekeeping cleaners	10.40	13.34	15.15	16.32	16.95
Sales and related occupations	11.29	12.50	17.67	21.73	22.37
Retail sales workers	9.58	11.33	12.50	16.75	17.67
Retail salespersons	10.66	11.33	15.82	17.67	17.67
Sales representatives, wholesale and manufacturing	21.91	22.34	22.37	30.11	72.01
Sales representatives, wholesale and manufacturing, except technical and scientific products	21.91	22.34	22.37	30.11	72.01
Office and administrative support occupations	10.00	11.00	12.60	15.00	17.62
Financial clerks	10.83	11.50	12.62	14.78	17.14
Bookkeeping, accounting, and auditing clerks	10.83	11.50	12.39	14.78	16.79
Customer service representatives	10.00	10.50	14.59	16.26	17.70
Receptionists and information clerks	10.02	10.39	10.76	11.70	12.54
Shipping, receiving, and traffic clerks	9.46	10.25	11.46	15.01	15.76
Secretaries and administrative assistants	10.73	12.15	13.55	15.05	20.40
Secretaries, except legal, medical, and executive	10.22	12.15	12.15	14.49	15.35
Office clerks, general	10.05	10.05	11.00	14.77	18.27
Construction and extraction occupations	13.50	16.00	18.69	20.83	24.30
Installation, maintenance, and repair occupations	10.00	13.79	16.50	18.45	24.07
Industrial machinery installation, repair, and maintenance workers	15.67	16.05	17.10	19.93	23.56
Industrial machinery mechanics	17.10	17.10	22.18	24.07	24.07
Maintenance and repair workers, general	16.05	16.05	16.50	17.31	17.68
Production occupations	10.00	12.00	15.00	19.00	25.07
First-line supervisors/managers of production and operating workers	13.00	13.00	20.40	26.86	29.88
Miscellaneous assemblers and fabricators	10.40	12.94	15.60	19.00	23.87
Team assemblers	11.86	13.39	15.60	19.36	26.40
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	10.50	12.75	16.17	18.56
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	5.75	9.00	11.40	13.49	16.17
Molders and molding machine setters, operators, and tenders, metal and plastic	9.51	10.50	13.21	15.29	18.70
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	9.51	10.50	13.21	15.29	18.70
Welding, soldering, and brazing workers	11.69	14.08	17.08	19.10	23.47
Welders, cutters, solderers, and brazers	10.25	12.69	17.08	18.62	20.62
Miscellaneous metalworkers and plastic workers	12.00	13.56	13.89	14.24	16.18
Sewing machine operators	8.00	9.10	11.00	13.99	16.00

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Elkhart-Goshen, IN, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Production occupations —Continued					
Woodworking machine setters, operators, and tenders ...	\$10.50	\$12.00	\$13.88	\$14.25	\$14.46
Woodworking machine setters, operators, and tenders, except sawing	11.50	12.25	13.88	14.46	14.50
Crushing, grinding, polishing, mixing, and blending workers	10.50	12.24	13.82	21.97	21.97
Inspectors, testers, sorters, samplers, and weighers	8.44	10.50	12.84	16.10	17.85
Painting workers	8.50	10.00	13.62	15.95	17.44
Miscellaneous production workers	9.00	10.81	14.98	30.56	33.12
Transportation and material moving occupations					
Driver/sales workers and truck drivers	9.00	11.50	13.10	16.19	20.43
Truck drivers, heavy and tractor-trailer	12.00	14.41	16.70	20.52	24.40
Truck drivers, light or delivery services	14.41	15.50	20.08	23.37	26.52
Truck drivers, heavy and tractor-trailer	10.75	12.00	14.10	16.70	18.79
Industrial truck and tractor operators	11.41	11.70	12.50	14.25	17.68
Laborers and material movers, hand	9.00	10.56	12.00	13.61	16.17
Laborers and freight, stock, and material movers, hand	9.74	10.50	12.08	14.25	14.56
Packers and packagers, hand	8.60	10.69	11.97	12.69	16.17

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.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Elkhart-Goshen, IN, October 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$4.25	\$7.00	\$8.33	\$9.60	\$11.49
Food preparation and serving related occupations	2.26	3.25	7.06	7.50	9.00
Food service, tipped	2.13	2.26	3.25	6.00	9.00
Waiters and waitresses	2.13	2.13	3.00	3.25	3.39
Building and grounds cleaning and maintenance occupations	7.69	8.33	9.00	9.50	10.55
Sales and related occupations	6.50	7.08	7.63	9.00	10.57
Retail sales workers	6.50	7.00	7.32	9.13	10.84
Retail salespersons	6.98	7.13	7.75	9.13	11.33
Office and administrative support occupations	7.50	8.57	9.25	11.00	13.27
Financial clerks	8.50	9.24	9.98	11.00	13.00
Transportation and material moving occupations	6.55	7.00	7.56	11.49	12.74

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.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2007

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	\$17.43	\$15.00	\$690	\$600	39.6	\$35,276	\$31,167	2,023
Management occupations	39.64	30.73	1,596	1,229	40.3	82,974	63,908	2,093
Marketing and sales managers	61.68	79.33	2,467	3,173	40.0	128,299	165,000	2,080
Business and financial operations occupations	27.01	25.96	1,081	1,038	40.0	56,190	54,001	2,080
Architecture and engineering occupations	24.77	22.76	1,001	910	40.4	52,045	47,341	2,102
Engineers	32.28	31.01	1,344	1,287	41.6	69,890	66,924	2,165
Education, training, and library occupations	31.50	31.70	1,071	1,075	34.0	38,821	38,714	1,233
Primary, secondary, and special education school teachers	35.90	34.02	1,230	1,162	34.2	44,663	41,885	1,244
Healthcare practitioner and technical occupations	18.83	18.55	700	700	37.2	36,420	36,400	1,934
Registered nurses	22.49	21.34	835	794	37.1	43,437	41,288	1,931
Healthcare support occupations	11.52	11.71	428	455	37.1	22,238	23,670	1,930
Miscellaneous healthcare support occupations	12.11	12.30	475	467	39.2	24,701	24,305	2,039
Building and grounds cleaning and maintenance occupations	13.59	14.80	544	592	40.0	28,278	30,784	2,080
Building cleaning workers	12.83	13.73	513	549	40.0	26,694	28,558	2,080
Janitors and cleaners, except maids and housekeeping cleaners	14.08	15.15	563	606	40.0	29,279	31,512	2,080
Sales and related occupations	19.22	17.67	769	707	40.0	39,953	36,762	2,078
Retail sales workers	13.60	12.50	544	500	40.0	28,291	26,000	2,080
Retail salespersons	14.64	15.82	586	633	40.0	30,450	32,906	2,080
Sales representatives, wholesale and manufacturing	29.49	22.37	1,180	895	40.0	61,051	46,519	2,070
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.49	22.37	1,180	895	40.0	61,051	46,519	2,070
Office and administrative support occupations	13.39	12.60	532	504	39.7	27,651	26,208	2,066
Financial clerks	13.35	12.62	530	505	39.7	27,585	26,250	2,066
Bookkeeping, accounting, and auditing clerks	13.28	12.39	527	490	39.6	27,380	25,501	2,061
Customer service representatives	14.10	14.59	564	584	40.0	29,338	30,353	2,080
Receptionists and information clerks ..	11.13	10.76	430	420	38.6	22,358	21,861	2,010
Shipping, receiving, and traffic clerks ..	12.15	11.46	486	458	40.0	25,270	23,837	2,080
Secretaries and administrative assistants	14.14	13.55	563	542	39.8	29,274	28,188	2,070
Secretaries, except legal, medical, and executive	13.33	12.15	533	486	40.0	27,731	25,272	2,080
Office clerks, general	12.64	11.00	498	440	39.4	25,894	22,880	2,049
Construction and extraction occupations	18.94	18.69	745	740	39.3	38,537	38,470	2,035
Installation, maintenance, and repair occupations	16.79	16.50	678	660	40.4	35,257	34,320	2,100
Industrial machinery installation, repair, and maintenance workers	17.95	17.10	718	684	40.0	37,339	35,568	2,080
Industrial machinery mechanics	21.08	22.18	843	887	40.0	43,844	46,134	2,080
Maintenance and repair workers, general	16.15	16.50	646	660	40.0	33,590	34,320	2,080

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, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$16.29	\$15.00	\$646	\$599	39.7	\$33,337	\$31,013	2,047
First-line supervisors/managers of production and operating workers	20.71	20.40	828	816	40.0	43,011	42,640	2,077
Miscellaneous assemblers and fabricators	16.11	15.60	634	600	39.3	32,617	31,013	2,024
Team assemblers	17.02	15.60	664	613	39.0	34,043	31,200	2,000
Machine tool cutting setters, operators, and tenders, metal and plastic	13.23	12.75	529	510	40.0	27,512	26,520	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.26	11.40	450	456	40.0	23,425	23,704	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	13.62	13.21	545	528	40.0	28,339	27,477	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.62	13.21	545	528	40.0	28,339	27,477	2,080
Welding, soldering, and brazing workers	17.10	17.08	675	683	39.5	34,710	35,535	2,030
Welders, cutters, solderers, and brazers	16.55	17.08	651	683	39.3	33,489	35,535	2,023
Miscellaneous metalworkers and plastic workers	13.66	13.89	547	556	40.0	28,420	28,891	2,080
Sewing machine operators	11.41	11.00	454	440	39.8	23,313	22,151	2,044
Woodworking machine setters, operators, and tenders	13.06	13.88	523	555	40.0	26,890	28,000	2,058
Woodworking machine setters, operators, and tenders, except sawing	13.38	13.88	535	555	40.0	27,703	28,879	2,071
Crushing, grinding, polishing, mixing, and blending workers	15.60	13.82	624	553	40.0	32,445	28,741	2,080
Inspectors, testers, sorters, samplers, and weighers	13.40	12.84	536	514	40.0	27,863	26,707	2,080
Painting workers	13.10	13.62	524	545	40.0	27,108	28,325	2,070
Miscellaneous production workers	18.36	14.98	734	599	40.0	38,190	31,167	2,080
Transportation and material moving occupations	14.09	13.10	583	520	41.4	29,995	26,559	2,129
Driver/sales workers and truck drivers	17.83	16.70	799	646	44.8	41,479	33,598	2,326
Truck drivers, heavy and tractor-trailer	20.41	20.08	935	896	45.8	48,459	46,292	2,375
Truck drivers, light or delivery services	14.50	14.10	642	560	44.3	33,394	29,120	2,303
Industrial truck and tractor operators ..	13.45	12.50	538	500	40.0	27,974	26,000	2,080
Laborers and material movers, hand ..	12.38	12.00	495	480	40.0	25,712	24,960	2,078
Laborers and freight, stock, and material movers, hand	12.31	12.08	492	483	40.0	25,609	25,118	2,080
Packers and packagers, hand	11.91	11.97	476	479	40.0	24,773	24,898	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.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2007

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	\$17.13	\$14.98	\$681	\$590	39.8	\$35,295	\$30,576	2,061
Management occupations	39.64	30.73	1,596	1,229	40.3	82,974	63,908	2,093
Marketing and sales managers	61.68	79.33	2,467	3,173	40.0	128,299	165,000	2,080
Business and financial operations occupations	27.01	25.96	1,081	1,038	40.0	56,190	54,001	2,080
Architecture and engineering occupations	24.77	22.76	1,001	910	40.4	52,045	47,341	2,102
Engineers	32.28	31.01	1,344	1,287	41.6	69,890	66,924	2,165
Healthcare practitioner and technical occupations	18.73	17.50	700	614	37.4	36,392	31,916	1,943
Healthcare support occupations	11.52	11.71	428	455	37.1	22,238	23,670	1,930
Miscellaneous healthcare support occupations	12.11	12.30	475	467	39.2	24,701	24,305	2,039
Sales and related occupations	19.22	17.67	769	707	40.0	39,953	36,762	2,078
Retail sales workers	13.60	12.50	544	500	40.0	28,291	26,000	2,080
Retail salespersons	14.64	15.82	586	633	40.0	30,450	32,906	2,080
Sales representatives, wholesale and manufacturing	29.49	22.37	1,180	895	40.0	61,051	46,519	2,070
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.49	22.37	1,180	895	40.0	61,051	46,519	2,070
Office and administrative support occupations	13.34	12.60	531	502	39.8	27,608	26,083	2,069
Financial clerks	13.30	12.65	532	506	40.0	27,656	26,312	2,080
Bookkeeping, accounting, and auditing clerks	13.20	12.62	528	505	40.0	27,451	26,250	2,080
Customer service representatives	14.10	14.59	564	584	40.0	29,338	30,353	2,080
Receptionists and information clerks	11.13	10.76	430	420	38.6	22,358	21,861	2,010
Shipping, receiving, and traffic clerks	12.15	11.46	486	458	40.0	25,270	23,837	2,080
Secretaries and administrative assistants	14.05	12.96	559	518	39.8	29,055	26,957	2,069
Secretaries, except legal, medical, and executive	13.02	12.15	521	486	40.0	27,071	25,272	2,080
Office clerks, general	12.66	11.00	500	440	39.5	25,976	22,880	2,052
Construction and extraction occupations	19.20	20.83	759	833	39.5	39,226	43,331	2,043
Installation, maintenance, and repair occupations	16.79	16.50	678	660	40.4	35,257	34,320	2,100
Industrial machinery installation, repair, and maintenance workers	17.95	17.10	718	684	40.0	37,339	35,568	2,080
Industrial machinery mechanics	21.08	22.18	843	887	40.0	43,844	46,134	2,080
Maintenance and repair workers, general	16.15	16.50	646	660	40.0	33,590	34,320	2,080
Production occupations	16.29	15.00	646	599	39.7	33,337	31,013	2,047
First-line supervisors/managers of production and operating workers	20.71	20.40	828	816	40.0	43,011	42,640	2,077
Miscellaneous assemblers and fabricators	16.11	15.60	634	600	39.3	32,617	31,013	2,024
Team assemblers	17.02	15.60	664	613	39.0	34,043	31,200	2,000
Machine tool cutting setters, operators, and tenders, metal and plastic	13.23	12.75	529	510	40.0	27,512	26,520	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	11.26	11.40	450	456	40.0	23,425	23,704	2,080

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, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Molders and molding machine setters, operators, and tenders, metal and plastic	\$13.62	\$13.21	\$545	\$528	40.0	\$28,339	\$27,477	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.62	13.21	545	528	40.0	28,339	27,477	2,080
Welding, soldering, and brazing workers	17.10	17.08	675	683	39.5	34,710	35,535	2,030
Welders, cutters, solderers, and brazers	16.55	17.08	651	683	39.3	33,489	35,535	2,023
Miscellaneous metalworkers and plastic workers	13.66	13.89	547	556	40.0	28,420	28,891	2,080
Sewing machine operators	11.41	11.00	454	440	39.8	23,313	22,151	2,044
Woodworking machine setters, operators, and tenders	13.06	13.88	523	555	40.0	26,890	28,000	2,058
Woodworking machine setters, operators, and tenders, except sawing	13.38	13.88	535	555	40.0	27,703	28,879	2,071
Crushing, grinding, polishing, mixing, and blending workers	15.60	13.82	624	553	40.0	32,445	28,741	2,080
Inspectors, testers, sorters, samplers, and weighers	13.40	12.84	536	514	40.0	27,863	26,707	2,080
Painting workers	13.10	13.62	524	545	40.0	27,108	28,325	2,070
Miscellaneous production workers	18.36	14.98	734	599	40.0	38,190	31,167	2,080
Transportation and material moving occupations								
Driver/sales workers and truck drivers	14.01	13.05	582	517	41.6	30,248	26,894	2,159
Truck drivers, heavy and tractor-trailer	17.83	16.70	799	646	44.8	41,479	33,598	2,326
Truck drivers, light or delivery services	20.41	20.08	935	896	45.8	48,459	46,292	2,375
Industrial truck and tractor operators ..	14.50	14.10	642	560	44.3	33,394	29,120	2,303
Laborers and material movers, hand ..	13.45	12.50	538	500	40.0	27,974	26,000	2,080
Laborers and freight, stock, and material movers, hand	12.38	12.00	495	480	40.0	25,712	24,960	2,078
Packers and packagers, hand	12.31	12.08	492	483	40.0	25,609	25,118	2,080
	11.91	11.97	476	479	40.0	24,773	24,898	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.

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.

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, October 2007

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	\$22.07	\$16.95	\$805	\$674	36.5	\$35,060	\$34,496	1,588
Education, training, and library occupations	31.50	31.70	1,071	1,075	34.0	38,821	38,714	1,233
Primary, secondary, and special education school teachers	35.90	34.02	1,230	1,162	34.2	44,663	41,885	1,244

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.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Elkhart-Goshen, IN, October 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$16.31	\$15.43	\$15.91	\$18.52
Management, professional, and related	29.45	32.46	27.83	25.17
Management, business, and financial	36.21	41.49	32.24	—
Professional and related	22.04	19.99	23.40	22.92
Service	9.16	7.91	10.95	9.57
Sales and office	13.81	13.68	13.16	16.07
Sales and related	15.82	15.72	12.83	—
Office and administrative support	13.01	12.67	13.27	13.66
Natural resources, construction, and maintenance	18.02	17.61	19.46	15.92
Construction and extraction	19.20	17.77	—	—
Installation, maintenance, and repair	16.79	—	17.06	15.69
Production, transportation, and material moving	15.66	13.81	14.35	18.76
Production	16.17	13.61	14.74	19.50
Transportation and material moving	13.67	14.24	12.48	14.03
	Relative error ³ (percent)			
All workers	3.6	7.8	3.5	6.7
Management, professional, and related	11.2	20.0	8.1	5.8
Management, business, and financial	18.2	31.9	11.3	—
Professional and related	7.0	13.2	7.9	8.1
Service	10.8	16.8	7.7	17.0
Sales and office	4.3	5.6	3.8	14.6
Sales and related	8.7	7.9	13.1	—
Office and administrative support	3.1	4.8	4.0	.8
Natural resources, construction, and maintenance	4.5	8.8	5.0	10.2
Construction and extraction	4.9	11.1	—	—
Installation, maintenance, and repair	4.7	—	3.7	14.2
Production, transportation, and material moving	5.0	4.0	2.7	7.8
Production	6.1	2.9	2.5	8.3
Transportation and material moving	4.5	9.6	3.5	6.1

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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, October 2007

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	\$16.75	\$14.00	\$671	\$557	40.1	\$34,826	\$28,689	2,079
Management occupations	45.73	40.87	1,849	1,635	40.4	96,133	84,999	2,102
Sales and related occupations	18.65	17.67	746	707	40.0	38,732	36,762	2,077
Office and administrative support occupations	13.20	12.15	527	486	39.9	27,369	25,272	2,073
Financial clerks	12.96	12.00	519	480	40.0	26,966	24,960	2,080
Bookkeeping, accounting, and auditing clerks ...	12.87	12.00	515	480	40.0	26,778	24,960	2,080
Construction and extraction occupations	17.77	17.00	711	680	40.0	36,680	35,360	2,064
Production occupations	13.86	12.75	551	510	39.7	28,500	26,520	2,056
Miscellaneous assemblers and fabricators	14.08	13.00	545	520	38.7	27,858	27,040	1,978
Transportation and material moving occupations	14.89	14.18	648	540	43.6	33,686	28,080	2,262
Driver/sales workers and truck drivers	19.25	18.81	903	920	46.9	46,825	46,575	2,432
Laborers and material movers, hand	11.53	12.02	461	481	40.0	23,987	25,002	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.

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

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, October 2007

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	\$17.36	\$15.59	\$688	\$605	39.6	\$35,586	\$31,269	2,050
Management occupations	32.90	28.96	1,318	1,159	40.1	68,535	60,243	2,083
Marketing and sales managers	43.30	39.90	1,732	1,596	40.0	90,073	82,992	2,080
Business and financial operations occupations ...	28.57	28.95	1,143	1,158	40.0	59,432	60,216	2,080
Architecture and engineering occupations	28.85	29.63	1,184	1,208	41.0	61,554	62,828	2,134
Engineers	31.55	29.63	1,317	1,287	41.7	68,480	66,924	2,171
Healthcare practitioner and technical occupations	19.08	18.15	691	614	36.2	35,952	31,916	1,884
Healthcare support occupations	11.32	11.12	418	427	36.9	21,733	22,200	1,919
Sales and related occupations	20.49	15.00	820	600	40.0	42,661	31,200	2,082
Office and administrative support occupations	13.48	12.99	536	518	39.7	27,852	26,957	2,066
Financial clerks	14.13	13.91	565	556	40.0	29,395	28,933	2,080
Shipping, receiving, and traffic clerks	12.33	11.59	493	464	40.0	25,643	24,107	2,080
Secretaries and administrative assistants	15.44	13.79	612	552	39.6	31,828	28,689	2,062
Secretaries, except legal, medical, and executive	15.03	13.79	601	552	40.0	31,271	28,689	2,080
Installation, maintenance, and repair occupations	16.55	17.31	672	692	40.6	34,940	35,994	2,112
Industrial machinery installation, repair, and maintenance workers	18.64	17.68	746	707	40.0	38,775	36,774	2,080
Industrial machinery mechanics	21.08	22.18	843	887	40.0	43,844	46,134	2,080
Production occupations	17.14	16.00	679	624	39.6	35,025	32,450	2,044
First-line supervisors/managers of production and operating workers	20.58	17.77	823	711	40.0	42,746	36,951	2,077
Miscellaneous assemblers and fabricators	16.52	15.60	652	624	39.5	33,594	32,433	2,034
Team assemblers	17.37	15.60	676	624	38.9	34,600	31,633	1,992
Machine tool cutting setters, operators, and tenders, metal and plastic	14.67	16.06	587	642	40.0	30,518	33,405	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	12.62	12.00	505	480	40.0	26,250	24,960	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	16.47	15.37	659	615	40.0	34,254	31,970	2,080
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	16.47	15.37	659	615	40.0	34,254	31,970	2,080
Welding, soldering, and brazing workers	17.80	17.08	701	683	39.4	36,016	35,535	2,024
Welders, cutters, solderers, and brazers	17.37	17.08	681	683	39.2	34,977	35,535	2,014
Miscellaneous metalworkers and plastic workers ...	13.45	13.89	538	556	40.0	27,977	28,891	2,080
Woodworking machine setters, operators, and tenders	12.99	13.88	520	555	40.0	26,923	28,879	2,072
Crushing, grinding, polishing, mixing, and blending workers	15.60	13.82	624	553	40.0	32,445	28,741	2,080
Inspectors, testers, sorters, samplers, and weighers	15.42	16.10	617	644	40.0	32,078	33,488	2,080
Painting workers	13.25	13.62	530	545	40.0	27,564	28,325	2,080
Miscellaneous production workers	21.84	19.04	874	762	40.0	45,424	39,603	2,080

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, October 2007** — 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	\$13.26	\$12.64	\$531	\$506	40.0	\$27,586	\$26,291	2,080
Driver/sales workers and truck drivers	14.14	14.50	568	580	40.2	29,545	30,160	2,089
Industrial truck and tractor operators	13.45	12.50	538	500	40.0	27,974	26,000	2,080
Laborers and material movers, hand	12.82	11.97	513	479	40.0	26,620	24,898	2,077
Laborers and freight, stock, and material movers, hand	12.66	12.14	506	486	40.0	26,322	25,251	2,080
Packers and packagers, hand	12.29	11.61	492	464	40.0	25,560	24,149	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.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Elkhart-Goshen, IN, October 2007

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	\$20.52	\$17.17	\$32.64	\$16.21	\$16.23	\$15.65
Management, professional, and related	35.90	—	35.90	27.63	29.45	16.09
Management, business, and financial	—	—	—	36.21	36.21	—
Professional and related	35.90	—	35.90	20.55	22.04	16.09
Service	—	—	—	9.52	9.16	—
Sales and office	14.23	14.23	—	13.82	13.81	—
Sales and related	—	—	—	15.84	15.84	—
Office and administrative support	14.58	14.58	—	13.03	12.97	—
Natural resources, construction, and maintenance	22.23	22.23	—	17.38	17.40	—
Construction and extraction	—	—	—	18.84	19.09	—
Installation, maintenance, and repair	22.03	22.03	—	14.91	14.91	—
Production, transportation, and material moving	16.70	16.69	—	15.52	15.51	—
Production	18.14	18.14	—	15.90	15.90	—
Transportation and material moving	12.87	12.71	—	13.97	13.87	—
	Relative error ⁴ (percent)					
All workers	3.4	5.8	1.0	4.1	4.2	3.7
Management, professional, and related	9.5	—	9.5	11.3	11.2	12.2
Management, business, and financial	—	—	—	18.2	18.2	—
Professional and related	9.5	—	9.5	6.1	7.0	12.2
Service	—	—	—	9.9	10.8	—
Sales and office	8.3	8.3	—	4.4	4.5	—
Sales and related	—	—	—	8.8	8.8	—
Office and administrative support	6.4	6.4	—	3.2	3.3	—
Natural resources, construction, and maintenance	5.4	5.4	—	5.3	5.7	—
Construction and extraction	—	—	—	5.1	5.3	—
Installation, maintenance, and repair	6.3	6.3	—	3.7	3.7	—
Production, transportation, and material moving	8.3	8.4	—	7.1	7.1	—
Production	5.9	5.9	—	8.4	8.4	—
Transportation and material moving	5.6	5.4	—	5.3	5.3	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Elkhart-Goshen, IN, October 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$15.85	\$15.38	\$20.10	\$20.10
Management, professional, and related	28.74	29.45	—	—
Management, business, and financial	36.21	36.21	—	—
Professional and related	23.95	22.04	—	—
Service	9.42	8.84	—	—
Sales and office	12.94	12.89	19.81	19.81
Sales and related	12.68	12.68	20.46	20.46
Office and administrative support	13.00	12.94	—	—
Natural resources, construction, and maintenance	17.56	17.60	19.84	19.84
Construction and extraction	—	—	—	21.20
Installation, maintenance, and repair	16.92	16.92	—	—
Production, transportation, and material moving	13.81	13.78	20.34	20.34
Production	14.30	14.30	20.28	20.28
Transportation and material moving	12.25	12.08	20.77	20.77
	Relative error ⁴ (percent)			
All workers	3.8	4.3	5.4	5.4
Management, professional, and related	9.5	11.2	—	—
Management, business, and financial	18.2	18.2	—	—
Professional and related	7.1	7.0	—	—
Service	9.5	10.9	—	—
Sales and office	2.5	2.5	12.3	12.3
Sales and related	10.7	10.7	15.0	15.0
Office and administrative support	2.9	3.0	—	—
Natural resources, construction, and maintenance	4.4	4.8	14.1	14.1
Construction and extraction	—	—	—	14.2
Installation, maintenance, and repair	5.0	5.0	—	—
Production, transportation, and material moving	1.5	1.5	6.1	6.1
Production	1.8	1.8	7.4	7.4
Transportation and material moving	4.1	4.0	5.5	5.5

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Elkhart-Goshen, IN, October 2007

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	\$18.39	\$17.69	\$15.45	–	–	–	\$14.15	\$5.67	\$10.05
Management, professional, and related	–	35.47	–	–	–	–	18.90	–	–
Management, business, and financial	–	41.10	–	–	–	–	–	–	–
Professional and related	–	24.84	–	–	–	–	18.22	–	–
Service	–	–	11.85	–	–	–	10.66	5.38	11.62
Sales and office	–	15.05	13.18	–	–	–	11.92	–	–
Sales and related	–	26.88	12.79	–	–	–	–	–	–
Office and administrative support	–	13.67	13.74	–	–	–	11.92	–	–
Natural resources, construction, and maintenance	17.77	18.56	–	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	16.40	–	–	–	–	–	–	–
Production, transportation, and material moving	–	16.00	15.77	–	–	–	–	–	–
Production	–	16.44	–	–	–	–	–	–	–
Transportation and material moving ...	–	12.86	17.26	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	3.6	4.8	7.0	–	–	–	7.4	7.5	7.2
Management, professional, and related	–	10.3	–	–	–	–	3.0	–	–
Management, business, and financial	–	21.0	–	–	–	–	–	–	–
Professional and related	–	14.3	–	–	–	–	3.3	–	–
Service	–	–	.0	–	–	–	2.6	5.9	.0
Sales and office	–	11.0	4.2	–	–	–	1.3	–	–
Sales and related	–	7.4	7.7	–	–	–	–	–	–
Office and administrative support	–	5.8	6.9	–	–	–	1.3	–	–
Natural resources, construction, and maintenance	11.1	3.0	–	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	1.0	–	–	–	–	–	–	–
Production, transportation, and material moving	–	5.6	9.6	–	–	–	–	–	–
Production	–	6.5	–	–	–	–	–	–	–
Transportation and material moving ...	–	1.3	7.0	–	–	–	–	–	–

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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. 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 statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Elkhart–Goshen, IN, Metropolitan Statistical Area (MSA) consists of Elkhart County, IN.

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to 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 versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. 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 collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free 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, post-stratification, 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, October 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	125,200	116,800	8,400
Management, professional, and related	18,200	12,600	5,600
Management, business, and financial	6,600	6,600	—
Professional and related	11,600	6,000	5,600
Service	15,800	14,700	—
Sales and office	27,200	26,500	—
Sales and related	8,300	8,300	—
Office and administrative support	18,900	18,100	—
Natural resources, construction, and maintenance	7,800	7,200	—
Construction and extraction	4,500	3,900	—
Installation, maintenance, and repair	3,200	3,200	—
Production, transportation, and material moving	56,200	55,700	—
Production	44,600	44,600	—
Transportation and material moving	11,600	11,100	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Elkhart-Goshen, IN, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	4,344	4,275	69
Total in sample	210	204	6
Responding	142	136	6
Refused or unable to provide data	39	39	0
Out of business or not in survey scope	29	29	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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