

Grand Rapids–Muskegon–Holland, MI National Compensation Survey April 2006



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Grand Rapids–Muskegon–Holland, MI, metropolitan area. Data were collected between September 2005 and October 2006; the average reference month is April 2006. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

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

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

About the tables

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

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

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational ag-

gregations 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, Grand Rapids-Muskegon-Holland, MI, April 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$17.87	3.3	34.4	\$17.11	3.8	34.4	\$26.10	1.2	34.1
Worker characteristics^{4,5}									
Management, professional, and related	28.40	2.6	35.8	26.79	3.5	36.6	35.44	1.5	33.1
Management, business, and financial	29.81	5.1	40.5	28.67	5.5	40.6	39.34	7.7	39.9
Professional and related	27.86	3.7	34.3	25.97	5.7	35.0	34.70	1.6	32.0
Service	11.43	3.4	26.1	10.19	5.3	25.3	19.02	3.6	33.3
Sales and office	15.94	6.2	34.9	15.87	6.7	34.7	16.95	2.0	37.0
Sales and related	18.51	17.5	33.2	18.51	17.5	33.2	—	—	—
Office and administrative support	14.91	3.8	35.6	14.72	4.2	35.4	16.95	2.0	37.0
Natural resources, construction, and maintenance	18.37	3.5	37.3	18.23	3.8	37.2	21.01	2.8	38.6
Construction and extraction	18.79	4.2	39.2	18.71	4.5	39.3	21.12	4.7	36.8
Installation, maintenance, and repair	17.87	4.1	35.1	17.63	4.2	34.8	20.94	2.0	39.7
Production, transportation, and material moving	15.28	6.9	38.1	15.26	7.0	38.2	16.57	3.8	32.7
Production	15.76	7.2	39.4	15.75	7.2	39.4	—	—	—
Transportation and material moving	13.95	8.4	34.8	13.88	8.8	35.0	15.54	5.3	31.3
Full time	19.20	3.5	39.4	18.40	4.1	39.6	27.22	1.2	37.5
Part time	9.93	3.2	19.5	9.75	3.4	19.6	13.49	4.4	16.8
Union	22.60	1.5	36.6	19.37	4.3	37.1	27.06	2.1	35.9
Nonunion	17.02	3.7	34.0	16.87	3.9	34.1	23.18	7.0	29.5
Time	17.43	3.0	34.2	16.60	3.5	34.2	26.10	1.2	34.1
Incentive	31.87	29.0	40.5	31.87	29.0	40.5	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	15.59	5.8	32.1	(⁶)	(⁶)	(⁶)
1-99 workers	16.59	6.3	32.9	16.59	6.3	32.9	—	—	—
100-499 workers	16.62	5.9	34.6	15.78	7.0	34.8	24.50	5.2	32.9
500 workers or more	20.98	3.9	36.5	19.54	4.6	36.9	26.98	2.0	34.9

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, Grand Rapids-Muskegon-Holland, MI, April 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.87	3.3	\$19.20	3.5	\$9.93	3.2
Management occupations	32.99	8.6	32.99	8.6	—	—
Level 11	37.09	7.9	37.09	7.9	—	—
Not able to be leveled	37.62	11.2	37.62	11.2	—	—
Education administrators	42.96	6.7	42.96	6.7	—	—
Education administrators, elementary and secondary school	46.37	7.3	46.37	7.3	—	—
Business and financial operations occupations	25.43	9.8	25.66	9.0	—	—
Level 7	19.06	8.4	19.32	7.5	—	—
Level 9	28.82	7.4	28.82	7.4	—	—
Not able to be leveled	32.37	18.1	32.37	18.1	—	—
Buyers and purchasing agents	26.42	7.7	26.42	7.7	—	—
Accountants and auditors	26.47	8.1	26.47	8.1	—	—
Computer and mathematical science occupations	30.13	13.5	30.13	13.5	—	—
Architecture and engineering occupations	28.04	6.8	28.18	6.5	—	—
Level 9	29.69	1.0	29.69	1.0	—	—
Engineers	31.88	2.3	31.88	2.3	—	—
Level 9	29.69	1.0	—	—	—	—
Engineering technicians, except drafters	22.21	10.5	—	—	—	—
Life, physical, and social science occupations	29.15	10.2	29.06	10.4	—	—
Community and social services occupations	19.14	22.3	21.64	17.4	—	—
Level 9	29.24	14.4	29.24	14.4	—	—
Social workers	23.34	11.7	23.21	14.1	—	—
Education, training, and library occupations	32.91	4.3	34.73	3.4	16.80	10.0
Level 3	13.57	5.5	14.03	6.0	—	—
Level 4	12.66	5.7	—	—	—	—
Level 5	14.28	5.9	—	—	—	—
Level 6	15.72	26.1	—	—	—	—
Level 8	41.15	9.5	41.53	9.2	—	—
Level 9	38.19	10.0	38.20	10.0	—	—
Postsecondary teachers	39.04	11.6	40.86	12.4	—	—
Miscellaneous postsecondary teachers	41.87	16.9	—	—	—	—
Primary, secondary, and special education school teachers	36.85	6.8	38.11	5.4	18.24	22.6
Level 8	40.52	9.3	—	—	—	—
Level 9	38.08	9.9	—	—	—	—
Preschool and kindergarten teachers	30.52	15.0	—	—	—	—
Elementary and middle school teachers	35.93	5.8	37.48	2.8	—	—
Level 8	39.80	12.7	40.24	12.2	—	—
Level 9	36.92	7.5	36.92	7.5	—	—
Elementary school teachers, except special education	35.93	4.8	37.70	1.7	—	—
Level 8	39.29	12.5	39.82	11.8	—	—
Level 9	37.74	7.4	37.74	7.4	—	—
Middle school teachers, except special and vocational education	35.93	19.5	35.86	20.1	—	—
Secondary school teachers	38.30	7.0	39.08	8.1	—	—
Level 9	40.17	13.9	40.17	13.9	—	—
Secondary school teachers, except special and vocational education	37.72	7.2	38.53	8.6	—	—
Level 9	39.40	15.7	39.40	15.7	—	—
Special education teachers	47.14	9.5	47.14	9.5	—	—
Level 9	49.54	3.0	49.54	3.0	—	—
Other teachers and instructors	19.94	13.0	—	—	16.64	4.0
Teacher assistants	13.61	2.3	14.09	2.7	11.72	3.7
Level 3	13.57	5.5	14.03	6.0	—	—
Level 4	12.70	6.0	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Arts, design, entertainment, sports, and media occupations	\$20.08	11.4	\$21.62	12.8	—	—
Healthcare practitioner and technical occupations	23.60	3.4	23.62	2.8	\$23.51	8.3
Level 5	19.39	6.0	20.06	8.7	—	—
Level 6	19.56	6.3	20.18	7.4	—	—
Level 7	22.76	9.4	22.62	10.3	—	—
Level 9	26.34	2.0	26.47	2.3	25.98	.5
Registered nurses	27.69	2.9	28.79	4.0	25.06	1.6
Level 7	25.39	5.5	—	—	—	—
Level 9	26.41	2.1	26.61	2.2	25.82	.3
Therapists	23.46	8.6	23.35	8.8	—	—
Licensed practical and licensed vocational nurses	18.30	7.2	18.84	7.7	—	—
Level 5	16.66	3.1	—	—	—	—
Healthcare support occupations	14.20	8.1	14.71	7.5	11.52	10.4
Level 3	11.42	2.7	11.78	1.0	—	—
Level 4	15.01	2.7	—	—	—	—
Nursing, psychiatric, and home health aides	12.05	.9	12.63	2.4	9.72	4.4
Level 3	11.01	2.3	11.52	.7	—	—
Nursing aides, orderlies, and attendants	12.14	.6	12.79	1.7	9.72	4.4
Level 3	11.01	2.3	11.52	.7	—	—
Protective service occupations	21.35	3.8	22.19	3.7	11.41	3.2
Level 6	21.92	1.7	22.17	.8	—	—
Level 7	23.82	2.8	23.95	2.7	—	—
Fire fighters	19.68	.5	—	—	—	—
Police officers	23.56	1.0	24.15	1.0	—	—
Level 7	24.21	2.4	24.21	2.4	—	—
Police and sheriff's patrol officers	23.56	1.0	24.15	1.0	—	—
Level 7	24.21	2.4	24.21	2.4	—	—
Miscellaneous protective service workers	9.60	1.7	—	—	9.60	1.7
Food preparation and serving related occupations	8.36	5.3	11.36	6.3	6.31	1.4
Level 1	7.37	13.1	—	—	6.90	11.3
Level 2	6.17	7.5	—	—	4.91	6.0
Level 3	7.60	12.8	7.72	18.1	7.40	6.5
Cooks	11.89	10.6	12.79	15.6	—	—
Cooks, institution and cafeteria	11.83	8.1	—	—	—	—
Food preparation workers	9.49	4.9	10.07	4.0	—	—
Food service, tipped	4.90	22.8	—	—	5.15	16.4
Waiters and waitresses	4.70	24.4	—	—	4.96	18.0
Fast food and counter workers	6.77	2.6	—	—	6.64	2.7
Level 1	6.40	2.2	—	—	6.40	2.2
Combined food preparation and serving workers, including fast food	6.74	3.0	—	—	6.60	3.1
Level 1	6.33	2.7	—	—	6.33	2.7
Building and grounds cleaning and maintenance occupations	11.44	4.9	13.81	6.0	8.90	2.9
Level 1	9.43	5.6	12.28	13.9	8.70	3.2
Level 2	11.79	8.3	12.27	10.5	—	—
Level 3	12.72	4.4	14.50	4.6	—	—
Level 4	13.95	9.9	—	—	—	—
Building cleaning workers	10.92	5.3	13.06	6.1	8.83	3.0
Level 1	9.47	5.9	12.28	13.9	8.70	3.4
Level 2	11.82	8.5	12.27	10.5	—	—
Level 3	12.60	4.8	14.42	4.8	—	—
Level 4	13.92	10.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.33	6.9	13.97	5.7	9.03	3.3
Level 1	9.85	8.0	13.99	6.2	8.94	2.9
Level 2	12.56	9.3	13.34	12.0	—	—
Level 3	12.64	5.2	14.76	6.2	—	—
Level 4	13.92	10.8	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Maids and housekeeping cleaners	\$8.30	5.9	—	—	—	—
Grounds maintenance workers	11.42	16.3	—	—	—	—
Landscaping and groundskeeping workers	11.42	16.3	—	—	—	—
Personal care and service occupations	8.99	6.3	—	—	\$8.31	6.9
Level 1	7.97	3.8	—	—	7.46	3.2
Child care workers	13.17	18.3	—	—	—	—
Sales and related occupations	18.51	17.5	\$24.11	20.2	8.56	5.7
Level 1	7.63	2.9	—	—	—	—
Level 2	9.39	7.3	—	—	—	—
Level 3	9.92	1.4	—	—	—	—
First-line supervisors/managers, sales workers	17.98	14.2	17.98	14.2	—	—
First-line supervisors/managers of retail sales workers	17.98	14.2	17.98	14.2	—	—
Retail sales workers	9.39	10.3	10.48	11.7	8.46	6.6
Level 1	7.20	2.5	—	—	—	—
Level 2	9.39	7.3	—	—	—	—
Level 3	9.92	1.4	—	—	—	—
Cashiers, all workers	9.01	9.8	10.47	12.7	8.06	2.8
Level 1	7.17	2.8	—	—	7.07	3.5
Level 2	—	—	—	—	8.68	.4
Cashiers	9.01	9.8	10.47	12.7	8.06	2.8
Level 1	7.17	2.8	—	—	7.07	3.5
Level 2	—	—	—	—	8.68	.4
Counter and rental clerks and parts salespersons	10.34	9.6	—	—	—	—
Retail salespersons	9.68	10.3	9.94	14.8	9.38	6.0
Level 3	9.26	.1	—	—	9.74	.6
Office and administrative support occupations	14.91	3.8	15.33	3.6	11.79	11.1
Level 1	7.90	6.0	—	—	—	—
Level 2	10.91	4.4	—	—	—	—
Level 3	11.84	6.6	—	—	—	—
Level 4	14.60	2.3	—	—	—	—
Level 5	15.82	2.1	—	—	—	—
Level 6	19.37	6.4	—	—	—	—
Level 7	20.52	3.3	—	—	—	—
Not able to be leveled	14.53	7.3	—	—	—	—
First-line supervisors/managers of office and administrative support workers	20.88	4.5	20.96	4.6	—	—
Financial clerks	15.08	2.7	14.97	2.0	15.56	13.0
Level 3	10.54	2.6	—	—	—	—
Level 4	13.76	3.6	—	—	—	—
Level 5	16.11	4.3	—	—	—	—
Level 6	17.96	6.2	—	—	—	—
Billing and posting clerks and machine operators	14.20	2.5	14.20	2.5	—	—
Level 4	13.98	3.0	13.98	3.0	—	—
Bookkeeping, accounting, and auditing clerks	15.81	4.6	15.25	3.7	18.52	12.4
Level 4	13.94	3.1	14.06	3.8	—	—
Level 5	15.77	5.6	—	—	—	—
Level 6	17.83	7.3	—	—	—	—
Tellers	11.58	.6	11.62	5.6	11.52	7.1
Level 4	11.82	1.6	—	—	—	—
Customer service representatives	14.96	4.9	14.99	4.9	—	—
Receptionists and information clerks	12.80	8.7	—	—	—	—
Production, planning, and expediting clerks	19.22	.8	19.22	.8	—	—
Shipping, receiving, and traffic clerks	11.47	6.5	11.47	6.5	—	—
Stock clerks and order fillers	12.24	15.7	13.25	14.2	—	—
Secretaries and administrative assistants	14.91	7.3	14.95	7.3	—	—
Level 4	15.78	3.9	15.80	3.9	—	—
Level 6	17.78	3.7	17.78	3.7	—	—
Executive secretaries and administrative assistants	16.15	3.2	16.15	3.2	—	—
Secretaries, except legal, medical, and executive	13.86	10.7	13.91	10.9	—	—
Level 4	15.91	6.2	15.91	6.2	—	—
Office clerks, general	12.77	8.0	14.66	5.7	9.52	9.1
Level 3	12.57	6.8	13.91	7.4	—	—
Level 4	13.59	5.8	14.12	6.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations	\$18.79	4.2	\$18.83	4.1	—	—
Level 5	16.85	12.7	16.85	12.7	—	—
Installation, maintenance, and repair occupations	17.87	4.1	18.47	3.1	—	—
Level 5	14.86	3.7	—	—	—	—
Level 6	18.00	3.7	—	—	—	—
Level 7	21.82	3.4	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	26.13	16.0	30.34	6.1	—	—
Bus and truck mechanics and diesel engine specialists ...	16.90	3.9	16.97	4.1	—	—
Level 7	18.77	2.0	18.97	1.8	—	—
Heavy vehicle and mobile equipment service technicians and mechanics	15.95	13.7	15.95	13.7	—	—
Industrial machinery installation, repair, and maintenance workers	18.93	8.8	20.95	3.6	—	—
Level 7	23.96	1.5	23.96	1.5	—	—
Industrial machinery mechanics	22.21	4.2	22.21	4.2	—	—
Level 7	24.54	2.8	24.54	2.8	—	—
Production occupations	15.76	7.2	15.85	7.0	—	—
Level 1	10.75	2.2	—	—	—	—
Level 2	13.20	2.6	—	—	—	—
Level 3	14.33	3.2	—	—	—	—
Level 4	16.79	.8	—	—	—	—
Level 5	17.37	4.0	—	—	—	—
Level 6	20.26	2.6	—	—	—	—
Level 7	23.71	4.9	—	—	—	—
Not able to be leveled	12.53	17.3	—	—	—	—
First-line supervisors/managers of production and operating workers	29.63	1.1	29.63	1.1	—	—
Electrical, electronics, and electromechanical assemblers	14.77	17.8	14.77	17.8	—	—
Miscellaneous assemblers and fabricators	14.45	1.8	14.49	1.6	—	—
Level 3	15.93	3.9	15.93	3.9	—	—
Level 4	14.07	3.8	14.07	3.8	—	—
Team assemblers	13.01	7.4	13.01	7.4	—	—
Computer control programmers and operators	17.97	.0	17.97	.0	—	—
Forming machine setters, operators, and tenders, metal and plastic	12.67	13.5	12.67	13.5	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	30.4	16.02	29.8	—	—
Level 3	16.14	26.0	16.96	22.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.31	39.1	15.65	38.8	—	—
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	13.14	21.1	13.14	21.1	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.30	4.6	13.82	4.9	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.16	4.5	13.69	4.2	—	—
Tool and die makers	24.50	.0	24.50	.0	—	—
Level 7	25.94	5.2	25.94	5.2	—	—
Welding, soldering, and brazing workers	13.22	1.3	13.22	1.3	—	—
Welders, cutters, solderers, and brazers	13.52	4.7	13.52	4.7	—	—
Woodworking machine setters, operators, and tenders ...	13.59	8.3	13.59	8.3	—	—
Woodworking machine setters, operators, and tenders, except sawing	14.02	8.4	14.02	8.4	—	—
Inspectors, testers, sorters, samplers, and weighers	17.63	11.8	17.63	11.8	—	—
Packaging and filling machine operators and tenders	16.28	6.6	16.28	6.6	—	—
Painting workers	14.37	11.0	14.37	11.0	—	—
Level 5	16.82	2.3	16.82	2.3	—	—
Coating, painting, and spraying machine setters, operators, and tenders	13.67	12.5	13.67	12.5	—	—
Miscellaneous production workers	13.21	2.4	13.32	2.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations	\$13.95	8.4	\$14.40	9.4	\$10.18	17.3
Level 1	9.03	2.2	—	—	—	—
Level 2	14.22	13.6	—	—	—	—
Level 3	13.45	9.6	—	—	—	—
Level 4	18.78	7.0	—	—	—	—
Bus drivers	15.58	5.1	—	—	—	—
Level 3	15.51	6.7	—	—	—	—
Bus drivers, school	14.86	6.2	—	—	—	—
Driver/sales workers and truck drivers	17.26	7.1	17.21	8.1	—	—
Level 4	19.35	3.6	—	—	—	—
Truck drivers, heavy and tractor-trailer	17.08	3.8	16.70	5.5	—	—
Industrial truck and tractor operators	15.54	15.8	15.54	15.8	—	—
Level 3	11.74	15.8	11.74	15.8	—	—
Level 4	18.08	19.5	18.08	19.5	—	—
Laborers and material movers, hand	10.38	9.1	11.00	11.6	7.54	3.3
Level 1	9.04	2.1	9.69	4.0	7.03	2.9
Laborers and freight, stock, and material movers, hand	10.89	13.2	12.38	15.1	7.64	2.6
Level 1	8.44	3.6	9.39	5.8	7.09	3.6
Packers and packagers, hand	9.17	10.5	9.31	12.1	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.11	3.8	\$18.40	4.1	\$9.75	3.4
Management occupations	31.30	9.2	31.30	9.2	—	—
Not able to be leveled	35.47	13.2	35.47	13.2	—	—
Business and financial operations occupations	25.29	10.8	25.53	9.8	—	—
Level 7	19.01	8.7	—	—	—	—
Not able to be leveled	32.37	18.1	32.37	18.1	—	—
Buyers and purchasing agents	26.42	7.7	26.42	7.7	—	—
Computer and mathematical science occupations	30.17	13.9	30.17	13.9	—	—
Architecture and engineering occupations	28.05	6.9	28.19	6.5	—	—
Level 9	29.69	1.0	29.69	1.0	—	—
Engineers	31.89	2.3	31.89	2.3	—	—
Level 9	29.69	1.0	29.69	1.0	—	—
Education, training, and library occupations	20.84	12.0	21.77	16.3	15.34	21.2
Primary, secondary, and special education school teachers	21.60	13.4	22.86	16.7	—	—
Elementary and middle school teachers	20.59	17.0	22.21	22.0	—	—
Elementary school teachers, except special education	19.77	18.0	—	—	—	—
Arts, design, entertainment, sports, and media occupations	19.35	12.4	—	—	—	—
Healthcare practitioner and technical occupations	23.34	3.6	23.28	2.9	23.56	8.7
Level 5	19.39	6.1	20.07	8.9	—	—
Level 6	19.57	6.5	20.16	7.6	—	—
Level 7	20.88	8.5	—	—	—	—
Level 9	26.50	2.2	26.69	2.3	25.98	.5
Registered nurses	28.12	3.1	29.63	4.2	25.01	1.7
Level 9	26.59	2.2	26.88	2.0	25.82	.3
Therapists	22.22	7.2	22.05	7.3	—	—
Licensed practical and licensed vocational nurses	18.32	7.5	18.88	8.0	—	—
Level 5	16.59	3.2	—	—	—	—
Healthcare support occupations	14.18	8.5	14.68	7.9	11.59	10.8
Level 3	11.42	2.7	11.77	1.0	—	—
Nursing, psychiatric, and home health aides	11.89	1.9	12.42	3.9	—	—
Level 3	11.01	2.3	11.52	.7	—	—
Nursing aides, orderlies, and attendants	11.97	1.5	12.57	3.3	—	—
Level 3	11.01	2.3	11.52	.7	—	—
Food preparation and serving related occupations	8.22	5.7	11.23	6.6	6.19	1.7
Level 1	7.35	13.2	—	—	6.87	11.2
Level 2	6.09	7.4	—	—	4.86	5.2
Level 3	7.21	13.3	—	—	—	—
Cooks	11.70	10.7	12.61	16.1	—	—
Food preparation workers	9.36	5.5	—	—	—	—
Food service, tipped	4.90	22.8	—	—	5.15	16.4
Waiters and waitresses	4.70	24.4	—	—	4.96	18.0
Fast food and counter workers	6.67	1.4	—	—	6.53	1.3
Level 1	6.38	1.8	—	—	6.38	1.8
Combined food preparation and serving workers, including fast food	6.63	1.7	—	—	6.48	1.7
Level 1	6.31	2.3	—	—	6.31	2.3
Building and grounds cleaning and maintenance occupations	10.62	4.0	12.71	6.6	8.88	3.0
Level 1	9.41	5.6	12.29	14.1	8.68	3.4
Level 2	11.46	8.0	—	—	—	—
Level 3	11.52	7.7	—	—	—	—
Building cleaning workers	10.27	5.2	12.21	7.6	8.82	3.1
Level 1	9.46	6.0	12.29	14.1	8.68	3.6

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building cleaning workers –Continued						
Level 2	\$11.46	8.0	–	–	–	–
Level 3	11.52	7.7	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	10.64	6.9	\$13.26	7.6	\$9.02	3.4
Level 1	9.84	8.0	13.99	6.2	8.92	3.0
Level 2	12.25	9.1	–	–	–	–
Maids and housekeeping cleaners	8.28	5.9	–	–	–	–
Personal care and service occupations	8.78	4.8	–	–	8.33	7.9
Level 1	7.95	4.0	–	–	7.40	3.2
Sales and related occupations	18.51	17.5	24.11	20.2	8.56	5.7
Level 1	7.63	2.9	–	–	7.68	3.4
Level 2	9.39	7.3	10.18	11.4	8.29	2.2
Level 3	9.92	1.4	10.31	.5	9.67	1.5
First-line supervisors/managers, sales workers	17.98	14.2	17.98	14.2	–	–
First-line supervisors/managers of retail sales workers	17.98	14.2	17.98	14.2	–	–
Retail sales workers	9.39	10.3	10.48	11.7	8.46	6.6
Level 1	7.20	2.5	–	–	7.11	3.1
Level 2	9.39	7.3	10.18	11.4	8.29	2.2
Level 3	9.92	1.4	10.31	.5	9.67	1.5
Cashiers, all workers	9.01	9.8	10.47	12.7	8.06	2.8
Level 1	7.17	2.8	–	–	7.07	3.5
Level 2	–	–	–	–	8.68	.4
Cashiers	9.01	9.8	10.47	12.7	8.06	2.8
Level 1	7.17	2.8	–	–	7.07	3.5
Level 2	–	–	–	–	8.68	.4
Counter and rental clerks and parts salespersons	10.34	9.6	–	–	–	–
Retail salespersons	9.68	10.3	9.94	14.8	9.38	6.0
Level 3	9.26	.1	–	–	9.74	.6
Office and administrative support occupations	14.72	4.2	15.13	4.0	11.86	11.4
Level 2	10.67	4.7	11.15	5.0	–	–
Level 3	11.55	6.8	11.70	7.8	10.64	1.8
Level 4	14.22	2.5	14.39	2.4	12.16	3.2
Level 5	15.52	2.5	15.56	2.6	–	–
Level 6	19.37	6.8	19.16	7.6	–	–
Not able to be leveled	14.51	7.5	14.79	6.8	–	–
First-line supervisors/managers of office and administrative support workers	21.12	5.1	21.21	5.2	–	–
Financial clerks	14.93	2.9	14.79	2.0	15.56	13.0
Level 3	10.54	2.6	–	–	–	–
Level 4	13.41	4.0	13.53	3.9	–	–
Level 5	16.04	4.3	16.16	5.8	–	–
Level 6	17.96	6.2	–	–	–	–
Billing and posting clerks and machine operators	14.09	2.6	14.09	2.6	–	–
Level 4	13.86	3.4	13.86	3.4	–	–
Bookkeeping, accounting, and auditing clerks	15.66	4.9	15.03	3.7	18.52	12.4
Level 4	13.32	2.8	13.43	2.6	–	–
Level 6	17.83	7.3	–	–	–	–
Tellers	11.58	.6	11.62	5.6	11.52	7.1
Level 4	11.82	1.6	–	–	–	–
Customer service representatives	14.99	4.9	14.99	4.9	–	–
Receptionists and information clerks	12.80	8.7	–	–	–	–
Production, planning, and expediting clerks	19.22	.8	19.22	.8	–	–
Shipping, receiving, and traffic clerks	11.47	6.5	11.47	6.5	–	–
Stock clerks and order fillers	11.88	15.2	–	–	–	–
Secretaries and administrative assistants	14.68	8.8	14.68	8.9	–	–
Level 4	15.72	5.0	15.74	5.0	–	–
Executive secretaries and administrative assistants	16.09	3.5	16.09	3.5	–	–
Secretaries, except legal, medical, and executive	13.15	13.6	13.15	13.6	–	–
Level 4	16.00	9.3	16.00	9.3	–	–
Office clerks, general	12.10	9.8	14.10	8.3	9.47	9.4
Level 4	12.81	5.0	13.22	6.1	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations	\$18.71	4.5	\$18.74	4.5	—	—
Installation, maintenance, and repair occupations	17.63	4.2	18.26	3.3	—	—
Level 5	14.83	3.7	14.83	3.7	—	—
Level 6	18.05	4.0	18.05	4.0	—	—
Level 7	22.11	4.5	22.21	4.6	—	—
Industrial machinery installation, repair, and maintenance workers	18.96	9.0	21.05	3.9	—	—
Level 7	24.12	1.3	24.12	1.3	—	—
Industrial machinery mechanics	22.21	4.2	22.21	4.2	—	—
Level 7	24.54	2.8	24.54	2.8	—	—
Production occupations	15.75	7.2	15.83	7.1	—	—
Level 1	10.75	2.2	10.72	2.2	—	—
Level 2	13.20	2.6	13.32	3.7	—	—
Level 3	14.33	3.2	14.39	2.9	—	—
Level 4	16.79	.8	16.79	.8	—	—
Level 5	17.35	4.0	17.35	4.0	—	—
Level 6	20.25	2.7	20.25	2.7	—	—
Level 7	23.79	4.8	23.79	4.8	—	—
Not able to be leveled	12.53	17.3	12.61	17.2	—	—
First-line supervisors/managers of production and operating workers	29.63	1.1	29.63	1.1	—	—
Electrical, electronics, and electromechanical assemblers	14.77	17.8	14.77	17.8	—	—
Miscellaneous assemblers and fabricators	14.45	1.8	14.49	1.6	—	—
Level 3	15.93	3.9	15.93	3.9	—	—
Level 4	14.07	3.8	14.07	3.8	—	—
Team assemblers	13.01	7.4	13.01	7.4	—	—
Computer control programmers and operators	17.97	.0	17.97	.0	—	—
Forming machine setters, operators, and tenders, metal and plastic	12.67	13.5	12.67	13.5	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	30.4	16.02	29.8	—	—
Level 3	16.14	26.0	16.96	22.1	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.31	39.1	15.65	38.8	—	—
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	13.14	21.1	13.14	21.1	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.30	4.6	13.82	4.9	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.16	4.5	13.69	4.2	—	—
Tool and die makers	24.50	.0	24.50	.0	—	—
Level 7	25.94	5.2	25.94	5.2	—	—
Welding, soldering, and brazing workers	13.13	1.1	13.13	1.1	—	—
Welders, cutters, solderers, and brazers	13.41	4.5	13.41	4.5	—	—
Woodworking machine setters, operators, and tenders ...	13.59	8.3	13.59	8.3	—	—
Woodworking machine setters, operators, and tenders, except sawing	14.02	8.4	14.02	8.4	—	—
Inspectors, testers, sorters, samplers, and weighers	17.63	11.8	17.63	11.8	—	—
Packaging and filling machine operators and tenders	16.28	6.6	16.28	6.6	—	—
Painting workers	14.37	11.0	14.37	11.0	—	—
Level 5	16.82	2.3	16.82	2.3	—	—
Coating, painting, and spraying machine setters, operators, and tenders	13.67	12.5	13.67	12.5	—	—
Miscellaneous production workers	13.21	2.4	13.32	2.8	—	—
Transportation and material moving occupations	13.88	8.8	14.31	9.8	\$10.14	18.9
Level 1	9.07	2.1	9.69	4.0	7.06	2.7
Level 2	14.27	14.7	14.69	17.7	—	—
Level 3	12.98	10.0	13.05	10.5	—	—
Level 4	18.79	7.1	18.61	7.9	—	—
Driver/sales workers and truck drivers	17.25	7.2	17.17	8.3	—	—
Level 4	19.35	3.6	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Truck drivers, heavy and tractor-trailer	\$17.03	3.7	\$16.63	5.6	—	—
Industrial truck and tractor operators	15.54	15.8	15.54	15.8	—	—
Level 3	11.74	15.8	11.74	15.8	—	—
Level 4	18.08	19.5	18.08	19.5	—	—
Laborers and material movers, hand	10.42	9.2	11.00	11.6	\$7.61	3.0
Level 1	9.08	2.1	9.69	4.0	7.07	2.8
Laborers and freight, stock, and material movers, hand	10.98	13.3	12.38	15.1	7.72	2.0
Level 1	8.51	3.4	9.39	5.8	7.14	3.7
Packers and packagers, hand	9.17	10.5	9.31	12.1	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$26.10	1.2	\$27.22	1.2	\$13.49	4.4
Management occupations	43.99	9.9	43.99	9.9	—	—
Not able to be leveled	46.22	5.6	46.22	5.6	—	—
Education administrators	47.45	2.8	47.45	2.8	—	—
Education administrators, elementary and secondary school	49.14	3.7	49.14	3.7	—	—
Business and financial operations occupations	27.31	9.0	27.31	9.0	—	—
Community and social services occupations	26.31	13.7	26.31	13.7	—	—
Level 9	29.24	14.4	29.24	14.4	—	—
Social workers	23.21	14.1	23.21	14.1	—	—
Education, training, and library occupations	37.93	1.0	39.77	1.2	17.85	4.8
Level 3	13.57	5.5	14.03	6.0	—	—
Level 5	15.07	6.3	—	—	—	—
Level 8	43.57	4.9	43.71	4.9	—	—
Level 9	47.62	2.9	47.69	3.0	—	—
Postsecondary teachers	47.45	2.4	47.45	2.4	—	—
Primary, secondary, and special education school teachers	43.64	1.4	44.22	2.6	26.89	12.6
Level 8	43.08	4.4	43.12	4.7	—	—
Level 9	47.75	2.5	47.82	2.6	—	—
Elementary and middle school teachers	43.88	.1	44.25	.8	—	—
Level 8	43.17	7.0	43.26	7.2	—	—
Level 9	47.40	2.2	47.40	2.2	—	—
Elementary school teachers, except special education	43.76	.4	44.12	1.2	—	—
Level 8	42.46	8.0	42.46	8.0	—	—
Level 9	47.52	1.9	47.52	1.9	—	—
Secondary school teachers	41.68	1.2	42.86	3.6	—	—
Level 9	47.85	2.6	47.85	2.6	—	—
Secondary school teachers, except special and vocational education	41.29	1.1	42.57	4.0	—	—
Level 9	48.36	2.6	48.36	2.6	—	—
Special education teachers	47.14	9.5	47.14	9.5	—	—
Level 9	49.54	3.0	49.54	3.0	—	—
Other teachers and instructors	19.94	13.0	—	—	16.64	4.0
Teacher assistants	13.90	1.3	14.39	1.2	11.79	4.4
Level 3	13.57	5.5	14.03	6.0	—	—
Healthcare practitioner and technical occupations	26.89	7.6	27.52	8.1	22.49	7.2
Level 7	30.06	12.9	—	—	—	—
Registered nurses	25.17	4.6	—	—	—	—
Healthcare support occupations	14.72	7.1	—	—	—	—
Protective service occupations	21.99	3.4	22.94	2.9	11.41	3.2
Level 6	21.92	1.7	22.17	.8	—	—
Level 7	23.82	2.8	23.95	2.7	—	—
Fire fighters	19.68	.5	—	—	—	—
Police officers	23.56	1.0	24.15	1.0	—	—
Level 7	24.21	2.4	24.21	2.4	—	—
Police and sheriff's patrol officers	23.56	1.0	24.15	1.0	—	—
Level 7	24.21	2.4	24.21	2.4	—	—
Miscellaneous protective service workers	9.60	1.7	—	—	9.60	1.7
Food preparation and serving related occupations	13.02	6.4	—	—	11.40	4.3
Building and grounds cleaning and maintenance occupations	16.88	6.3	17.32	4.6	—	—
Level 3	15.06	3.1	15.06	3.1	—	—
Building cleaning workers	15.37	2.5	15.65	4.7	—	—
Level 3	14.98	3.2	14.98	3.2	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Grand Rapids-Muskegon-Holland, MI, April 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Janitors and cleaners, except maids and housekeeping cleaners	\$15.37	2.5	\$15.66	4.8	—	—
Level 3	14.98	3.2	14.98	3.2	—	—
Personal care and service occupations	10.72	31.6	—	—	\$8.14	4.7
Office and administrative support occupations	16.95	2.0	17.33	1.4	9.70	5.7
Level 3	15.64	7.7	—	—	—	—
Level 4	17.17	1.3	17.20	1.1	—	—
Level 5	18.29	3.3	18.55	2.0	—	—
Financial clerks	18.26	1.8	18.26	1.8	—	—
Level 4	18.13	2.1	18.13	2.1	—	—
Bookkeeping, accounting, and auditing clerks	18.07	2.7	18.07	2.7	—	—
Secretaries and administrative assistants	16.11	4.3	16.42	3.1	—	—
Level 4	16.02	1.3	16.02	1.3	—	—
Secretaries, except legal, medical, and executive	16.00	5.3	16.35	3.9	—	—
Level 4	15.73	.9	15.73	.9	—	—
Office clerks, general	15.62	2.8	16.12	1.2	—	—
Level 4	17.50	3.4	—	—	—	—
Construction and extraction occupations	21.12	4.7	21.40	3.5	—	—
Installation, maintenance, and repair occupations	20.94	2.0	20.94	2.0	—	—
Level 7	20.68	2.4	20.68	2.4	—	—
Transportation and material moving occupations	15.54	5.3	16.84	4.5	—	—
Bus drivers	16.23	2.5	—	—	—	—
Bus drivers, school	15.90	3.7	—	—	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.87	3.3	\$19.20	3.5	\$9.93	3.2
Management occupations	32.99	8.6	32.99	8.6	—	—
Group II	26.19	20.0	—	—	—	—
Group III	34.02	9.0	—	—	—	—
Education administrators	42.96	6.7	42.96	6.7	—	—
Group III	38.96	6.9	—	—	—	—
Education administrators, elementary and secondary school	46.37	7.3	46.37	7.3	—	—
Business and financial operations occupations	25.43	9.8	25.66	9.0	—	—
Group II	20.19	3.4	—	—	—	—
Group III	29.27	5.0	—	—	—	—
Buyers and purchasing agents	26.42	7.7	26.42	7.7	—	—
Accountants and auditors	26.47	8.1	26.47	8.1	—	—
Computer and mathematical science occupations	30.13	13.5	30.13	13.5	—	—
Group III	41.92	13.2	—	—	—	—
Architecture and engineering occupations	28.04	6.8	28.18	6.5	—	—
Group II	23.92	8.1	—	—	—	—
Group III	31.47	1.9	—	—	—	—
Engineers	31.88	2.3	31.88	2.3	—	—
Group III	31.47	1.9	—	—	—	—
Engineering technicians, except drafters	22.21	10.5	—	—	—	—
Life, physical, and social science occupations	29.15	10.2	29.06	10.4	—	—
Group II	22.40	5.5	—	—	—	—
Community and social services occupations	19.14	22.3	21.64	17.4	—	—
Group III	28.63	13.1	—	—	—	—
Social workers	23.34	11.7	23.21	14.1	—	—
Education, training, and library occupations	32.91	4.3	34.73	3.4	16.80	10.0
Group I	13.35	4.8	—	—	—	—
Group II	31.90	15.1	—	—	—	—
Group III	37.97	9.4	—	—	—	—
Postsecondary teachers	39.04	11.6	40.86	12.4	—	—
Group III	35.55	15.1	—	—	—	—
Miscellaneous postsecondary teachers	41.87	16.9	—	—	—	—
Primary, secondary, and special education school teachers	36.85	6.8	38.11	5.4	18.24	22.6
Group II	34.91	16.0	—	—	—	—
Group III	38.08	9.9	—	—	—	—
Preschool and kindergarten teachers	30.52	15.0	—	—	—	—
Elementary and middle school teachers	35.93	5.8	37.48	2.8	—	—
Group II	34.51	19.6	—	—	—	—
Group III	36.92	7.5	—	—	—	—
Elementary school teachers, except special education	35.93	4.8	37.70	1.7	—	—
Group II	33.00	19.8	37.61	11.5	—	—
Group III	37.74	7.4	37.74	7.4	—	—
Middle school teachers, except special and vocational education	35.93	19.5	35.86	20.1	—	—
Secondary school teachers	38.30	7.0	39.08	8.1	—	—
Group II	35.79	8.6	—	—	—	—
Group III	40.17	13.9	—	—	—	—
Secondary school teachers, except special and vocational education	37.72	7.2	38.53	8.6	—	—
Group II	35.79	8.6	—	—	—	—
Group III	39.40	15.7	39.40	15.7	—	—
Special education teachers	47.14	9.5	47.14	9.5	—	—
Group III	49.54	3.0	—	—	—	—
Other teachers and instructors	19.94	13.0	—	—	16.64	4.0
Group II	17.05	4.7	—	—	—	—
Teacher assistants	13.61	2.3	14.09	2.7	11.72	3.7

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Teacher assistants –Continued						
Group I	\$13.37	4.8	\$13.82	5.5	\$11.72	3.7
Arts, design, entertainment, sports, and media occupations	20.08	11.4	21.62	12.8	–	–
Healthcare practitioner and technical occupations	23.60	3.4	23.62	2.8	23.51	8.3
Group II	20.53	2.5	–	–	–	–
Group III	29.68	2.5	–	–	–	–
Registered nurses	27.69	2.9	28.79	4.0	25.06	1.6
Group II	24.54	5.1	–	–	23.36	5.1
Group III	28.74	3.5	29.42	4.5	25.91	.5
Therapists	23.46	8.6	23.35	8.8	–	–
Group II	19.45	8.2	–	–	–	–
Group III	35.68	2.4	–	–	–	–
Licensed practical and licensed vocational nurses	18.30	7.2	18.84	7.7	–	–
Group II	18.38	7.2	18.93	7.7	–	–
Healthcare support occupations	14.20	8.1	14.71	7.5	11.52	10.4
Group I	12.34	3.9	–	–	–	–
Nursing, psychiatric, and home health aides	12.05	.9	12.63	2.4	9.72	4.4
Group I	11.52	2.4	–	–	–	–
Nursing aides, orderlies, and attendants	12.14	.6	12.79	1.7	9.72	4.4
Group I	11.52	2.4	12.28	.6	9.72	4.4
Miscellaneous healthcare support occupations						
Group I	13.39	1.4	–	–	–	–
Protective service occupations	21.35	3.8	22.19	3.7	11.41	3.2
Group I	10.79	4.9	–	–	–	–
Group II	21.94	4.8	–	–	–	–
Fire fighters	19.68	.5	–	–	–	–
Police officers	23.56	1.0	24.15	1.0	–	–
Group II	23.33	2.5	–	–	–	–
Police and sheriff's patrol officers	23.56	1.0	24.15	1.0	–	–
Group II	23.33	2.5	23.65	1.3	–	–
Miscellaneous protective service workers	9.60	1.7	–	–	9.60	1.7
Group I	9.60	1.7	–	–	–	–
Food preparation and serving related occupations	8.36	5.3	11.36	6.3	6.31	1.4
Group I	7.49	9.1	–	–	–	–
Cooks	11.89	10.6	12.79	15.6	–	–
Group I	10.62	7.5	–	–	–	–
Cooks, institution and cafeteria	11.83	8.1	–	–	–	–
Food preparation workers	9.49	4.9	10.07	4.0	–	–
Group I	9.49	4.9	10.07	4.0	–	–
Food service, tipped	4.90	22.8	–	–	5.15	16.4
Group I	4.90	22.8	–	–	–	–
Waiters and waitresses	4.70	24.4	–	–	4.96	18.0
Group I	4.70	24.4	–	–	4.96	18.0
Fast food and counter workers	6.77	2.6	–	–	6.64	2.7
Group I	6.77	2.6	–	–	–	–
Combined food preparation and serving workers, including fast food	6.74	3.0	–	–	6.60	3.1
Group I	6.74	3.0	–	–	6.60	3.1
Building and grounds cleaning and maintenance occupations	11.44	4.9	13.81	6.0	8.90	2.9
Group I	10.91	5.1	–	–	–	–
Building cleaning workers	10.92	5.3	13.06	6.1	8.83	3.0
Group I	10.92	5.3	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	11.33	6.9	13.97	5.7	9.03	3.3
Group I	11.33	6.9	13.97	5.7	9.03	3.3
Maids and housekeeping cleaners	8.30	5.9	–	–	–	–
Group I	8.30	5.9	–	–	–	–
Grounds maintenance workers	11.42	16.3	–	–	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Landscaping and groundskeeping workers	\$11.42	16.3	—	—	—	—
Personal care and service occupations	8.99	6.3	—	—	\$8.31	6.9
Group I	8.43	4.3	—	—	—	—
Child care workers	13.17	18.3	—	—	—	—
Group I	8.75	5.6	—	—	—	—
Sales and related occupations	18.51	17.5	\$24.11	20.2	8.56	5.7
Group I	9.33	7.4	—	—	—	—
Group II	25.56	14.8	—	—	—	—
First-line supervisors/managers, sales workers	17.98	14.2	17.98	14.2	—	—
First-line supervisors/managers of retail sales workers	17.98	14.2	17.98	14.2	—	—
Retail sales workers	9.39	10.3	10.48	11.7	8.46	6.6
Group I	9.08	8.2	—	—	—	—
Cashiers, all workers	9.01	9.8	10.47	12.7	8.06	2.8
Group I	8.94	9.8	—	—	—	—
Cashiers	9.01	9.8	10.47	12.7	8.06	2.8
Group I	8.94	9.8	10.35	13.2	8.06	2.8
Counter and rental clerks and parts salespersons	10.34	9.6	—	—	—	—
Group I	10.34	9.6	—	—	—	—
Retail salespersons	9.68	10.3	9.94	14.8	9.38	6.0
Group I	8.84	7.8	8.27	8.4	9.38	6.0
Office and administrative support occupations	14.91	3.8	15.33	3.6	11.79	11.1
Group I	13.10	3.6	—	—	—	—
Group II	18.63	4.0	—	—	—	—
First-line supervisors/managers of office and administrative support workers	20.88	4.5	20.96	4.6	—	—
Group II	21.01	5.2	21.01	5.2	—	—
Financial clerks	15.08	2.7	14.97	2.0	15.56	13.0
Group I	13.32	3.0	—	—	—	—
Group II	17.47	4.2	—	—	—	—
Billing and posting clerks and machine operators	14.20	2.5	14.20	2.5	—	—
Group I	13.98	3.0	13.98	3.0	—	—
Bookkeeping, accounting, and auditing clerks	15.81	4.6	15.25	3.7	18.52	12.4
Group I	13.60	3.0	13.76	3.2	—	—
Group II	17.35	5.1	16.53	3.3	—	—
Tellers	11.58	.6	11.62	5.6	11.52	7.1
Group I	11.35	3.8	11.20	1.9	11.52	7.1
Customer service representatives	14.96	4.9	14.99	4.9	—	—
Group I	13.79	1.9	13.83	1.9	—	—
Receptionists and information clerks	12.80	8.7	—	—	—	—
Group I	12.80	8.7	—	—	—	—
Production, planning, and expediting clerks	19.22	.8	19.22	.8	—	—
Shipping, receiving, and traffic clerks	11.47	6.5	11.47	6.5	—	—
Stock clerks and order fillers	12.24	15.7	13.25	14.2	—	—
Group I	12.33	16.8	—	—	—	—
Secretaries and administrative assistants	14.91	7.3	14.95	7.3	—	—
Group I	14.11	8.5	—	—	—	—
Group II	17.47	2.5	—	—	—	—
Executive secretaries and administrative assistants	16.15	3.2	16.15	3.2	—	—
Secretaries, except legal, medical, and executive	13.86	10.7	13.91	10.9	—	—
Group I	13.37	11.7	13.42	11.9	—	—
Group II	17.62	6.2	17.80	5.5	—	—
Office clerks, general	12.77	8.0	14.66	5.7	9.52	9.1
Group I	12.24	7.7	14.14	3.0	9.43	10.1
Construction and extraction occupations	18.79	4.2	18.83	4.1	—	—
Group I	14.59	1.5	—	—	—	—
Group II	20.99	6.6	—	—	—	—
Installation, maintenance, and repair occupations	17.87	4.1	18.47	3.1	—	—
Group II	18.75	2.4	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	26.13	16.0	30.34	6.1	—	—
Bus and truck mechanics and diesel engine specialists	16.90	3.9	16.97	4.1	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Bus and truck mechanics and diesel engine specialists —Continued						
Group II	\$16.90	3.9	\$16.97	4.1	—	—
Heavy vehicle and mobile equipment service technicians and mechanics	15.95	13.7	15.95	13.7	—	—
Group II	15.95	13.7	—	—	—	—
Industrial machinery installation, repair, and maintenance workers	18.93	8.8	20.95	3.6	—	—
Group II	22.00	2.8	—	—	—	—
Industrial machinery mechanics	22.21	4.2	22.21	4.2	—	—
Group II	23.35	1.5	23.35	1.5	—	—
Production occupations	15.76	7.2	15.85	7.0	—	—
Group I	14.09	4.3	—	—	—	—
Group II	20.46	4.4	—	—	—	—
First-line supervisors/managers of production and operating workers	29.63	1.1	29.63	1.1	—	—
Group II	28.97	2.9	28.97	2.9	—	—
Electrical, electronics, and electromechanical assemblers	14.77	17.8	14.77	17.8	—	—
Miscellaneous assemblers and fabricators	14.45	1.8	14.49	1.6	—	—
Group I	13.99	3.7	—	—	—	—
Team assemblers	13.01	7.4	13.01	7.4	—	—
Computer control programmers and operators	17.97	.0	17.97	.0	—	—
Forming machine setters, operators, and tenders, metal and plastic	12.67	13.5	12.67	13.5	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	15.81	30.4	16.02	29.8	—	—
Group I	15.21	37.4	—	—	—	—
Group II	18.24	1.3	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.31	39.1	15.65	38.8	—	—
Group I	14.31	49.3	—	—	—	—
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	13.14	21.1	13.14	21.1	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.30	4.6	13.82	4.9	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.16	4.5	13.69	4.2	—	—
Tool and die makers	24.50	.0	24.50	.0	—	—
Group II	24.50	.0	24.50	.0	—	—
Welding, soldering, and brazing workers	13.22	1.3	13.22	1.3	—	—
Group I	12.72	2.9	—	—	—	—
Welders, cutters, solderers, and brazers	13.52	4.7	13.52	4.7	—	—
Woodworking machine setters, operators, and tenders ...	13.59	8.3	13.59	8.3	—	—
Group I	12.73	3.5	—	—	—	—
Woodworking machine setters, operators, and tenders, except sawing	14.02	8.4	14.02	8.4	—	—
Inspectors, testers, sorters, samplers, and weighers	17.63	11.8	17.63	11.8	—	—
Group I	17.66	7.8	17.66	7.8	—	—
Packaging and filling machine operators and tenders	16.28	6.6	16.28	6.6	—	—
Painting workers	14.37	11.0	14.37	11.0	—	—
Group II	17.03	2.0	—	—	—	—
Coating, painting, and spraying machine setters, operators, and tenders	13.67	12.5	13.67	12.5	—	—
Miscellaneous production workers	13.21	2.4	13.32	2.8	—	—
Group I	13.07	6.1	—	—	—	—
Transportation and material moving occupations	13.95	8.4	14.40	9.4	\$10.18	17.3
Group I	14.00	8.1	—	—	—	—
Bus drivers	15.58	5.1	—	—	—	—
Group I	15.58	5.1	—	—	—	—
Bus drivers, school	14.86	6.2	—	—	—	—
Group I	14.86	6.2	—	—	—	—
Driver/sales workers and truck drivers	17.26	7.1	17.21	8.1	—	—
Group I	17.47	9.4	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Truck drivers, heavy and tractor-trailer	\$17.08	3.8	\$16.70	5.5	—	—
Group I	16.92	5.8	16.18	8.6	—	—
Industrial truck and tractor operators	15.54	15.8	15.54	15.8	—	—
Group I	15.54	15.8	15.54	15.8	—	—
Laborers and material movers, hand	10.38	9.1	11.00	11.6	\$7.54	3.3
Group I	10.85	8.1	—	—	—	—
Laborers and freight, stock, and material movers, hand	10.89	13.2	12.38	15.1	7.64	2.6
Group I	11.14	13.9	13.03	14.9	7.64	2.6
Packers and packagers, hand	9.17	10.5	9.31	12.1	—	—
Group I	10.02	8.6	10.31	10.1	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.39	\$11.05	\$15.67	\$21.03	\$29.20
Management occupations	16.89	24.00	30.89	42.01	48.05
Education administrators	26.89	38.46	45.18	50.24	51.39
Education administrators, elementary and secondary school	30.39	45.18	49.25	50.82	51.54
Business and financial operations occupations	16.75	18.51	22.71	29.91	43.27
Buyers and purchasing agents	21.81	22.50	24.52	29.91	29.91
Accountants and auditors	19.03	22.49	26.86	28.17	35.92
Computer and mathematical science occupations	12.02	20.19	27.37	50.37	50.37
Architecture and engineering occupations	19.70	25.00	27.86	31.39	37.86
Engineers	26.68	27.86	30.29	35.95	40.42
Engineering technicians, except drafters	19.21	19.70	19.70	28.86	28.86
Life, physical, and social science occupations	20.17	24.90	30.04	30.04	32.89
Community and social services occupations	7.90	12.81	17.37	23.76	26.76
Social workers	16.54	17.19	21.94	23.76	35.30
Education, training, and library occupations	12.67	19.33	30.27	47.36	51.81
Postsecondary teachers	25.00	25.30	35.62	50.32	58.07
Miscellaneous postsecondary teachers	25.00	25.00	47.44	50.38	58.07
Primary, secondary, and special education school teachers	18.29	25.57	40.33	47.36	52.45
Preschool and kindergarten teachers	25.57	25.57	25.57	29.38	49.42
Elementary and middle school teachers	14.41	24.70	39.46	47.36	51.19
Elementary school teachers, except special education	13.44	24.91	40.31	47.36	50.92
Middle school teachers, except special and vocational education	21.66	24.70	34.47	47.45	51.38
Secondary school teachers	20.09	28.92	41.94	48.23	53.50
Secondary school teachers, except special and vocational education	19.95	28.92	41.94	48.23	52.01
Special education teachers	33.95	44.18	46.57	52.45	57.53
Other teachers and instructors	12.24	12.67	19.23	26.16	34.67
Teacher assistants	10.68	11.45	13.24	15.00	18.11
Arts, design, entertainment, sports, and media occupations	10.00	14.30	15.00	31.96	31.96
Healthcare practitioner and technical occupations	15.82	17.30	23.22	27.40	34.01
Registered nurses	22.34	24.40	27.05	29.98	37.00
Therapists	17.00	17.06	17.70	28.14	37.87
Licensed practical and licensed vocational nurses	15.82	15.99	17.30	20.05	23.29
Healthcare support occupations	10.26	11.46	13.00	16.76	19.87
Nursing, psychiatric, and home health aides	9.33	10.55	11.44	12.70	16.16
Nursing aides, orderlies, and attendants	9.33	10.70	11.45	12.82	16.16
Protective service occupations	11.48	19.12	21.95	25.82	26.62
Fire fighters	17.09	17.38	20.72	21.95	21.95
Police officers	19.17	19.17	24.85	26.62	26.62
Police and sheriff's patrol officers	19.17	19.17	24.85	26.62	26.62
Miscellaneous protective service workers	8.31	8.51	9.90	10.20	10.50
Food preparation and serving related occupations	2.85	5.70	7.50	10.50	12.76
Cooks	7.25	9.67	11.78	12.76	16.97
Cooks, institution and cafeteria	9.67	9.67	11.78	13.50	13.90
Food preparation workers	7.50	9.00	9.55	10.80	10.90
Food service, tipped	2.65	2.65	2.85	7.25	10.00
Waiters and waitresses	2.65	2.65	2.85	9.00	10.00
Fast food and counter workers	5.25	5.75	6.50	7.58	8.50
Combined food preparation and serving workers, including fast food	5.25	5.75	6.50	7.50	8.50

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Grand Rapids-Muskegon-Holland, MI, April 2006** —
Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations	\$7.57	\$8.50	\$10.00	\$13.30	\$16.27
Building cleaning workers	7.57	8.50	10.00	13.19	16.27
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.75	10.50	13.30	16.27
Maids and housekeeping cleaners	6.25	7.18	8.00	8.87	12.06
Grounds maintenance workers	8.20	8.85	8.85	14.19	17.02
Landscaping and groundskeeping workers	8.20	8.85	8.85	14.19	17.02
Personal care and service occupations	6.50	7.51	8.78	9.00	11.60
Child care workers	7.25	8.46	14.63	17.64	18.85
Sales and related occupations	7.00	8.00	10.62	16.00	33.11
First-line supervisors/managers, sales workers	12.18	15.92	15.92	17.00	31.02
First-line supervisors/managers of retail sales workers	12.18	15.92	15.92	17.00	31.02
Retail sales workers	6.87	7.45	8.65	10.50	13.50
Cashiers, all workers	7.00	7.00	8.25	9.90	12.50
Cashiers	7.00	7.00	8.25	9.90	12.50
Counter and rental clerks and parts salespersons	7.75	7.95	9.25	11.49	15.58
Retail salespersons	6.87	6.87	9.00	10.50	13.83
Office and administrative support occupations	9.50	11.85	14.15	17.90	20.45
First-line supervisors/managers of office and administrative support workers	17.25	19.26	20.01	22.00	25.83
Financial clerks	11.00	12.37	14.25	17.68	19.99
Billing and posting clerks and machine operators	11.63	13.06	13.82	14.25	16.75
Bookkeeping, accounting, and auditing clerks	12.08	13.91	14.32	17.68	20.00
Tellers	10.10	10.11	11.44	12.46	14.13
Customer service representatives	10.73	13.18	14.11	15.67	20.50
Receptionists and information clerks	8.00	11.87	12.32	14.00	17.00
Production, planning, and expediting clerks	13.60	17.75	19.04	20.90	23.40
Shipping, receiving, and traffic clerks	8.50	8.50	11.36	13.60	15.95
Stock clerks and order fillers	7.00	9.00	11.00	15.90	17.60
Secretaries and administrative assistants	9.11	11.93	14.42	18.00	19.75
Executive secretaries and administrative assistants	13.00	14.42	17.74	17.90	18.02
Secretaries, except legal, medical, and executive	9.11	9.11	13.52	17.19	19.75
Office clerks, general	7.75	10.94	12.00	14.40	17.02
Construction and extraction occupations	12.46	15.00	19.75	21.03	27.20
Installation, maintenance, and repair occupations	11.00	13.39	16.90	20.10	24.48
First-line supervisors/managers of mechanics, installers, and repairers	9.40	16.03	26.62	36.46	39.03
Bus and truck mechanics and diesel engine specialists	12.95	15.04	15.45	19.49	21.08
Heavy vehicle and mobile equipment service technicians and mechanics	13.00	13.00	13.00	18.25	22.35
Industrial machinery installation, repair, and maintenance workers	11.00	15.00	18.42	21.62	24.48
Industrial machinery mechanics	18.42	18.42	20.52	24.48	27.40
Production occupations	9.00	11.33	14.98	17.95	24.36
First-line supervisors/managers of production and operating workers	21.10	26.46	30.81	33.77	36.13
Electrical, electronics, and electromechanical assemblers	10.35	10.40	11.76	12.83	25.40
Miscellaneous assemblers and fabricators	9.25	12.13	14.98	16.59	17.47
Team assemblers	8.75	11.57	13.15	15.30	16.65
Computer control programmers and operators	16.15	17.00	17.48	18.55	21.41
Forming machine setters, operators, and tenders, metal and plastic	8.19	8.19	14.60	16.14	16.20
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	9.00	12.16	21.27	28.44
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.00	9.00	11.67	19.13	28.44
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	8.00	9.00	12.00	17.67	21.27

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Grand Rapids-Muskegon-Holland, MI, April 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Molders and molding machine setters, operators, and tenders, metal and plastic	\$8.80	\$10.60	\$12.75	\$17.14	\$17.74
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	8.80	10.55	12.75	17.00	17.74
Tool and die makers	20.00	22.68	23.83	24.21	32.58
Welding, soldering, and brazing workers	10.50	12.00	12.89	15.00	15.46
Welders, cutters, solderers, and brazers	11.50	12.00	13.00	15.00	15.46
Woodworking machine setters, operators, and tenders ...	10.50	11.44	13.01	15.25	18.50
Woodworking machine setters, operators, and tenders, except sawing	10.50	12.62	13.01	16.00	18.80
Inspectors, testers, sorters, samplers, and weighers	9.25	13.20	17.00	23.00	26.25
Packaging and filling machine operators and tenders	15.15	16.01	16.17	16.17	17.24
Painting workers	8.60	11.25	15.51	17.30	17.50
Coating, painting, and spraying machine setters, operators, and tenders	8.60	8.60	14.79	17.23	17.30
Miscellaneous production workers	9.00	10.25	13.00	15.24	18.92
Transportation and material moving occupations	7.38	9.00	13.25	18.62	21.82
Bus drivers	11.56	15.66	16.25	16.98	16.98
Bus drivers, school	10.82	13.78	15.95	16.25	16.79
Driver/sales workers and truck drivers	10.75	14.00	17.56	21.82	21.82
Truck drivers, heavy and tractor-trailer	13.50	14.33	16.50	19.59	22.86
Industrial truck and tractor operators	9.00	11.00	13.84	19.03	25.43
Laborers and material movers, hand	6.89	7.38	8.73	11.14	17.48
Laborers and freight, stock, and material movers, hand	6.00	7.25	9.25	12.35	21.82
Packers and packagers, hand	7.38	7.38	8.73	9.00	12.52

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.25	\$10.75	\$15.00	\$20.19	\$28.28
Management occupations	16.89	24.00	30.15	40.83	44.90
Business and financial operations occupations	16.00	18.13	22.50	29.91	44.66
Buyers and purchasing agents	21.81	22.50	24.52	29.91	29.91
Computer and mathematical science occupations	12.02	20.19	27.37	50.37	50.37
Architecture and engineering occupations	19.70	25.00	27.86	31.56	37.97
Engineers	26.68	27.86	30.29	35.95	40.42
Education, training, and library occupations	11.39	13.18	22.30	25.57	28.74
Primary, secondary, and special education school teachers	10.24	15.07	23.06	25.57	29.32
Elementary and middle school teachers	10.24	13.44	22.02	25.74	29.32
Elementary school teachers, except special education	10.24	12.46	21.55	25.23	28.54
Arts, design, entertainment, sports, and media occupations	10.00	14.30	15.00	19.98	31.96
Healthcare practitioner and technical occupations	15.82	17.25	23.04	27.25	32.70
Registered nurses	22.34	24.70	27.35	31.12	37.00
Therapists	17.00	17.06	17.39	23.83	36.26
Licensed practical and licensed vocational nurses	15.82	15.99	17.30	19.20	23.29
Healthcare support occupations	10.30	11.46	12.70	16.26	19.87
Nursing, psychiatric, and home health aides	9.33	10.55	11.44	12.64	16.16
Nursing aides, orderlies, and attendants	9.33	10.65	11.44	12.70	16.16
Food preparation and serving related occupations	2.85	5.53	7.50	10.00	12.76
Cooks	7.25	9.67	11.78	12.76	16.97
Food preparation workers	7.50	9.00	9.55	10.80	10.90
Food service, tipped	2.65	2.65	2.85	7.25	10.00
Waiters and waitresses	2.65	2.65	2.85	9.00	10.00
Fast food and counter workers	5.25	5.75	6.50	7.50	8.50
Combined food preparation and serving workers, including fast food	5.25	5.75	6.50	7.21	8.50
Building and grounds cleaning and maintenance occupations	7.57	8.25	10.00	12.83	16.27
Building cleaning workers	7.57	8.15	9.73	12.06	14.70
Janitors and cleaners, except maids and housekeeping cleaners	7.57	8.50	10.00	12.19	16.27
Maids and housekeeping cleaners	6.25	7.18	8.00	8.87	12.06
Personal care and service occupations	6.31	7.51	8.87	8.95	10.92
Sales and related occupations	7.00	8.00	10.62	16.00	33.11
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers	12.18	15.92	15.92	17.00	31.02
Retail sales workers	12.18	15.92	15.92	17.00	31.02
Cashiers, all workers	6.87	7.45	8.65	10.50	13.50
Cashiers	7.00	7.00	8.25	9.90	12.50
Counter and rental clerks and parts salespersons	7.00	7.00	8.25	9.90	12.50
Retail salespersons	7.75	7.95	9.25	11.49	15.58
Retail salespersons	6.87	6.87	9.00	10.50	13.83
Office and administrative support occupations	9.45	11.50	14.00	17.81	20.45
First-line supervisors/managers of office and administrative support workers	18.50	19.26	20.01	23.05	25.83
Financial clerks	10.92	12.24	14.15	17.68	19.99
Billing and posting clerks and machine operators	11.63	13.06	13.82	14.25	16.75
Bookkeeping, accounting, and auditing clerks	12.00	13.91	14.25	17.68	20.00
Tellers	10.10	10.11	11.44	12.46	14.13
Customer service representatives	10.73	13.18	14.11	15.67	20.50
Receptionists and information clerks	8.00	11.87	12.32	14.00	17.00
Production, planning, and expediting clerks	13.60	17.75	19.04	20.90	23.40

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Shipping, receiving, and traffic clerks	\$8.50	\$8.50	\$11.36	\$13.60	\$15.95
Stock clerks and order fillers	7.00	9.00	11.00	12.75	17.60
Secretaries and administrative assistants	9.11	10.56	14.42	18.00	19.75
Executive secretaries and administrative assistants	13.00	14.42	17.81	17.90	18.00
Secretaries, except legal, medical, and executive	9.11	9.11	11.93	17.19	19.75
Office clerks, general	7.75	10.00	12.00	12.50	15.78
Construction and extraction occupations	12.46	14.80	18.75	21.03	27.20
Installation, maintenance, and repair occupations	11.00	13.39	16.29	19.80	24.48
Industrial machinery installation, repair, and maintenance workers	11.00	15.00	18.42	21.62	24.48
Industrial machinery mechanics	18.42	18.42	20.52	24.48	27.40
Production occupations	9.00	11.25	14.95	17.95	24.40
First-line supervisors/managers of production and operating workers	21.10	26.46	30.81	33.77	36.13
Electrical, electronics, and electromechanical assemblers	10.35	10.40	11.76	12.83	25.40
Miscellaneous assemblers and fabricators	9.25	12.13	14.98	16.59	17.47
Team assemblers	8.75	11.57	13.15	15.30	16.65
Computer control programmers and operators	16.15	17.00	17.48	18.55	21.41
Forming machine setters, operators, and tenders, metal and plastic	8.19	8.19	14.60	16.14	16.20
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	9.00	12.16	21.27	28.44
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.00	9.00	11.67	19.13	28.44
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic ..	8.00	9.00	12.00	17.67	21.27
Molders and molding machine setters, operators, and tenders, metal and plastic	8.80	10.60	12.75	17.14	17.74
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	8.80	10.55	12.75	17.00	17.74
Tool and die makers	20.00	22.68	23.83	24.21	32.58
Welding, soldering, and brazing workers	10.50	12.00	12.85	15.00	15.46
Welders, cutters, solderers, and brazers	11.50	12.00	13.00	15.00	15.46
Woodworking machine setters, operators, and tenders ...	10.50	11.44	13.01	15.25	18.50
Woodworking machine setters, operators, and tenders, except sawing	10.50	12.62	13.01	16.00	18.80
Inspectors, testers, sorters, samplers, and weighers	9.25	13.20	17.00	23.00	26.25
Packaging and filling machine operators and tenders	15.15	16.01	16.17	16.17	17.24
Painting workers	8.60	11.25	15.51	17.30	17.50
Coating, painting, and spraying machine setters, operators, and tenders	8.60	8.60	14.79	17.23	17.30
Miscellaneous production workers	9.00	10.25	13.00	15.24	18.92
Transportation and material moving occupations	7.38	9.00	12.83	18.72	21.82
Driver/sales workers and truck drivers	10.75	14.00	16.69	21.82	21.82
Truck drivers, heavy and tractor-trailer	13.50	14.30	16.50	19.51	22.86
Industrial truck and tractor operators	9.00	11.00	13.84	19.03	25.43
Laborers and material movers, hand	7.00	7.38	8.75	11.14	17.48
Laborers and freight, stock, and material movers, hand	6.00	7.25	9.25	12.35	21.82
Packers and packagers, hand	7.38	7.38	8.73	9.00	12.52

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$13.29	\$16.54	\$21.13	\$33.96	\$47.36
Management occupations	26.49	35.50	45.18	50.24	51.53
Education administrators	43.75	45.18	49.25	50.68	51.53
Education administrators, elementary and secondary school	45.18	47.03	50.24	51.39	51.54
Business and financial operations occupations	20.33	21.34	25.96	30.56	42.46
Community and social services occupations	16.95	19.98	23.76	26.76	47.63
Social workers	16.54	16.95	20.87	22.24	36.98
Education, training, and library occupations	13.24	28.56	43.85	47.44	54.09
Postsecondary teachers	34.77	38.31	49.59	55.63	58.07
Primary, secondary, and special education school teachers	28.92	38.58	45.58	48.84	54.79
Elementary and middle school teachers	28.56	39.72	45.59	47.36	54.19
Elementary school teachers, except special education	28.56	39.76	45.59	47.36	54.73
Secondary school teachers	28.92	31.78	42.97	48.84	53.76
Secondary school teachers, except special and vocational education	28.92	28.92	42.97	48.84	53.50
Special education teachers	33.95	44.18	46.57	52.45	57.53
Other teachers and instructors	12.24	12.67	19.23	26.16	34.67
Teacher assistants	10.68	11.80	13.29	15.00	18.11
Healthcare practitioner and technical occupations	19.33	22.34	23.22	29.98	44.33
Registered nurses	22.34	22.69	23.22	28.10	29.98
Healthcare support occupations	9.91	13.46	16.17	17.70	17.70
Protective service occupations	14.35	19.17	22.36	25.82	26.62
Fire fighters	17.09	17.38	20.72	21.95	21.95
Police officers	19.17	19.17	24.85	26.62	26.62
Police and sheriff's patrol officers	19.17	19.17	24.85	26.62	26.62
Miscellaneous protective service workers	8.31	8.51	9.90	10.20	10.50
Food preparation and serving related occupations	10.13	11.89	12.76	13.71	16.80
Building and grounds cleaning and maintenance occupations	13.30	14.24	14.74	17.20	19.66
Building cleaning workers	13.46	14.24	14.74	16.85	18.77
Janitors and cleaners, except maids and housekeeping cleaners	13.46	14.24	14.74	16.79	18.77
Personal care and service occupations	7.27	7.27	8.44	14.63	18.85
Office and administrative support occupations	13.15	15.44	17.06	18.95	20.62
Financial clerks	15.38	17.98	18.81	18.95	19.60
Bookkeeping, accounting, and auditing clerks	15.00	17.98	18.53	18.81	18.95
Secretaries and administrative assistants	12.52	14.21	15.95	18.04	20.75
Secretaries, except legal, medical, and executive	12.52	14.06	16.10	17.06	20.75
Office clerks, general	10.94	14.06	16.21	17.02	19.56
Construction and extraction occupations	15.60	19.77	20.91	23.51	25.13
Installation, maintenance, and repair occupations	18.45	18.73	20.30	22.73	23.97
Transportation and material moving occupations	9.46	14.98	16.31	16.98	19.92
Bus drivers	14.98	15.86	16.31	16.98	16.98
Bus drivers, school	13.78	15.86	16.16	16.70	16.79

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$9.55	\$12.55	\$16.80	\$21.82	\$30.20
Management occupations	16.89	24.00	30.89	42.01	48.05
Education administrators	26.89	38.46	45.18	50.24	51.39
Education administrators, elementary and secondary school	30.39	45.18	49.25	50.82	51.54
Business and financial operations occupations	17.12	18.97	22.76	29.91	44.66
Buyers and purchasing agents	21.81	22.50	24.52	29.91	29.91
Accountants and auditors	19.03	22.49	26.86	28.17	35.92
Computer and mathematical science occupations	12.02	20.19	27.37	50.37	50.37
Architecture and engineering occupations	19.70	25.00	27.86	31.56	37.97
Engineers	26.68	27.86	30.29	35.95	40.42
Life, physical, and social science occupations	20.17	24.47	30.04	30.04	30.29
Community and social services occupations	12.81	13.46	17.99	25.65	36.25
Social workers	16.54	16.95	20.87	22.24	36.98
Education, training, and library occupations	13.24	23.06	34.67	47.36	52.45
Postsecondary teachers	25.30	28.28	39.11	50.38	58.07
Primary, secondary, and special education school teachers	21.55	27.72	41.94	47.36	52.67
Elementary and middle school teachers	20.80	27.55	41.92	47.36	51.56
Elementary school teachers, except special education	20.80	27.72	43.67	47.36	51.73
Middle school teachers, except special and vocational education	21.66	24.70	34.47	47.45	51.38
Secondary school teachers	21.87	28.92	41.94	48.23	53.76
Secondary school teachers, except special and vocational education	21.87	28.92	41.94	48.23	52.67
Special education teachers	33.95	44.18	46.57	52.45	57.53
Teacher assistants	10.99	11.80	13.29	15.00	18.11
Arts, design, entertainment, sports, and media occupations	14.28	15.00	16.50	31.96	31.96
Healthcare practitioner and technical occupations	15.82	17.28	23.22	27.46	36.26
Registered nurses	22.34	24.40	27.46	31.26	37.00
Therapists	17.00	17.06	17.39	25.74	37.87
Licensed practical and licensed vocational nurses	15.82	16.85	17.93	23.29	23.29
Healthcare support occupations	11.30	11.72	13.46	18.42	20.02
Nursing, psychiatric, and home health aides	10.40	11.40	11.58	14.02	16.16
Nursing aides, orderlies, and attendants	10.58	11.44	11.75	14.15	16.16
Protective service occupations	14.35	19.17	22.40	25.82	26.62
Police officers	19.17	22.14	25.36	26.62	26.62
Police and sheriff's patrol officers	19.17	22.14	25.36	26.62	26.62
Food preparation and serving related occupations	5.31	9.00	10.80	12.76	17.48
Cooks	9.67	10.00	12.00	12.76	16.97
Food preparation workers	9.00	9.10	10.50	10.80	10.90
Building and grounds cleaning and maintenance occupations	8.87	10.77	13.19	16.27	17.89
Building cleaning workers	7.75	10.77	13.19	15.81	17.13
Janitors and cleaners, except maids and housekeeping cleaners	10.77	12.19	13.87	16.27	17.32
Sales and related occupations	7.50	10.20	15.41	20.70	45.15
First-line supervisors/managers, sales workers	12.18	15.92	15.92	17.00	31.02
First-line supervisors/managers of retail sales workers	12.18	15.92	15.92	17.00	31.02
Retail sales workers	6.87	7.50	9.90	12.43	15.50

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Cashiers, all workers	\$7.50	\$7.50	\$10.29	\$12.37	\$13.95
Cashiers	7.50	7.50	10.29	12.37	13.95
Retail salespersons	6.87	6.87	7.51	11.31	16.52
Office and administrative support occupations	10.11	12.24	14.42	18.02	20.45
First-line supervisors/managers of office and administrative support workers	18.01	19.26	20.07	22.00	25.83
Financial clerks	11.63	13.06	14.25	17.68	18.81
Billing and posting clerks and machine operators	11.63	13.06	13.82	14.25	16.75
Bookkeeping, accounting, and auditing clerks	12.24	13.91	14.25	17.68	18.81
Tellers	10.11	10.11	11.44	12.12	14.03
Customer service representatives	10.73	13.18	14.11	15.67	20.50
Production, planning, and expediting clerks	13.60	17.75	19.04	20.90	23.40
Shipping, receiving, and traffic clerks	8.50	8.50	11.36	13.60	15.95
Stock clerks and order fillers	9.00	10.75	12.00	16.99	19.90
Secretaries and administrative assistants	9.11	11.93	14.42	18.02	19.75
Executive secretaries and administrative assistants	13.00	14.42	17.74	17.90	18.02
Secretaries, except legal, medical, and executive	9.11	9.11	13.52	17.19	19.75
Office clerks, general	12.00	12.00	13.58	16.21	19.56
Construction and extraction occupations	12.46	15.50	19.75	21.03	27.20
Installation, maintenance, and repair occupations	13.00	14.00	17.61	20.52	24.48
First-line supervisors/managers of mechanics, installers, and repairers	16.03	26.62	27.38	37.64	41.13
Bus and truck mechanics and diesel engine specialists	12.95	15.04	15.45	19.49	21.08
Heavy vehicle and mobile equipment service technicians and mechanics	13.00	13.00	13.00	18.25	22.35
Industrial machinery installation, repair, and maintenance workers	16.79	18.42	20.10	24.48	24.48
Industrial machinery mechanics	18.42	18.42	20.52	24.48	27.40
Production occupations	9.00	11.46	15.00	18.00	24.40
First-line supervisors/managers of production and operating workers	21.10	26.46	30.81	33.77	36.13
Electrical, electronics, and electromechanical assemblers	10.35	10.40	11.76	12.83	25.40
Miscellaneous assemblers and fabricators	9.25	12.30	14.98	16.59	17.49
Team assemblers	8.75	11.57	13.15	15.30	16.65
Computer control programmers and operators	16.15	17.00	17.48	18.55	21.41
Forming machine setters, operators, and tenders, metal and plastic	8.19	8.19	14.60	16.14	16.20
Machine tool cutting setters, operators, and tenders, metal and plastic	8.00	9.00	13.20	21.27	28.44
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	8.50	9.00	11.67	20.50	28.44
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	8.00	9.00	12.00	17.67	21.27
Molders and molding machine setters, operators, and tenders, metal and plastic	10.25	11.25	13.12	17.50	17.81
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	10.13	11.22	12.75	17.44	17.81
Tool and die makers	20.00	22.68	23.83	24.21	32.58
Welding, soldering, and brazing workers	10.50	12.00	12.89	15.00	15.46
Welders, cutters, solderers, and brazers	11.50	12.00	13.00	15.00	15.46
Woodworking machine setters, operators, and tenders	10.50	11.44	13.01	15.25	18.50
Woodworking machine setters, operators, and tenders, except sawing	10.50	12.62	13.01	16.00	18.80
Inspectors, testers, sorters, samplers, and weighers	9.25	13.20	17.00	23.00	26.25
Packaging and filling machine operators and tenders	15.15	16.01	16.17	16.17	17.24
Painting workers	8.60	11.25	15.51	17.30	17.50
Coating, painting, and spraying machine setters, operators, and tenders	8.60	8.60	14.79	17.23	17.30
Miscellaneous production workers	9.06	10.25	13.25	15.24	18.92
Transportation and material moving occupations	8.50	9.00	13.67	19.03	21.82
Driver/sales workers and truck drivers	10.50	14.25	16.69	21.82	21.82

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Truck drivers, heavy and tractor-trailer	\$13.50	\$14.25	\$16.07	\$19.05	\$22.86
Industrial truck and tractor operators	9.00	11.00	13.84	19.03	25.43
Laborers and material movers, hand	7.38	8.50	9.00	12.50	19.90
Laborers and freight, stock, and material movers, hand	7.25	9.00	9.55	15.90	21.82
Packers and packagers, hand	7.38	7.38	8.73	9.30	12.52

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.75	\$7.00	\$8.65	\$10.92	\$15.16
Education, training, and library occupations	10.24	10.26	12.67	24.36	28.41
Primary, secondary, and special education school teachers	10.24	10.24	10.26	23.54	36.84
Other teachers and instructors	11.67	12.24	12.67	26.16	26.16
Teacher assistants	10.51	10.68	11.63	12.99	13.52
Healthcare practitioner and technical occupations	15.99	18.11	23.00	25.91	28.10
Registered nurses	21.30	24.24	25.47	26.67	27.96
Healthcare support occupations	8.65	9.33	11.30	12.70	15.57
Nursing, psychiatric, and home health aides	8.55	8.65	9.33	10.62	11.65
Nursing aides, orderlies, and attendants	8.55	8.65	9.33	10.62	11.65
Protective service occupations	8.31	9.40	10.20	12.12	18.27
Miscellaneous protective service workers	8.31	8.51	9.90	10.20	10.50
Food preparation and serving related occupations	2.85	5.25	6.50	7.50	9.00
Food service, tipped	2.65	2.65	2.85	9.00	10.00
Waiters and waitresses	2.65	2.65	2.85	9.00	10.00
Fast food and counter workers	5.25	5.75	6.50	7.50	8.50
Combined food preparation and serving workers, including fast food	5.25	5.75	6.50	7.00	8.50
Building and grounds cleaning and maintenance occupations	6.83	8.00	8.75	10.00	10.50
Building cleaning workers	6.75	8.00	8.75	10.00	10.50
Janitors and cleaners, except maids and housekeeping cleaners	7.57	8.15	9.00	10.00	10.50
Personal care and service occupations	6.31	7.00	7.51	8.46	11.35
Sales and related occupations	7.00	7.00	8.30	9.50	10.50
Retail sales workers	7.00	7.00	8.05	9.50	10.50
Cashiers, all workers	7.00	7.00	8.00	9.35	9.50
Cashiers	7.00	7.00	8.00	9.35	9.50
Retail salespersons	6.55	8.44	9.50	10.50	11.50
Office and administrative support occupations	7.50	8.00	10.67	12.62	23.00
Financial clerks	10.10	10.81	14.13	23.00	23.00
Bookkeeping, accounting, and auditing clerks	11.00	11.50	20.00	23.00	23.00
Tellers	9.90	10.10	10.24	12.62	14.13
Office clerks, general	7.75	7.75	9.65	11.22	11.25
Transportation and material moving occupations	6.00	6.00	8.00	12.00	20.50
Laborers and material movers, hand	5.60	6.00	6.85	8.50	11.05
Laborers and freight, stock, and material movers, hand	5.60	6.00	6.95	9.25	12.00

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.20	\$16.80	\$757	\$656	39.4	\$38,399	\$33,634	2,000
Management occupations	32.99	30.89	1,373	1,300	41.6	70,368	67,600	2,133
Education administrators	42.96	45.18	1,711	1,807	39.8	79,163	80,599	1,843
Education administrators, elementary and secondary school	46.37	49.25	1,840	1,916	39.7	82,336	86,409	1,776
Business and financial operations occupations	25.66	22.76	1,018	908	39.7	52,887	47,235	2,061
Buyers and purchasing agents	26.42	24.52	1,085	981	41.1	56,445	51,010	2,136
Accountants and auditors	26.47	26.86	1,077	1,074	40.7	55,990	55,869	2,115
Computer and mathematical science occupations	30.13	27.37	1,282	1,095	42.5	66,647	56,923	2,212
Architecture and engineering occupations	28.18	27.86	1,136	1,132	40.3	59,047	58,856	2,095
Engineers	31.88	30.29	1,283	1,254	40.2	66,697	65,185	2,092
Life, physical, and social science occupations	29.06	30.04	1,255	1,352	43.2	65,260	70,301	2,245
Community and social services occupations	21.64	17.99	856	750	39.6	43,438	39,146	2,008
Social workers	23.21	20.87	907	835	39.1	44,550	43,410	1,919
Education, training, and library occupations	34.73	34.67	1,174	1,283	33.8	44,945	48,103	1,294
Postsecondary teachers	40.86	39.11	1,569	1,532	38.4	59,324	57,167	1,452
Primary, secondary, and special education school teachers	38.11	41.94	1,269	1,369	33.3	47,868	52,794	1,256
Elementary and middle school teachers	37.48	41.92	1,254	1,401	33.5	47,489	52,794	1,267
Elementary school teachers, except special education	37.70	43.67	1,254	1,421	33.3	47,378	52,794	1,257
Middle school teachers, except special and vocational education	35.86	34.47	1,253	1,283	35.0	48,357	48,225	1,349
Secondary school teachers	39.08	41.94	1,297	1,363	33.2	48,771	50,924	1,248
Secondary school teachers, except special and vocational education	38.53	41.94	1,273	1,347	33.0	47,880	49,669	1,243
Special education teachers	47.14	46.57	1,482	1,428	31.4	55,594	54,104	1,179
Teacher assistants	14.09	13.29	465	437	33.0	18,651	16,965	1,324
Arts, design, entertainment, sports, and media occupations	21.62	16.50	806	639	37.3	41,893	33,248	1,937
Healthcare practitioner and technical occupations	23.62	23.22	890	838	37.7	46,027	43,593	1,949
Registered nurses	28.79	27.46	1,117	1,094	38.8	58,108	56,867	2,018
Therapists	23.35	17.39	902	690	38.7	45,871	36,816	1,965
Licensed practical and licensed vocational nurses	18.84	17.93	678	642	36.0	35,274	33,359	1,872
Healthcare support occupations	14.71	13.46	502	532	34.1	26,120	27,685	1,776
Nursing, psychiatric, and home health aides	12.63	11.58	465	446	36.8	24,158	23,212	1,913
Nursing aides, orderlies, and attendants	12.79	11.75	471	446	36.8	24,509	23,212	1,916
Protective service occupations	22.19	22.40	916	953	41.3	45,831	49,566	2,065
Police officers	24.15	25.36	966	1,014	40.0	45,989	51,126	1,905
Police and sheriff's patrol officers	24.15	25.36	966	1,014	40.0	45,989	51,126	1,905

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, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations	\$11.36	\$10.80	\$430	\$387	37.9	\$22,164	\$20,107	1,952
Cooks	12.79	12.00	505	471	39.5	26,002	24,502	2,033
Food preparation workers	10.07	10.50	395	400	39.2	20,350	20,820	2,021
Building and grounds cleaning and maintenance occupations	13.81	13.19	552	528	39.9	26,435	27,144	1,915
Building cleaning workers	13.06	13.19	521	528	39.9	24,643	27,144	1,888
Janitors and cleaners, except maids and housekeeping cleaners	13.97	13.87	559	555	40.0	25,849	27,435	1,850
Sales and related occupations	24.11	15.41	982	615	40.7	51,081	31,990	2,119
First-line supervisors/managers, sales workers	17.98	15.92	766	680	42.6	39,851	35,360	2,216
First-line supervisors/managers of retail sales workers	17.98	15.92	766	680	42.6	39,851	35,360	2,216
Retail sales workers	10.48	9.90	419	396	40.0	21,795	20,592	2,080
Cashiers, all workers	10.47	10.29	419	412	40.0	21,783	21,403	2,080
Cashiers	10.47	10.29	419	412	40.0	21,783	21,403	2,080
Retail salespersons	9.94	7.51	398	300	40.0	20,678	15,621	2,080
Office and administrative support occupations	15.33	14.42	604	564	39.4	31,130	28,933	2,030
First-line supervisors/managers of office and administrative support workers	20.96	20.07	775	784	37.0	39,746	40,394	1,896
Financial clerks	14.97	14.25	591	543	39.4	30,703	28,210	2,050
Billing and posting clerks and machine operators	14.20	13.82	546	536	38.5	28,405	27,872	2,001
Bookkeeping, accounting, and auditing clerks	15.25	14.25	603	543	39.6	31,345	28,210	2,056
Tellers	11.62	11.44	465	458	40.0	24,172	23,795	2,080
Customer service representatives	14.99	14.11	604	564	40.3	31,428	29,349	2,097
Production, planning, and expediting clerks	19.22	19.04	781	762	40.6	40,629	39,599	2,114
Shipping, receiving, and traffic clerks	11.47	11.36	453	454	39.5	23,581	23,629	2,056
Stock clerks and order fillers	13.25	12.00	530	480	40.0	27,570	24,960	2,080
Secretaries and administrative assistants	14.95	14.42	576	577	38.5	29,066	28,650	1,944
Executive secretaries and administrative assistants	16.15	17.74	644	710	39.9	33,141	36,908	2,052
Secretaries, except legal, medical, and executive	13.91	13.52	549	541	39.5	27,201	24,814	1,955
Office clerks, general	14.66	13.58	565	500	38.6	29,329	26,000	2,001
Construction and extraction occupations	18.83	19.75	749	765	39.8	36,357	39,796	1,930
Installation, maintenance, and repair occupations	18.47	17.61	739	700	40.0	38,375	36,400	2,077
First-line supervisors/managers of mechanics, installers, and repairers	30.34	27.38	1,209	1,095	39.8	62,849	56,950	2,071
Bus and truck mechanics and diesel engine specialists	16.97	15.45	679	618	40.0	35,301	32,136	2,080
Heavy vehicle and mobile equipment service technicians and mechanics	15.95	13.00	616	488	38.6	31,820	25,350	1,995
Industrial machinery installation, repair, and maintenance workers	20.95	20.10	837	804	40.0	43,529	41,810	2,078
Industrial machinery mechanics	22.21	20.52	888	821	40.0	46,196	42,682	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, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$15.85	\$15.00	\$632	\$599	39.9	\$32,834	\$31,160	2,072
First-line supervisors/managers of production and operating workers	29.63	30.81	1,203	1,232	40.6	62,571	64,089	2,112
Electrical, electronics, and electromechanical assemblers	14.77	11.76	591	470	40.0	30,717	24,461	2,080
Miscellaneous assemblers and fabricators	14.49	14.98	577	599	39.8	30,025	31,160	2,072
Team assemblers	13.01	13.15	517	526	39.7	26,885	27,352	2,066
Computer control programmers and operators	17.97	17.48	719	699	40.0	37,275	36,358	2,074
Forming machine setters, operators, and tenders, metal and plastic	12.67	14.60	489	516	38.6	25,440	26,849	2,008
Machine tool cutting setters, operators, and tenders, metal and plastic	16.02	13.20	641	528	40.0	33,322	27,456	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.65	11.67	626	467	40.0	32,560	24,267	2,080
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	13.14	12.00	525	480	40.0	27,321	24,960	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	13.82	13.12	543	510	39.3	28,243	26,520	2,044
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.69	12.75	538	510	39.3	27,958	26,520	2,042
Tool and die makers	24.50	23.83	980	953	40.0	50,867	49,566	2,076
Welding, soldering, and brazing workers	13.22	12.89	529	516	40.0	27,468	26,728	2,078
Welders, cutters, solderers, and brazers	13.52	13.00	541	520	40.0	28,095	27,040	2,078
Woodworking machine setters, operators, and tenders	13.59	13.01	544	520	40.0	28,267	27,061	2,080
Woodworking machine setters, operators, and tenders, except sawing	14.02	13.01	561	520	40.0	29,158	27,061	2,080
Inspectors, testers, sorters, samplers, and weighers	17.63	17.00	694	680	39.4	36,064	35,360	2,046
Packaging and filling machine operators and tenders	16.28	16.17	651	647	40.0	33,854	33,634	2,080
Painting workers	14.37	15.51	575	620	40.0	29,806	32,261	2,075
Coating, painting, and spraying machine setters, operators, and tenders	13.67	14.79	547	592	40.0	28,337	29,580	2,073
Miscellaneous production workers	13.32	13.25	533	530	40.0	27,714	27,560	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, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$14.40	\$13.67	\$572	\$538	39.7	\$29,520	\$27,997	2,049
Driver/sales workers and truck drivers	17.21	16.69	715	760	41.6	37,103	39,520	2,157
Truck drivers, heavy and tractor-trailer	16.70	16.07	709	660	42.4	36,725	34,320	2,199
Industrial truck and tractor operators ..	15.54	13.84	604	538	38.9	31,405	27,997	2,021
Laborers and material movers, hand ..	11.00	9.00	427	346	38.8	22,068	17,986	2,006
Laborers and freight, stock, and material movers, hand	12.38	9.55	468	370	37.8	24,352	19,240	1,967
Packers and packagers, hand	9.31	8.73	367	339	39.4	19,054	17,606	2,046

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, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.40	\$16.27	\$729	\$632	39.6	\$37,442	\$32,219	2,035
Management occupations	31.30	30.15	1,312	1,300	41.9	68,086	67,600	2,175
Business and financial operations occupations	25.53	22.63	1,012	900	39.6	52,584	46,800	2,060
Buyers and purchasing agents	26.42	24.52	1,085	981	41.1	56,445	51,010	2,136
Computer and mathematical science occupations	30.17	27.37	1,286	1,095	42.6	66,864	56,923	2,216
Architecture and engineering occupations	28.19	27.86	1,136	1,132	40.3	59,074	58,856	2,095
Engineers	31.89	30.29	1,283	1,254	40.2	66,709	65,185	2,092
Education, training, and library occupations	21.77	23.06	803	838	36.9	31,154	31,915	1,431
Primary, secondary, and special education school teachers	22.86	23.46	829	865	36.3	30,820	31,915	1,348
Elementary and middle school teachers	22.21	23.06	818	821	36.8	30,615	31,469	1,378
Healthcare practitioner and technical occupations	23.28	23.09	874	818	37.5	45,431	42,536	1,952
Registered nurses	29.63	28.48	1,142	1,098	38.6	59,399	57,115	2,005
Therapists	22.05	17.39	855	690	38.8	44,479	35,880	2,017
Licensed practical and licensed vocational nurses	18.88	17.93	676	642	35.8	35,154	33,359	1,862
Healthcare support occupations	14.68	13.31	498	532	33.9	25,911	27,685	1,765
Nursing, psychiatric, and home health aides	12.42	11.46	455	446	36.6	23,663	23,212	1,906
Nursing aides, orderlies, and attendants	12.57	11.58	461	446	36.7	23,982	23,212	1,909
Food preparation and serving related occupations	11.23	10.80	427	387	38.0	22,218	20,107	1,978
Cooks	12.61	11.78	498	471	39.5	25,880	24,502	2,052
Building and grounds cleaning and maintenance occupations	12.71	12.83	508	513	39.9	23,747	25,364	1,868
Building cleaning workers	12.21	12.19	487	488	39.9	22,375	25,364	1,832
Janitors and cleaners, except maids and housekeeping cleaners	13.26	13.05	531	522	40.0	23,450	27,144	1,768
Sales and related occupations	24.11	15.41	982	615	40.7	51,081	31,990	2,119
First-line supervisors/managers, sales workers	17.98	15.92	766	680	42.6	39,851	35,360	2,216
First-line supervisors/managers of retail sales workers	17.98	15.92	766	680	42.6	39,851	35,360	2,216
Retail sales workers	10.48	9.90	419	396	40.0	21,795	20,592	2,080
Cashiers, all workers	10.47	10.29	419	412	40.0	21,783	21,403	2,080
Cashiers	10.47	10.29	419	412	40.0	21,783	21,403	2,080
Retail salespersons	9.94	7.51	398	300	40.0	20,678	15,621	2,080
Office and administrative support occupations	15.13	14.25	595	552	39.4	30,830	28,721	2,038
First-line supervisors/managers of office and administrative support workers	21.21	20.01	781	777	36.8	40,604	40,394	1,914
Financial clerks	14.79	14.25	583	543	39.4	30,299	28,210	2,049
Billing and posting clerks and machine operators	14.09	13.82	541	536	38.4	28,158	27,872	1,999

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, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Bookkeeping, accounting, and auditing clerks	\$15.03	\$14.25	\$594	\$543	39.5	\$30,859	\$28,210	2,054
Tellers	11.62	11.44	465	458	40.0	24,172	23,795	2,080
Customer service representatives	14.99	14.11	604	564	40.3	31,428	29,349	2,097
Production, planning, and expediting clerks	19.22	19.04	781	762	40.6	40,629	39,599	2,114
Shipping, receiving, and traffic clerks	11.47	11.36	453	454	39.5	23,581	23,629	2,056
Secretaries and administrative assistants	14.68	14.42	565	551	38.5	28,863	28,650	1,966
Executive secretaries and administrative assistants	16.09	17.81	641	710	39.9	33,333	36,908	2,072
Secretaries, except legal, medical, and executive	13.15	11.93	523	477	39.8	26,258	21,963	1,997
Office clerks, general	14.10	12.50	537	489	38.1	27,810	25,427	1,973
Construction and extraction occupations	18.74	18.75	745	736	39.8	36,075	38,293	1,925
Installation, maintenance, and repair occupations	18.26	17.50	731	680	40.0	37,955	35,360	2,078
Industrial machinery installation, repair, and maintenance workers	21.05	20.10	842	804	40.0	43,776	41,810	2,080
Industrial machinery mechanics	22.21	20.52	888	821	40.0	46,196	42,682	2,080
Production occupations	15.83	15.00	631	598	39.9	32,795	31,100	2,072
First-line supervisors/managers of production and operating workers	29.63	30.81	1,203	1,232	40.6	62,571	64,089	2,112
Electrical, electronics, and electromechanical assemblers	14.77	11.76	591	470	40.0	30,717	24,461	2,080
Miscellaneous assemblers and fabricators	14.49	14.98	577	599	39.8	30,025	31,160	2,072
Team assemblers	13.01	13.15	517	526	39.7	26,885	27,352	2,066
Computer control programmers and operators	17.97	17.48	719	699	40.0	37,275	36,358	2,074
Forming machine setters, operators, and tenders, metal and plastic	12.67	14.60	489	516	38.6	25,440	26,849	2,008
Machine tool cutting setters, operators, and tenders, metal and plastic	16.02	13.20	641	528	40.0	33,322	27,456	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	15.65	11.67	626	467	40.0	32,560	24,267	2,080
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	13.14	12.00	525	480	40.0	27,321	24,960	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	13.82	13.12	543	510	39.3	28,243	26,520	2,044
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.69	12.75	538	510	39.3	27,958	26,520	2,042
Tool and die makers	24.50	23.83	980	953	40.0	50,867	49,566	2,076
Welding, soldering, and brazing workers	13.13	12.85	525	514	40.0	27,299	26,707	2,078
Welders, cutters, solderers, and brazers	13.41	13.00	537	520	40.0	27,872	27,040	2,078
Woodworking machine setters, operators, and tenders	13.59	13.01	544	520	40.0	28,267	27,061	2,080
Woodworking machine setters, operators, and tenders, except sawing	14.02	13.01	561	520	40.0	29,158	27,061	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, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Inspectors, testers, sorters, samplers, and weighers	\$17.63	\$17.00	\$694	\$680	39.4	\$36,064	\$35,360	2,046
Packaging and filling machine operators and tenders	16.28	16.17	651	647	40.0	33,854	33,634	2,080
Painting workers	14.37	15.51	575	620	40.0	29,806	32,261	2,075
Coating, painting, and spraying machine setters, operators, and tenders	13.67	14.79	547	592	40.0	28,337	29,580	2,073
Miscellaneous production workers	13.32	13.25	533	530	40.0	27,714	27,560	2,080
Transportation and material moving occupations	14.31	13.50	569	538	39.8	29,482	27,768	2,060
Driver/sales workers and truck drivers	17.17	16.69	714	760	41.6	37,046	39,520	2,158
Truck drivers, heavy and tractor-trailer	16.63	16.01	707	660	42.5	36,627	34,320	2,202
Industrial truck and tractor operators ..	15.54	13.84	604	538	38.9	31,405	27,997	2,021
Laborers and material movers, hand ..	11.00	9.00	427	346	38.8	22,068	17,986	2,006
Laborers and freight, stock, and material movers, hand	12.38	9.55	468	370	37.8	24,352	19,240	1,967
Packers and packagers, hand	9.31	8.73	367	339	39.4	19,054	17,606	2,046

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, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.22	\$21.97	\$1,021	\$909	37.5	\$46,403	\$45,154	1,705
Management occupations	43.99	45.18	1,753	1,807	39.9	83,332	80,599	1,894
Education administrators	47.45	49.25	1,887	1,916	39.8	84,963	84,522	1,790
Education administrators, elementary and secondary school	49.14	50.24	1,948	2,010	39.6	87,073	87,409	1,772
Business and financial operations occupations	27.31	25.96	1,092	1,038	40.0	56,802	53,997	2,080
Community and social services occupations	26.31	23.76	1,034	971	39.3	51,660	46,259	1,963
Social workers	23.21	20.87	907	835	39.1	44,550	43,410	1,919
Education, training, and library occupations	39.77	43.85	1,302	1,421	32.7	49,617	54,839	1,248
Postsecondary teachers	47.45	49.59	1,788	1,761	37.7	66,045	66,926	1,392
Primary, secondary, and special education school teachers	44.22	45.59	1,425	1,421	32.2	54,052	54,839	1,222
Elementary and middle school teachers	44.25	45.59	1,423	1,421	32.2	54,134	54,839	1,223
Elementary school teachers, except special education	44.12	45.59	1,416	1,421	32.1	53,751	54,839	1,218
Secondary school teachers	42.86	42.97	1,405	1,447	32.8	53,167	55,853	1,241
Secondary school teachers, except special and vocational education	42.57	42.97	1,386	1,447	32.6	52,486	54,425	1,233
Special education teachers	47.14	46.57	1,482	1,428	31.4	55,594	54,104	1,179
Teacher assistants	14.39	14.04	471	449	32.7	18,438	16,693	1,282
Healthcare practitioner and technical occupations	27.52	23.22	1,084	929	39.4	52,676	54,101	1,914
Protective service occupations	22.94	23.09	950	955	41.4	47,368	49,566	2,064
Police officers	24.15	25.36	966	1,014	40.0	45,989	51,126	1,905
Police and sheriff's patrol officers ...	24.15	25.36	966	1,014	40.0	45,989	51,126	1,905
Building and grounds cleaning and maintenance occupations	17.32	14.97	693	599	40.0	36,033	31,138	2,080
Building cleaning workers	15.65	14.74	626	590	40.0	32,558	30,665	2,080
Janitors and cleaners, except maids and housekeeping cleaners	15.66	14.74	627	590	40.0	32,579	30,665	2,080
Office and administrative support occupations	17.33	17.22	682	683	39.4	33,893	35,491	1,956
Financial clerks	18.26	18.81	731	752	40.0	37,990	39,125	2,080
Bookkeeping, accounting, and auditing clerks	18.07	18.53	723	741	40.0	37,594	38,534	2,080
Secretaries and administrative assistants	16.42	16.26	636	624	38.8	30,112	28,455	1,834
Secretaries, except legal, medical, and executive	16.35	16.26	631	610	38.6	29,977	29,124	1,834
Office clerks, general	16.12	16.28	645	651	40.0	33,535	33,862	2,080
Construction and extraction occupations	21.40	20.91	859	836	40.2	44,683	43,493	2,088
Installation, maintenance, and repair occupations	20.94	20.30	832	812	39.7	43,262	42,224	2,065

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$16.84	\$16.79	\$631	\$626	37.5	\$30,356	\$31,158	1,803

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, Grand Rapids-Muskegon-Holland, MI, April 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.11	\$16.59	\$15.78	\$19.54
Management, professional, and related	26.79	25.76	25.97	28.26
Management, business, and financial	28.67	25.29	31.24	31.15
Professional and related	25.97	26.01	23.18	27.34
Service	10.19	10.00	9.22	12.13
Sales and office	15.87	16.75	14.68	14.97
Sales and related	18.51	21.04	14.31	19.73
Office and administrative support	14.72	14.64	14.92	14.68
Natural resources, construction, and maintenance	18.23	17.52	19.31	22.37
Construction and extraction	18.71	18.85	—	—
Installation, maintenance, and repair	17.63	15.61	26.37	21.06
Production, transportation, and material moving	15.26	14.70	14.35	16.81
Production	15.75	14.34	15.15	17.19
Transportation and material moving	13.88	15.13	10.81	15.35
	Relative error ³ (percent)			
All workers	3.8	6.3	7.0	4.6
Management, professional, and related	3.5	9.9	4.2	4.4
Management, business, and financial	5.5	12.1	8.1	7.9
Professional and related	5.7	14.8	4.9	6.6
Service	5.3	8.0	9.5	5.7
Sales and office	6.7	10.5	7.5	5.4
Sales and related	17.5	23.6	19.9	21.6
Office and administrative support	4.2	7.0	5.2	5.9
Natural resources, construction, and maintenance	3.8	5.8	18.7	10.3
Construction and extraction	4.5	4.5	—	—
Installation, maintenance, and repair	4.2	4.8	15.7	1.9
Production, transportation, and material moving	7.0	7.1	9.4	7.7
Production	7.2	8.2	10.5	4.9
Transportation and material moving	8.8	12.6	12.4	18.8

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.66	\$16.45	\$739	\$618	39.6	\$37,378	\$31,590	2,003
Management occupations	27.08	25.22	1,138	1,135	42.0	59,126	59,015	2,183
Business and financial operations occupations ...	22.11	22.50	842	761	38.1	43,717	39,591	1,977
Food preparation and serving related occupations	12.82	11.78	523	471	40.8	27,196	24,502	2,121
Building and grounds cleaning and maintenance occupations	11.34	12.19	454	488	40.0	18,593	25,364	1,640
Building cleaning workers	11.34	12.19	454	488	40.0	18,593	25,364	1,640
Sales and related occupations	29.21	16.00	1,209	740	41.4	62,862	38,490	2,152
Retail sales workers	10.62	7.51	425	300	40.0	22,084	15,621	2,080
Office and administrative support occupations	15.25	14.25	595	551	39.0	30,708	28,387	2,013
Financial clerks	15.32	14.25	600	543	39.1	31,157	28,210	2,034
Bookkeeping, accounting, and auditing clerks ...	15.39	14.25	606	543	39.4	31,488	28,210	2,046
Customer service representatives	15.99	14.40	649	576	40.6	33,733	29,952	2,109
Secretaries and administrative assistants	13.68	13.02	516	521	37.7	26,049	24,814	1,904
Secretaries, except legal, medical, and executive	11.84	9.11	472	364	39.9	23,344	18,949	1,972
Office clerks, general	12.77	12.00	485	480	38.0	25,120	24,960	1,967
Construction and extraction occupations	18.89	21.03	750	841	39.7	35,820	42,066	1,896
Installation, maintenance, and repair occupations	16.05	15.79	642	632	40.0	33,337	32,843	2,077
Production occupations	14.39	14.25	569	520	39.5	29,494	27,040	2,050
Transportation and material moving occupations	15.69	14.56	637	580	40.6	33,007	30,160	2,104
Driver/sales workers and truck drivers	18.11	19.00	765	873	42.3	39,669	45,386	2,191
Truck drivers, heavy and tractor-trailer	16.13	15.22	703	611	43.6	36,369	31,774	2,255

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, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.21	\$16.17	\$722	\$640	39.6	\$37,490	\$33,280	2,059
Management occupations	35.30	37.51	1,476	1,557	41.8	76,500	80,987	2,167
Business and financial operations occupations ...	27.46	24.02	1,114	960	40.6	57,904	49,920	2,109
Computer and mathematical science occupations	29.06	29.55	1,165	1,182	40.1	60,601	61,466	2,085
Architecture and engineering occupations	28.54	28.33	1,147	1,133	40.2	59,659	58,922	2,091
Engineers	32.11	31.23	1,284	1,249	40.0	66,781	64,948	2,080
Life, physical, and social science occupations	30.94	27.60	1,281	1,106	41.4	66,635	57,500	2,154
Education, training, and library occupations	19.69	20.40	778	816	39.5	34,423	34,026	1,748
Healthcare practitioner and technical occupations	23.01	22.17	879	818	38.2	45,722	42,536	1,987
Registered nurses	29.63	28.48	1,142	1,098	38.6	59,399	57,115	2,005
Therapists	22.05	17.39	855	690	38.8	44,479	35,880	2,017
Licensed practical and licensed vocational nurses	18.88	17.93	676	642	35.8	35,154	33,359	1,862
Healthcare support occupations	12.90	12.05	476	446	36.9	24,730	23,212	1,916
Nursing, psychiatric, and home health aides	12.52	11.50	453	446	36.2	23,557	23,212	1,881
Nursing aides, orderlies, and attendants	12.71	11.60	460	446	36.2	23,914	23,212	1,881
Food preparation and serving related occupations	9.00	9.00	313	338	34.8	16,278	17,555	1,808
Building and grounds cleaning and maintenance occupations	13.69	12.83	546	513	39.9	28,386	26,693	2,074
Building cleaning workers	13.07	12.06	521	482	39.8	27,069	25,085	2,071
Janitors and cleaners, except maids and housekeeping cleaners	14.79	16.27	592	651	40.0	30,766	33,842	2,080
Sales and related occupations	17.38	12.03	694	485	39.9	36,086	25,230	2,077
Retail sales workers	10.38	10.08	415	403	40.0	21,593	20,966	2,080
Office and administrative support occupations	14.99	14.23	596	564	39.7	30,969	29,328	2,066
Financial clerks	13.70	13.06	548	522	40.0	28,496	27,165	2,080
Bookkeeping, accounting, and auditing clerks ...	13.74	13.91	550	556	40.0	28,589	28,933	2,080
Customer service representatives	13.67	13.03	547	521	40.0	28,431	27,102	2,080
Shipping, receiving, and traffic clerks	11.47	11.36	453	454	39.5	23,581	23,629	2,056
Secretaries and administrative assistants	16.18	17.77	643	710	39.7	33,427	36,908	2,066
Secretaries, except legal, medical, and executive	16.34	17.19	647	688	39.6	33,618	35,759	2,058
Office clerks, general	17.38	13.58	665	514	38.2	34,561	26,740	1,988
Installation, maintenance, and repair occupations	23.55	22.03	942	881	40.0	48,990	45,822	2,080
Industrial machinery installation, repair, and maintenance workers	21.71	21.53	868	861	40.0	45,148	44,782	2,080
Industrial machinery mechanics	22.75	22.75	910	910	40.0	47,312	47,320	2,080
Production occupations	16.13	15.18	644	606	39.9	33,497	31,512	2,077
First-line supervisors/managers of production and operating workers	30.62	30.81	1,245	1,232	40.7	64,730	64,089	2,114
Electrical, electronics, and electromechanical assemblers	14.77	11.76	591	470	40.0	30,717	24,461	2,080
Miscellaneous assemblers and fabricators	14.49	14.98	577	599	39.8	30,025	31,160	2,072
Team assemblers	13.01	13.15	517	526	39.7	26,885	27,352	2,066
Machine tool cutting setters, operators, and tenders, metal and plastic	21.96	21.27	878	851	40.0	45,680	44,242	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, Grand Rapids-Muskegon-Holland, MI, April 2006 — Continued**

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	\$22.22	\$20.50	\$889	\$820	40.0	\$46,219	\$42,640	2,080
Molders and molding machine setters, operators, and tenders, metal and plastic	13.82	13.12	543	510	39.3	28,243	26,520	2,044
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.69	12.75	538	510	39.3	27,958	26,520	2,042
Tool and die makers	25.64	24.21	1,026	969	40.0	53,339	50,363	2,080
Welding, soldering, and brazing workers	13.38	12.95	535	518	40.0	27,822	26,936	2,080
Woodworking machine setters, operators, and tenders	13.59	13.01	544	520	40.0	28,267	27,061	2,080
Woodworking machine setters, operators, and tenders, except sawing	14.02	13.01	561	520	40.0	29,158	27,061	2,080
Inspectors, testers, sorters, samplers, and weighers	18.10	17.00	721	680	39.8	37,468	35,360	2,070
Packaging and filling machine operators and tenders	16.28	16.17	651	647	40.0	33,854	33,634	2,080
Painting workers	13.62	14.85	545	594	40.0	28,325	30,888	2,080
Coating, painting, and spraying machine setters, operators, and tenders	13.60	15.15	544	606	40.0	28,282	31,512	2,080
Miscellaneous production workers	13.08	13.25	523	530	40.0	27,207	27,560	2,080
Transportation and material moving occupations	13.25	11.00	519	420	39.2	26,874	21,840	2,028
Industrial truck and tractor operators	18.51	18.29	741	732	40.0	38,509	38,043	2,080
Laborers and material movers, hand	10.40	9.00	401	339	38.6	20,710	17,606	1,992
Laborers and freight, stock, and material movers, hand	10.94	9.55	407	361	37.2	21,151	18,764	1,934
Packers and packagers, hand	9.14	8.73	360	339	39.4	18,726	17,606	2,049

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, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$22.60	\$19.37	\$27.06	\$17.02	\$16.87	\$23.18
Management, professional, and related	34.91	25.71	36.81	27.08	26.83	31.26
Management, business, and financial	34.67	—	34.67	29.64	28.67	41.53
Professional and related	34.93	25.71	36.96	25.86	25.98	23.20
Service	18.46	12.58	19.90	10.33	10.12	15.97
Sales and office	15.69	—	17.00	15.96	15.94	16.82
Sales and related	—	—	—	18.78	18.78	—
Office and administrative support	16.36	14.99	17.00	14.77	14.71	16.82
Natural resources, construction, and maintenance	24.22	26.21	21.31	17.76	17.72	20.16
Construction and extraction	—	27.10	—	—	18.31	—
Installation, maintenance, and repair	23.63	25.57	21.00	17.04	16.96	—
Production, transportation, and material moving	19.22	19.31	17.54	14.10	14.10	13.24
Production	20.04	20.03	—	14.70	14.70	—
Transportation and material moving	17.81	17.93	16.66	12.14	12.14	—
	Relative error ⁴ (percent)					
All workers	1.5	4.3	2.1	3.7	3.9	7.0
Management, professional, and related	2.5	9.2	2.1	3.4	3.7	5.4
Management, business, and financial	17.4	—	17.4	5.2	5.5	7.4
Professional and related	2.4	9.2	1.6	5.9	6.0	10.5
Service	4.7	17.2	2.7	5.1	5.5	16.2
Sales and office	5.6	—	1.8	6.7	6.9	2.9
Sales and related	—	—	—	18.0	18.0	—
Office and administrative support	6.0	19.2	1.8	4.0	4.1	2.9
Natural resources, construction, and maintenance	2.2	2.4	3.7	4.4	4.6	3.6
Construction and extraction	—	1.4	—	—	5.7	—
Installation, maintenance, and repair	5.2	6.0	4.2	4.1	4.1	—
Production, transportation, and material moving	5.4	5.6	3.5	6.8	6.8	22.1
Production	5.2	5.3	—	7.1	7.1	—
Transportation and material moving	10.5	11.5	3.4	8.1	8.2	—

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

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

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.43	\$16.60	\$31.87	\$31.87
Management, professional, and related	28.40	26.79	—	—
Management, business, and financial	29.81	28.67	—	—
Professional and related	27.86	25.97	—	—
Service	11.43	10.19	—	—
Sales and office	13.88	13.66	39.50	39.50
Sales and related	11.38	11.38	41.73	41.73
Office and administrative support	14.66	14.44	—	—
Natural resources, construction, and maintenance	18.43	18.28	—	—
Construction and extraction	—	18.71	—	—
Installation, maintenance, and repair	17.96	17.71	—	—
Production, transportation, and material moving	15.23	15.21	—	—
Production	15.76	15.74	—	—
Transportation and material moving	13.66	13.58	—	—
	Relative error ⁴ (percent)			
All workers	3.0	3.5	29.0	29.0
Management, professional, and related	2.6	3.5	—	—
Management, business, and financial	5.1	5.5	—	—
Professional and related	3.7	5.7	—	—
Service	3.4	5.3	—	—
Sales and office	2.7	3.0	33.6	33.6
Sales and related	6.3	6.3	39.5	39.5
Office and administrative support	3.2	3.5	—	—
Natural resources, construction, and maintenance	3.4	3.8	—	—
Construction and extraction	—	4.5	—	—
Installation, maintenance, and repair	4.1	4.3	—	—
Production, transportation, and material moving	7.0	7.1	—	—
Production	7.2	7.3	—	—
Transportation and material moving	8.9	9.4	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Grand Rapids-Muskegon-Holland, MI, April 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	–	\$19.85	\$14.67	–	\$22.30	–	\$17.22	\$8.52	–
Management, professional, and related	–	30.57	27.59	–	19.11	–	23.03	–	–
Management, business, and financial	–	31.62	–	–	18.95	–	37.95	–	–
Professional and related	–	29.84	–	–	–	–	22.09	–	–
Service	–	16.21	8.47	–	–	–	13.10	7.82	–
Sales and office	–	18.65	13.23	–	25.33	–	13.98	12.00	–
Sales and related	–	–	11.53	–	53.52	–	–	–	–
Office and administrative support	–	16.23	15.16	–	14.17	–	14.50	13.31	–
Natural resources, construction, and maintenance	–	22.02	14.81	–	–	–	–	–	–
Installation, maintenance, and repair	–	23.01	14.60	–	–	–	–	–	–
Production, transportation, and material moving	–	16.53	14.56	–	–	–	–	–	–
Production	–	16.56	15.33	–	–	–	–	–	–
Transportation and material moving	–	16.17	14.35	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	–	6.1	7.5	–	20.3	–	5.7	7.3	–
Management, professional, and related	–	3.4	6.4	–	8.0	–	5.3	–	–
Management, business, and financial	–	3.2	–	–	5.7	–	15.4	–	–
Professional and related	–	8.3	–	–	–	–	4.5	–	–
Service	–	.9	.5	–	–	–	8.4	6.3	–
Sales and office	–	16.0	6.7	–	29.1	–	12.2	22.1	–
Sales and related	–	–	10.3	–	37.4	–	–	–	–
Office and administrative support	–	3.5	11.9	–	2.5	–	6.6	22.8	–
Natural resources, construction, and maintenance	–	4.3	6.9	–	–	–	–	–	–
Installation, maintenance, and repair	–	10.7	8.6	–	–	–	–	–	–
Production, transportation, and material moving	–	8.4	9.3	–	–	–	–	–	–
Production	–	8.0	10.6	–	–	–	–	–	–
Transportation and material moving	–	13.3	11.7	–	–	–	–	–	–

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Grand Rapids–Muskegon–Holland, MI, Metropolitan Statistical Area includes Allegan, Kent, Muskegon, and Ottawa Counties.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

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

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of 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, poststratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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

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

Percentiles

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

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$16.46 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, Grand Rapids-Muskegon-Holland, MI, April 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	532,300	481,100	51,200
Management, professional, and related	108,800	82,800	26,000
Management, business, and financial	25,100	22,200	2,900
Professional and related	83,700	60,600	23,100
Service	110,200	97,500	12,600
Sales and office	129,700	121,900	7,800
Sales and related	39,000	39,000	–
Office and administrative support	90,800	83,000	7,800
Natural resources, construction, and maintenance	47,200	44,900	2,300
Construction and extraction	25,200	24,300	900
Installation, maintenance, and repair	22,000	20,600	1,400
Production, transportation, and material moving	136,300	133,900	2,500
Production	95,700	95,400	–
Transportation and material moving	40,600	38,500	2,100

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Grand Rapids-Muskegon-Holland, MI, April 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	15,401	15,301	101
Total in sample	317	274	43
Responding	213	176	37
Refused or unable to provide data	71	66	5
Out of business or not in survey scope	33	32	1

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.