

# Detroit–Warren–Flint, MI National Compensation Survey May 2007

---



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

U.S. Bureau of Labor Statistics  
Keith Hall, Commissioner

January 2008

# 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](mailto: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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

# Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	12
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	19
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers .....	21
6. Civilian workers: Hourly wage percentiles.....	28
7. Private industry workers: Hourly wage percentiles .....	32
8. State and local government workers: Hourly wage percentiles .....	35
9. Full-time civilian workers: Hourly wage percentiles .....	37
10. Part-time civilian workers: Hourly wage percentiles.....	41
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	43
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	48
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	52
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	54
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	55
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	57
17. Union and nonunion workers: Mean hourly earnings for major occupational groups .....	60
18. Time and incentive workers: Mean hourly earnings for major occupational groups .....	61
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group .....	62
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey .....	A – 5
Appendix table 2. Survey establishment response .....	A – 6
B. Standard Occupational Classification System.....	B – 1

# Introduction

The tables in this bulletin summarize the NCS results for the Detroit–Warren–Flint, MI, Combined Statistical Area (CSA). Data were collected between September 2006 and October 2007; the average reference month is May 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

## NCS products

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

## Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

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

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

## About the tables

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

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

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

**Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Detroit-Warren-Flint, MI CSA, May 2007**

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$23.15	4.1	34.7	\$22.44	4.6	34.7	\$28.28	4.3	34.6
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	36.43	6.0	35.7	36.15	7.4	36.0	37.63	5.5	34.4
Management, business, and financial .....	39.47	5.6	39.7	39.75	6.0	40.0	37.34	14.6	37.4
Professional and related .....	35.08	8.2	34.1	34.32	10.7	34.3	37.70	4.0	33.7
Service .....	11.81	3.5	29.0	10.19	4.5	28.2	19.28	3.3	33.9
Sales and office .....	16.17	4.6	35.0	15.94	5.0	34.8	18.57	5.0	37.3
Sales and related .....	17.55	14.7	33.2	17.22	14.7	33.2	—	—	—
Office and administrative support .....	15.59	2.2	35.9	15.35	2.4	35.7	17.46	2.7	37.3
Natural resources, construction, and maintenance .....	22.31	4.3	40.0	22.29	4.6	40.0	22.58	4.3	39.8
Construction and extraction .....	23.79	3.0	39.6	23.93	3.3	39.6	22.57	2.3	39.7
Installation, maintenance, and repair .....	21.21	6.4	40.2	21.12	6.8	40.3	22.59	8.9	40.0
Production, transportation, and material moving .....	20.83	2.9	37.0	20.92	3.0	37.2	16.49	3.9	28.1
Production .....	21.73	3.3	39.5	21.73	3.4	39.5	—	—	—
Transportation and material moving .....	19.57	4.3	34.0	19.74	4.6	34.4	16.25	5.1	27.7
Full time .....	24.52	3.8	39.4	23.87	4.3	39.6	29.06	3.6	38.2
Part time .....	13.87	7.1	19.1	13.18	7.1	19.2	20.91	19.9	18.5
Union .....	25.64	2.3	36.9	23.97	2.9	37.2	29.36	3.0	36.3
Nonunion .....	22.16	5.9	33.9	22.01	6.2	34.0	25.38	11.9	30.9
Time .....	22.80	3.2	34.8	22.01	3.6	34.8	28.28	4.3	34.6
Incentive .....	31.40	32.3	32.1	31.40	32.3	32.1	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	27.56	2.3	39.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	18.85	9.8	32.8	18.83	9.9	32.9	19.77	11.2	28.1
100-499 workers .....	18.95	3.6	34.9	18.31	3.9	35.0	26.03	4.7	34.0
500 workers or more .....	30.09	2.9	36.4	30.32	3.4	36.8	29.40	5.3	35.3

<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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.

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

<sup>6</sup> 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$23.15	4.1	\$24.52	3.8	\$13.87	7.1
<b>Management occupations</b> .....	46.38	5.1	45.88	5.3	—	—
Level 9 .....	29.95	6.6	29.95	6.6	—	—
Level 10 .....	34.74	5.5	34.74	5.5	—	—
Level 11 .....	39.13	4.7	39.13	4.7	—	—
Not able to be leveled .....	46.01	6.7	44.34	5.2	—	—
General and operations managers .....	47.12	18.1	47.12	18.1	—	—
Marketing and sales managers .....	42.87	15.5	42.87	15.5	—	—
Marketing managers .....	37.24	11.2	37.24	11.2	—	—
Computer and information systems managers .....	55.31	7.3	55.31	7.3	—	—
Financial managers .....	33.78	13.2	33.78	13.2	—	—
Industrial production managers .....	43.19	5.2	43.19	5.2	—	—
Level 11 .....	40.28	2.6	40.28	2.6	—	—
Education administrators .....	52.69	7.4	45.42	8.7	—	—
Education administrators, postsecondary .....	51.04	10.7	—	—	—	—
Engineering managers .....	57.20	8.4	57.20	8.4	—	—
Medical and health services managers .....	29.43	12.3	29.43	12.3	—	—
<b>Business and financial operations occupations</b> .....	31.54	6.6	31.69	6.7	—	—
Level 7 .....	24.79	6.4	24.79	6.4	—	—
Level 8 .....	24.73	7.2	24.73	7.2	—	—
Level 9 .....	28.74	4.2	28.91	4.1	—	—
Level 10 .....	32.32	2.8	32.34	3.0	—	—
Level 11 .....	41.50	6.4	41.65	6.5	—	—
Level 12 .....	41.77	4.3	41.77	4.3	—	—
Not able to be leveled .....	29.81	26.2	29.81	26.2	—	—
Buyers and purchasing agents .....	26.61	10.2	26.61	10.2	—	—
Human resources, training, and labor relations specialists .....	33.94	13.9	33.96	14.1	—	—
Level 9 .....	26.51	5.1	26.51	5.1	—	—
Management analysts .....	36.89	10.6	36.89	10.6	—	—
Accountants and auditors .....	29.90	11.3	29.90	11.3	—	—
<b>Computer and mathematical science occupations</b> .....	34.69	3.9	34.69	3.9	—	—
Level 7 .....	22.27	1.1	22.27	1.1	—	—
Level 8 .....	30.29	5.0	30.29	5.0	—	—
Level 9 .....	32.93	5.3	32.93	5.3	—	—
Level 10 .....	37.58	1.4	37.58	1.4	—	—
Level 11 .....	41.70	7.7	41.70	7.7	—	—
Not able to be leveled .....	28.36	5.8	28.36	5.8	—	—
Computer programmers .....	29.66	8.0	29.66	8.0	—	—
Computer software engineers .....	42.15	3.5	42.15	3.5	—	—
Computer support specialists .....	20.56	5.9	20.56	5.9	—	—
Computer systems analysts .....	37.70	4.1	37.70	4.1	—	—
Level 10 .....	37.34	3.0	37.34	3.0	—	—
Network and computer systems administrators .....	32.96	7.1	32.96	7.1	—	—
<b>Architecture and engineering occupations</b> .....	34.83	3.4	35.47	2.3	21.19	30.0
Level 5 .....	17.76	5.6	—	—	—	—
Level 7 .....	26.78	8.1	26.78	8.1	—	—
Level 8 .....	30.25	5.8	29.89	8.6	—	—
Level 9 .....	35.34	2.1	35.34	2.1	—	—
Level 11 .....	41.40	1.0	41.40	1.0	—	—
Level 12 .....	43.96	6.7	43.96	6.7	—	—
Not able to be leveled .....	35.54	5.1	35.72	5.1	—	—
Engineers .....	39.31	2.0	39.31	2.0	—	—
Level 9 .....	35.10	1.7	35.10	1.7	—	—
Level 11 .....	41.40	1.0	41.40	1.0	—	—
Level 12 .....	43.96	6.7	43.96	6.7	—	—
Not able to be leveled .....	38.46	4.1	38.46	4.1	—	—
Mechanical engineers .....	34.46	1.8	34.46	1.8	—	—
Level 9 .....	32.38	3.3	32.38	3.3	—	—
Not able to be leveled .....	34.67	3.7	34.67	3.7	—	—
Drafters .....	23.28	10.7	24.45	9.9	—	—
Engineering technicians, except drafters .....	26.06	4.6	26.33	4.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Engineering technicians, except drafters —Continued						
Level 7 .....	\$24.28	10.7	\$24.28	10.7	—	—
Level 8 .....	29.89	8.6	29.89	8.6	—	—
Not able to be leveled .....	24.42	7.0	—	—	—	—
Mechanical engineering technicians .....	23.77	2.7	23.95	2.8	—	—
<b>Life, physical, and social science occupations</b> .....	23.61	15.3	24.80	16.3	—	—
Not able to be leveled .....	27.13	27.6	—	—	—	—
Life scientists .....	23.52	22.5	—	—	—	—
<b>Community and social services occupations</b> .....	25.98	10.4	26.22	11.5	—	—
Level 9 .....	25.25	11.2	25.41	13.5	—	—
Counselors .....	32.67	21.2	33.67	23.0	—	—
Educational, vocational, and school counselors .....	35.03	25.8	35.03	25.8	—	—
Social workers .....	25.11	7.5	25.24	8.3	—	—
Level 9 .....	22.88	6.6	22.71	8.2	—	—
Child, family, and school social workers .....	32.80	25.9	32.80	25.9	—	—
<b>Legal occupations</b> .....	46.03	14.1	46.03	14.1	—	—
<b>Education, training, and library occupations</b> .....	38.17	6.9	39.60	7.9	\$18.80	14.3
Level 3 .....	12.37	9.8	12.30	9.4	—	—
Level 4 .....	15.04	5.2	15.52	6.1	—	—
Level 5 .....	14.11	7.3	—	—	—	—
Level 9 .....	47.81	2.5	48.15	2.4	—	—
Level 11 .....	55.65	20.2	56.09	20.0	—	—
Level 12 .....	56.26	16.5	—	—	—	—
Not able to be leveled .....	44.47	26.3	47.07	27.2	24.57	35.9
Postsecondary teachers .....	52.14	14.2	53.92	14.7	35.20	19.3
Level 11 .....	60.93	18.9	61.58	18.7	—	—
Level 12 .....	56.26	16.5	—	—	—	—
Arts, communications, and humanities teachers, postsecondary .....	60.65	8.9	—	—	—	—
Primary, secondary, and special education school teachers .....	46.85	2.1	47.10	1.9	—	—
Level 9 .....	49.79	1.6	49.96	1.3	—	—
Elementary and middle school teachers .....	49.19	4.8	49.52	4.4	—	—
Level 9 .....	51.69	.6	51.69	.6	—	—
Elementary school teachers, except special education .....	48.20	5.3	48.61	5.2	—	—
Level 9 .....	51.32	1.3	51.32	1.3	—	—
Middle school teachers, except special and vocational education .....	52.91	6.8	52.91	6.8	—	—
Level 9 .....	52.91	6.8	52.91	6.8	—	—
Secondary school teachers .....	47.91	6.9	48.24	6.4	—	—
Level 9 .....	49.99	3.8	50.43	3.1	—	—
Secondary school teachers, except special and vocational education .....	47.90	7.1	48.24	6.7	—	—
Level 9 .....	49.99	3.9	50.44	3.2	—	—
Special education teachers .....	43.27	3.8	43.27	3.8	—	—
Level 9 .....	43.27	3.8	43.27	3.8	—	—
Special education teachers, preschool, kindergarten, and elementary school .....	41.54	5.5	41.54	5.5	—	—
Level 9 .....	41.54	5.5	41.54	5.5	—	—
Other teachers and instructors .....	19.80	23.1	—	—	12.48	12.3
Librarians .....	24.94	8.2	24.94	8.2	—	—
Teacher assistants .....	12.99	5.8	13.14	8.8	12.14	12.2
Level 3 .....	12.37	9.8	12.30	9.4	—	—
Level 4 .....	15.04	5.2	15.52	6.1	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	31.81	6.7	31.40	6.8	—	—
Not able to be leveled .....	31.58	10.6	29.90	11.2	—	—
Writers and editors .....	34.30	3.2	33.60	3.2	—	—
<b>Healthcare practitioner and technical occupations</b> .....	37.06	23.1	36.20	23.8	40.01	22.7

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Healthcare practitioner and technical occupations</b>						
–Continued						
Level 4 .....	\$13.46	4.4	\$13.46	4.4	–	–
Level 5 .....	23.29	20.9	18.62	4.7	–	–
Level 6 .....	20.23	3.8	19.93	4.1	\$22.25	1.7
Level 7 .....	26.14	6.0	26.48	6.5	22.73	.5
Level 8 .....	27.39	4.4	27.32	6.6	–	–
Level 9 .....	29.28	1.9	28.71	.9	31.11	5.4
Level 10 .....	42.26	8.0	39.66	10.6	–	–
Level 11 .....	45.98	9.8	45.34	13.2	–	–
Not able to be leveled .....	38.29	17.0	42.00	32.5	32.90	11.1
Physicians and surgeons .....	91.43	20.4	84.34	22.5	–	–
Not able to be leveled .....	57.04	37.4	54.37	41.7	–	–
Registered nurses .....	29.66	.7	29.58	1.0	29.81	3.4
Level 7 .....	28.74	6.5	28.73	6.8	–	–
Level 8 .....	–	–	27.63	4.9	–	–
Level 9 .....	29.27	1.0	29.18	.8	29.56	1.9
Level 11 .....	53.43	21.0	50.37	29.3	–	–
Therapists .....	32.96	10.8	30.89	6.2	–	–
Level 9 .....	34.72	15.4	–	–	–	–
Respiratory therapists .....	23.47	2.1	–	–	–	–
Clinical laboratory technologists and technicians .....	22.29	2.0	22.46	3.0	–	–
Medical and clinical laboratory technologists .....	25.23	5.8	25.38	5.4	–	–
Diagnostic related technologists and technicians .....	29.10	11.3	25.66	4.5	–	–
Level 6 .....	22.21	1.4	–	–	–	–
Radiologic technologists and technicians .....	25.45	3.1	25.69	4.0	–	–
Health diagnosing and treating practitioner support technicians .....	16.55	3.5	16.55	3.5	–	–
Pharmacy technicians .....	14.19	5.1	14.19	5.1	–	–
Licensed practical and licensed vocational nurses .....	21.07	1.7	20.99	1.7	21.54	4.7
Level 5 .....	19.72	2.3	20.12	1.6	–	–
Level 6 .....	21.03	2.5	–	–	–	–
<b>Healthcare support occupations</b> .....	11.98	2.5	12.00	3.7	11.85	6.1
Level 2 .....	11.37	4.9	11.58	5.5	10.16	1.5
Level 3 .....	11.20	2.0	11.20	2.6	11.18	8.8
Level 4 .....	13.37	4.2	13.75	4.7	–	–
Nursing, psychiatric, and home health aides .....	11.12	1.7	11.12	2.7	11.11	7.2
Level 2 .....	11.41	5.1	11.58	5.5	–	–
Level 3 .....	10.72	2.3	10.72	2.8	10.64	14.4
Level 4 .....	12.39	5.6	12.64	6.0	–	–
Home health aides .....	10.20	3.8	10.29	3.9	–	–
Level 3 .....	10.03	5.1	–	–	–	–
Nursing aides, orderlies, and attendants .....	12.03	2.7	12.01	3.1	12.11	3.3
Level 2 .....	11.51	5.6	11.58	5.5	–	–
Level 3 .....	12.67	1.8	12.59	1.9	13.23	3.4
Miscellaneous healthcare support occupations .....	13.81	3.4	14.09	3.2	12.62	10.0
Level 3 .....	12.74	6.9	12.97	7.7	–	–
Level 4 .....	14.41	5.6	–	–	–	–
Medical assistants .....	12.78	10.3	12.26	5.6	–	–
<b>Protective service occupations</b> .....	19.43	8.7	20.50	9.3	10.22	6.5
Level 3 .....	12.78	8.9	–	–	–	–
Level 5 .....	17.37	6.5	17.37	6.5	–	–
Level 6 .....	20.75	5.6	21.69	1.7	–	–
Level 7 .....	23.98	2.7	23.98	2.7	–	–
Fire fighters .....	20.36	2.9	21.24	1.9	–	–
Level 6 .....	20.59	7.9	21.98	2.0	–	–
Bailiffs, correctional officers, and jailers .....	21.99	1.4	21.99	1.4	–	–
Correctional officers and jailers .....	22.14	.8	22.14	.8	–	–
Police officers .....	26.36	6.1	26.36	6.1	–	–
Level 7 .....	24.91	4.9	24.91	4.9	–	–
Police and sheriff's patrol officers .....	26.36	6.1	26.36	6.1	–	–
Level 7 .....	24.91	4.9	24.91	4.9	–	–
Security guards and gaming surveillance officers .....	12.37	6.0	–	–	9.53	4.9

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Security guards and gaming surveillance officers —Continued						
Level 3 .....	\$12.82	9.4	—	—	—	—
Security guards .....	12.37	6.0	—	—	\$9.53	4.9
Level 3 .....	12.82	9.4	—	—	—	—
Miscellaneous protective service workers .....	14.00	12.6	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	8.10	5.3	\$9.46	7.9	7.07	2.4
Level 1 .....	7.60	1.6	—	—	7.48	1.5
Level 2 .....	6.76	12.6	7.87	20.6	6.03	3.2
Level 3 .....	9.44	1.5	9.79	1.7	8.76	4.3
Level 4 .....	11.80	11.4	11.91	11.0	—	—
First-line supervisors/managers, food preparation and serving workers .....	13.31	7.0	13.34	7.0	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.94	7.2	12.95	7.3	—	—
Cooks .....	10.60	5.7	10.85	10.0	—	—
Level 3 .....	10.24	7.3	10.25	9.8	—	—
Cooks, institution and cafeteria .....	13.10	7.3	12.98	7.6	—	—
Cooks, restaurant .....	9.86	5.9	—	—	—	—
Food preparation workers .....	8.97	.9	—	—	8.93	1.2
Food service, tipped .....	4.08	17.4	4.53	19.3	3.77	18.3
Level 2 .....	3.65	10.4	4.12	14.8	3.33	11.8
Bartenders .....	5.57	15.8	—	—	—	—
Waiters and waitresses .....	3.51	12.3	—	—	3.32	17.5
Level 2 .....	3.41	9.2	—	—	3.15	13.1
Fast food and counter workers .....	7.94	3.6	8.99	6.3	7.48	.9
Level 1 .....	7.50	.9	—	—	7.33	.9
Level 2 .....	8.39	10.5	10.14	7.2	7.53	3.3
Level 3 .....	8.96	10.9	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.92	2.7	8.91	6.6	7.47	.7
Level 1 .....	7.49	1.1	—	—	7.30	.6
Level 2 .....	8.44	9.6	—	—	7.55	1.9
Counter attendants, cafeteria, food concession, and coffee shop .....	8.06	13.7	—	—	—	—
Food servers, nonrestaurant .....	10.79	10.3	—	—	8.44	11.3
Level 1 .....	8.26	10.8	—	—	8.12	12.0
Hosts and hostesses, restaurant, lounge, and coffee shop .....	8.56	3.5	—	—	7.77	6.8
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.25	7.7	12.96	6.4	9.80	12.7
Level 1 .....	9.65	9.5	10.63	10.6	8.42	1.2
Level 2 .....	12.91	6.6	12.96	7.9	12.72	10.1
Level 3 .....	13.71	5.2	13.71	5.2	—	—
Level 4 .....	14.01	3.9	14.01	3.9	—	—
Not able to be leveled .....	14.45	14.8	14.92	15.5	—	—
Building cleaning workers .....	12.33	8.0	13.13	6.2	9.83	13.2
Level 1 .....	9.84	9.6	11.11	9.7	8.37	.9
Level 2 .....	13.08	7.4	13.19	9.3	12.72	10.1
Level 3 .....	13.83	6.0	13.83	6.0	—	—
Not able to be leveled .....	14.45	14.8	14.92	15.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.66	8.6	13.78	5.7	8.86	5.0
Level 1 .....	9.99	10.0	12.22	9.0	—	—
Level 2 .....	13.31	8.2	13.92	9.2	10.46	4.4
Level 3 .....	13.83	6.0	13.83	6.0	—	—
Not able to be leveled .....	14.92	15.5	14.92	15.5	—	—
Maids and housekeeping cleaners .....	10.45	15.5	8.94	11.7	13.41	15.9
Level 1 .....	9.24	12.9	—	—	8.95	2.4
Grounds maintenance workers .....	11.07	12.1	—	—	—	—
Landscaping and groundskeeping workers .....	11.07	12.1	—	—	—	—
<b>Personal care and service occupations</b> .....	12.59	9.1	13.38	9.4	10.41	8.8
Level 1 .....	8.41	3.7	—	—	8.34	4.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Personal care and service occupations —Continued</b>						
Level 2 .....	\$8.98	1.9	—	—	\$9.04	5.2
Level 3 .....	8.59	15.0	\$8.23	18.4	9.73	3.0
Miscellaneous entertainment attendants and related workers .....	8.28	4.6	—	—	8.28	4.6
Level 1 .....	8.28	5.0	—	—	8.28	5.0
Child care workers .....	10.60	7.2	11.19	12.0	9.47	5.1
Level 1 .....	8.66	6.3	—	—	—	—
Level 2 .....	9.14	2.8	—	—	9.17	6.0
Recreation and fitness workers .....	14.15	10.4	—	—	14.01	13.9
<b>Sales and related occupations</b> .....						
Level 1 .....	17.55	14.7	20.26	14.8	8.81	3.9
Level 2 .....	8.54	.6	—	—	8.25	.2
Level 2 .....	9.59	1.5	11.56	4.2	8.39	3.4
Level 3 .....	9.60	5.0	—	—	9.16	4.7
Level 4 .....	14.47	2.2	15.00	3.2	—	—
Level 5 .....	24.37	15.6	24.37	15.6	—	—
Level 6 .....	18.91	18.4	18.91	18.4	—	—
Level 7 .....	28.39	14.5	28.40	14.7	—	—
Level 9 .....	35.44	8.8	35.44	8.8	—	—
Not able to be leveled .....	24.99	14.5	25.94	16.7	—	—
First-line supervisors/managers, sales workers .....	26.08	17.0	26.66	16.9	—	—
First-line supervisors/managers of non-retail sales workers .....	31.70	17.3	31.70	17.3	—	—
Retail sales workers .....	11.43	13.1	13.46	19.5	8.41	2.5
Level 2 .....	9.39	1.9	11.49	5.0	8.16	1.9
Level 3 .....	9.12	2.9	—	—	8.70	1.5
Level 4 .....	15.84	1.1	—	—	—	—
Cashiers, all workers .....	9.30	.5	9.56	.2	8.78	2.4
Level 2 .....	10.62	5.1	11.49	5.0	8.94	1.8
Cashiers .....	9.30	.5	9.56	.2	8.78	2.4
Level 2 .....	10.62	5.1	11.49	5.0	8.94	1.8
Retail salespersons .....	10.90	2.2	13.77	6.4	8.14	1.9
Level 2 .....	7.81	3.1	—	—	7.81	3.1
Level 3 .....	9.04	5.8	—	—	8.40	.3
Level 4 .....	16.26	2.9	—	—	—	—
Sales representatives, wholesale and manufacturing .....	27.16	7.9	27.16	7.9	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.22	11.2	28.22	11.2	—	—
Miscellaneous sales and related workers .....	19.80	37.6	22.81	33.7	—	—
<b>Office and administrative support occupations</b> .....						
Level 1 .....	15.59	2.2	16.20	2.6	11.34	4.8
Level 2 .....	9.51	2.6	—	—	9.20	3.1
Level 2 .....	11.29	2.6	11.53	4.2	10.87	1.5
Level 3 .....	13.11	5.2	13.47	4.3	10.72	13.3
Level 4 .....	15.09	3.0	15.20	3.2	—	—
Level 5 .....	17.43	3.1	17.43	3.1	—	—
Level 6 .....	20.66	3.7	20.71	3.8	—	—
Level 7 .....	24.72	3.2	24.72	3.2	—	—
Not able to be leveled .....	16.15	3.6	16.01	3.5	—	—
Financial clerks .....	15.28	2.0	15.44	2.1	14.02	8.7
Level 2 .....	11.42	5.5	—	—	—	—
Level 3 .....	13.08	6.3	12.78	6.0	—	—
Level 4 .....	14.15	4.4	14.13	4.8	—	—
Level 5 .....	16.27	3.8	16.27	3.8	—	—
Level 6 .....	21.09	1.7	20.87	1.6	—	—
Billing and posting clerks and machine operators .....	15.46	4.3	15.06	4.1	—	—
Level 4 .....	14.98	5.5	14.98	5.5	—	—
Bookkeeping, accounting, and auditing clerks .....	16.92	4.3	17.50	4.0	—	—
Tellers .....	12.97	.6	13.16	1.6	—	—
Level 3 .....	12.30	4.3	12.51	7.1	—	—
Customer service representatives .....	16.63	7.8	16.75	8.3	—	—
Level 3 .....	13.25	6.0	13.25	6.0	—	—
Level 4 .....	15.76	4.0	15.76	4.0	—	—
Not able to be leveled .....	14.28	8.3	14.83	7.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Interviewers, except eligibility and loan .....	\$12.71	8.1	—	—	—	—
Receptionists and information clerks .....	11.84	5.7	\$12.82	8.1	—	—
Level 3 .....	11.62	5.4	—	—	—	—
Dispatchers .....	18.61	13.0	18.61	13.0	—	—
Shipping, receiving, and traffic clerks .....	16.42	11.7	16.42	11.7	—	—
Level 3 .....	18.37	19.7	18.37	19.7	—	—
Stock clerks and order fillers .....	10.45	2.5	12.19	4.3	\$8.98	2.0
Level 1 .....	8.89	2.7	—	—	8.77	2.3
Level 2 .....	10.50	8.6	—	—	—	—
Weighers, measurers, checkers, and samplers, recordkeeping						
Level 3 .....	16.09	8.4	16.09	8.4	—	—
Secretaries and administrative assistants .....	17.95	7.2	18.04	6.2	—	—
Level 3 .....	—	—	10.55	12.3	—	—
Level 4 .....	15.93	4.0	15.93	4.0	—	—
Level 5 .....	17.41	4.3	17.43	4.3	—	—
Level 6 .....	20.26	7.7	20.26	7.7	—	—
Level 7 .....	25.82	6.6	25.82	6.6	—	—
Not able to be leveled .....	21.66	17.7	—	—	—	—
Executive secretaries and administrative assistants ....	22.37	7.1	21.90	7.0	—	—
Level 6 .....	20.37	9.5	20.37	9.5	—	—
Medical secretaries .....	15.94	3.9	15.94	3.9	—	—
Secretaries, except legal, medical, and executive .....	14.93	7.8	15.29	6.1	—	—
Level 3 .....	—	—	10.48	12.5	—	—
Level 4 .....	15.94	4.7	15.94	4.7	—	—
Level 5 .....	16.72	3.3	16.74	3.4	—	—
Data entry and information processing workers .....	14.16	5.5	14.67	8.3	—	—
Word processors and typists .....	16.07	10.4	—	—	—	—
Insurance claims and policy processing clerks .....	17.12	4.1	17.82	1.6	—	—
Office clerks, general .....	14.13	3.9	14.33	5.0	11.20	6.5
Level 2 .....	11.87	8.2	11.99	9.0	—	—
Level 3 .....	12.34	5.9	12.29	6.5	—	—
Level 4 .....	15.09	4.7	15.51	4.3	—	—
Level 5 .....	16.86	10.8	16.86	10.8	—	—
<b>Construction and extraction occupations</b> .....	23.79	3.0	23.79	3.0	—	—
Level 5 .....	20.15	2.4	20.13	2.3	—	—
Level 6 .....	25.40	14.1	25.40	14.1	—	—
Level 7 .....	29.52	4.6	29.52	4.6	—	—
First-line supervisors/managers of construction trades and extraction workers .....	25.58	11.3	25.58	11.3	—	—
Construction laborers .....	18.89	5.6	18.89	5.6	—	—
Construction equipment operators .....	27.30	8.3	27.35	8.2	—	—
Operating engineers and other construction equipment operators .....	27.30	8.3	27.35	8.2	—	—
Electricians .....	31.80	1.7	31.80	1.7	—	—
Level 7 .....	31.99	1.8	31.99	1.8	—	—
Pipelayers, plumbers, pipefitters, and steamfitters .....	23.13	13.0	23.13	13.0	—	—
Level 7 .....	30.63	3.5	30.63	3.5	—	—
Plumbers, pipefitters, and steamfitters .....	23.13	13.0	23.13	13.0	—	—
Level 7 .....	30.63	3.5	30.63	3.5	—	—
Miscellaneous construction and related workers .....	15.56	15.1	15.56	15.1	—	—
<b>Installation, maintenance, and repair occupations</b> .....	21.21	6.4	21.40	6.2	—	—
Level 5 .....	16.49	11.5	16.46	11.6	—	—
Level 6 .....	28.73	5.6	28.73	5.6	—	—
Level 7 .....	26.66	4.7	26.66	4.7	—	—
Level 8 .....	32.83	15.9	32.83	15.9	—	—
Not able to be leveled .....	16.65	16.4	17.40	14.4	—	—
First-line supervisors/managers of mechanics, installers, and repairers .....	32.99	7.6	32.99	7.6	—	—
Automotive technicians and repairers .....	14.49	12.2	14.49	12.2	—	—
Bus and truck mechanics and diesel engine specialists ...	19.26	5.3	19.26	5.3	—	—
Industrial machinery installation, repair, and maintenance workers .....	26.00	4.1	26.00	4.1	—	—
Level 5 .....	21.56	9.1	21.56	9.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery installation, repair, and maintenance workers—Continued						
Level 7 .....	\$29.40	3.5	\$29.40	3.5	—	—
Industrial machinery mechanics .....	28.98	3.0	28.98	3.0	—	—
Level 7 .....	29.68	4.8	29.68	4.8	—	—
Maintenance and repair workers, general .....	19.89	11.8	19.89	11.8	—	—
Millwrights .....	32.02	1.7	32.02	1.7	—	—
Level 7 .....	31.97	2.0	31.97	2.0	—	—
<b>Production occupations</b> .....	21.73	3.3	21.86	3.4	\$13.04	10.7
Level 1 .....	10.90	5.2	10.73	5.8	—	—
Level 2 .....	13.66	3.0	13.75	3.4	—	—
Level 3 .....	23.17	5.1	23.17	5.1	—	—
Level 4 .....	22.91	6.8	22.91	6.9	—	—
Level 5 .....	18.04	6.9	18.04	6.9	—	—
Level 6 .....	22.31	3.2	22.57	3.9	—	—
Level 7 .....	28.97	3.6	28.97	3.6	—	—
Not able to be leveled .....	20.57	14.4	21.28	13.5	—	—
First-line supervisors/managers of production and operating workers .....	26.71	7.5	26.71	7.5	—	—
Level 7 .....	32.13	3.6	32.13	3.6	—	—
Not able to be leveled .....	26.54	17.4	26.54	17.4	—	—
Miscellaneous assemblers and fabricators .....	25.57	4.0	25.57	4.0	—	—
Level 2 .....	15.18	6.8	15.18	6.8	—	—
Level 3 .....	26.98	1.5	26.98	1.5	—	—
Level 4 .....	26.92	6.4	26.92	6.4	—	—
Team assemblers .....	24.96	7.7	24.96	7.7	—	—
Level 3 .....	25.00	8.0	25.00	8.0	—	—
Computer control programmers and operators .....	25.68	5.8	25.68	5.8	—	—
Computer-controlled machine tool operators, metal and plastic .....	22.84	1.4	22.84	1.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	20.98	9.0	20.95	9.2	—	—
Level 3 .....	27.48	.5	27.48	.5	—	—
Level 4 .....	25.21	1.5	25.24	1.6	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	20.43	11.4	20.38	11.7	—	—
Level 3 .....	27.48	.5	27.48	.5	—	—
Level 4 .....	26.30	6.2	26.37	6.8	—	—
Machinists .....	19.25	8.7	19.35	9.0	—	—
Level 7 .....	26.57	9.5	26.57	9.5	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic .....	21.15	15.9	21.15	15.9	—	—
Level 3 .....	20.40	13.4	20.40	13.4	—	—
Level 4 .....	21.78	17.8	21.78	17.8	—	—
Tool and die makers .....	28.80	2.5	28.80	2.5	—	—
Level 7 .....	29.91	5.1	29.91	5.1	—	—
Welding, soldering, and brazing workers .....	26.18	8.6	26.18	8.6	—	—
Welders, cutters, solderers, and brazers .....	25.10	8.4	25.10	8.4	—	—
Miscellaneous metalworkers and plastic workers .....	24.21	14.0	—	—	—	—
Laundry and dry-cleaning workers .....	10.06	7.3	9.94	9.4	—	—
Level 1 .....	9.37	3.8	9.16	2.6	—	—
Inspectors, testers, sorters, samplers, and weighers .....	19.97	5.4	20.40	5.8	—	—
Level 3 .....	23.70	22.2	23.70	22.2	—	—
Packaging and filling machine operators and tenders .....	13.89	10.8	13.89	10.8	—	—
Painting workers .....	15.35	6.1	—	—	—	—
Miscellaneous production workers .....	19.18	13.1	19.18	13.1	—	—
Level 4 .....	23.33	13.5	23.33	13.5	—	—
<b>Transportation and material moving occupations</b> .....	19.57	4.3	20.79	4.3	9.72	6.3
Level 1 .....	10.03	8.4	10.74	10.5	7.90	6.0
Level 2 .....	14.44	12.6	15.70	13.3	9.89	5.3
Level 3 .....	19.49	9.2	19.57	9.5	—	—
Level 4 .....	18.91	5.0	18.93	5.0	—	—
Level 5 .....	18.02	3.0	18.02	3.0	—	—
Level 7 .....	33.03	.8	33.03	.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b>						
–Continued						
Not able to be leveled .....	\$21.23	18.1	\$21.24	18.5	–	–
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	24.07	6.0	24.07	6.0	–	–
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	20.56	16.3	20.56	16.3	–	–
Bus drivers .....	16.77	4.4	17.21	5.5	\$15.98	9.6
Level 3 .....	17.42	4.9	17.61	3.2	–	–
Bus drivers, school .....	17.26	4.5	17.21	5.5	–	–
Level 3 .....	17.42	4.9	17.61	3.2	–	–
Driver/sales workers and truck drivers .....	17.15	6.6	17.42	5.3	–	–
Level 3 .....	20.98	6.2	20.98	6.2	–	–
Level 4 .....	19.41	4.3	19.41	4.3	–	–
Driver/sales workers .....	13.70	23.8	14.41	21.3	–	–
Truck drivers, heavy and tractor-trailer .....	18.58	2.1	18.58	2.1	–	–
Level 4 .....	18.86	4.4	18.86	4.4	–	–
Truck drivers, light or delivery services .....	17.60	20.0	17.60	20.0	–	–
Industrial truck and tractor operators .....	19.13	16.3	19.13	16.3	–	–
Level 3 .....	18.13	17.9	18.13	17.9	–	–
Laborers and material movers, hand .....	13.57	14.3	14.84	15.9	8.47	4.0
Level 1 .....	9.53	3.1	10.19	4.1	7.97	6.8
Level 2 .....	16.03	13.8	17.46	14.3	9.95	2.6
Level 3 .....	23.62	6.2	23.62	6.2	–	–
Laborers and freight, stock, and material movers, hand .....	14.33	14.0	16.13	13.0	8.46	2.9
Level 1 .....	9.55	2.7	10.49	1.9	–	–
Level 2 .....	16.20	17.7	18.29	17.3	9.95	2.6
Level 3 .....	23.06	4.8	23.06	4.8	–	–
Packers and packagers, hand .....	10.37	9.5	10.69	11.6	–	–
Level 1 .....	8.84	4.0	–	–	–	–

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$22.44	4.6	\$23.87	4.3	\$13.18	7.1
<b>Management occupations</b> .....	46.55	5.6	46.55	5.6	—	—
Level 9 .....	30.18	6.5	30.18	6.5	—	—
Level 10 .....	34.74	5.5	34.74	5.5	—	—
Level 11 .....	36.89	6.6	36.89	6.6	—	—
Not able to be leveled .....	45.96	5.7	45.96	5.7	—	—
General and operations managers .....	47.12	18.1	47.12	18.1	—	—
Marketing and sales managers .....	42.87	15.5	42.87	15.5	—	—
Marketing managers .....	37.24	11.2	37.24	11.2	—	—
Financial managers .....	32.67	14.4	32.67	14.4	—	—
Industrial production managers .....	43.19	5.2	43.19	5.2	—	—
Level 11 .....	40.28	2.6	40.28	2.6	—	—
Medical and health services managers .....	29.43	12.3	29.43	12.3	—	—
<b>Business and financial operations occupations</b> .....	32.21	6.9	32.38	7.1	—	—
Level 7 .....	24.79	6.4	24.79	6.4	—	—
Level 8 .....	24.70	7.6	24.70	7.6	—	—
Level 9 .....	30.52	3.6	30.83	3.5	—	—
Level 10 .....	32.10	3.0	—	—	—	—
Level 11 .....	42.18	6.3	42.34	6.3	—	—
Level 12 .....	41.77	4.3	41.77	4.3	—	—
Not able to be leveled .....	29.50	28.0	29.50	28.0	—	—
Buyers and purchasing agents .....	27.13	11.6	27.13	11.6	—	—
Human resources, training, and labor relations specialists .....	33.91	14.6	33.93	14.8	—	—
Level 9 .....	26.51	5.1	26.51	5.1	—	—
Management analysts .....	36.89	10.6	36.89	10.6	—	—
Accountants and auditors .....	31.97	12.6	31.97	12.6	—	—
<b>Computer and mathematical science occupations</b> .....	35.07	4.3	35.07	4.3	—	—
Level 8 .....	30.54	4.8	30.54	4.8	—	—
Level 10 .....	37.73	1.5	37.73	1.5	—	—
Level 11 .....	40.45	8.6	40.45	8.6	—	—
Not able to be leveled .....	29.34	2.7	29.34	2.7	—	—
Computer programmers .....	29.66	8.0	29.66	8.0	—	—
Computer software engineers .....	42.15	3.5	42.15	3.5	—	—
Computer support specialists .....	20.82	7.0	20.82	7.0	—	—
Computer systems analysts .....	37.98	4.6	37.98	4.6	—	—
Level 10 .....	37.97	3.7	37.97	3.7	—	—
Network and computer systems administrators .....	31.93	6.4	31.93	6.4	—	—
<b>Architecture and engineering occupations</b> .....	35.03	3.4	35.65	2.3	—	—
Level 5 .....	17.76	5.6	—	—	—	—
Level 7 .....	27.50	8.1	27.50	8.1	—	—
Level 8 .....	30.25	5.8	29.89	8.6	—	—
Level 9 .....	35.49	1.9	35.49	1.9	—	—
Level 11 .....	41.69	.8	41.69	.8	—	—
Level 12 .....	43.96	6.7	43.96	6.7	—	—
Not able to be leveled .....	35.72	5.1	35.72	5.1	—	—
Engineers .....	39.45	2.0	39.45	2.0	—	—
Level 9 .....	35.27	1.5	35.27	1.5	—	—
Level 11 .....	41.69	.8	41.69	.8	—	—
Level 12 .....	43.96	6.7	43.96	6.7	—	—
Not able to be leveled .....	38.46	4.1	38.46	4.1	—	—
Mechanical engineers .....	34.46	1.8	34.46	1.8	—	—
Level 9 .....	32.38	3.3	32.38	3.3	—	—
Not able to be leveled .....	34.67	3.7	34.67	3.7	—	—
Drafters .....	23.28	10.7	24.45	9.9	—	—
Engineering technicians, except drafters .....	26.34	4.6	26.50	4.6	—	—
Level 8 .....	29.89	8.6	29.89	8.6	—	—
Mechanical engineering technicians .....	23.77	2.7	23.95	2.8	—	—
<b>Life, physical, and social science occupations</b> .....	22.61	22.0	25.10	26.5	—	—
<b>Community and social services occupations</b> .....	21.48	8.9	21.01	9.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Social workers .....	\$21.52	10.0	\$21.23	10.5	—	—
<b>Legal occupations</b> .....	50.20	11.7	50.20	11.7	—	—
<b>Education, training, and library occupations</b> .....	20.58	17.7	20.59	21.2	\$20.52	25.2
Postsecondary teachers .....	27.75	18.6	—	—	—	—
Teacher assistants .....	10.70	4.7	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	32.22	7.2	31.66	7.1	—	—
Not able to be leveled .....	32.97	11.3	30.81	11.6	—	—
Writers and editors .....	34.30	3.2	33.60	3.2	—	—
<b>Healthcare practitioner and technical occupations</b> .....	38.11	24.9	37.12	25.1	41.84	26.8
Level 4 .....	13.46	4.4	13.46	4.4	—	—
Level 5 .....	23.49	21.3	18.72	4.8	—	—
Level 6 .....	20.68	3.4	20.42	3.7	22.25	1.7
Level 7 .....	26.37	6.1	26.76	6.7	22.73	.5
Level 8 .....	27.55	4.4	27.63	6.6	—	—
Level 9 .....	29.26	1.9	28.80	.9	30.70	5.5
Level 10 .....	40.19	6.8	36.50	10.8	—	—
Level 11 .....	45.98	9.8	45.34	13.2	—	—
Not able to be leveled .....	60.00	29.0	57.41	32.4	—	—
Physicians and surgeons .....	97.39	14.9	90.56	16.7	—	—
Not able to be leveled .....	85.24	16.5	—	—	—	—
Registered nurses .....	29.66	.7	29.78	1.2	29.38	4.3
Level 7 .....	28.74	6.5	28.73	6.8	—	—
Level 8 .....	—	—	29.13	2.8	—	—
Level 9 .....	29.36	1.1	29.30	.8	29.56	2.0
Level 11 .....	53.43	21.0	50.37	29.3	—	—
Therapists .....	29.45	17.0	23.33	1.9	—	—
Respiratory therapists .....	23.47	2.1	—	—	—	—
Clinical laboratory technologists and technicians .....	22.76	.7	23.05	2.6	—	—
Medical and clinical laboratory technologists .....	25.23	5.8	25.38	5.4	—	—
Diagnostic related technologists and technicians .....	—	—	25.68	5.6	—	—
Level 6 .....	22.21	1.4	—	—	—	—
Radiologic technologists and technicians .....	25.41	3.9	25.72	5.1	—	—
Health diagnosing and treating practitioner support technicians .....	16.63	3.7	16.63	3.7	—	—
Pharmacy technicians .....	14.19	5.1	14.19	5.1	—	—
Licensed practical and licensed vocational nurses .....	21.27	1.4	21.22	1.5	21.54	4.7
Level 5 .....	19.72	2.3	20.12	1.6	—	—
Level 6 .....	21.30	1.9	—	—	—	—
<b>Healthcare support occupations</b> .....	11.85	2.5	11.87	3.6	11.69	7.0
Level 2 .....	11.37	4.9	11.58	5.5	10.16	1.5
Level 3 .....	11.20	2.0	11.20	2.6	11.18	8.8
Level 4 .....	13.23	4.4	13.60	4.9	—	—
Nursing, psychiatric, and home health aides .....	11.01	1.7	11.05	2.6	10.56	8.0
Level 2 .....	11.41	5.1	11.58	5.5	—	—
Level 3 .....	10.72	2.3	10.72	2.8	10.64	14.4
Level 4 .....	12.07	4.4	12.27	4.9	—	—
Home health aides .....	10.20	3.8	10.29	3.9	—	—
Level 3 .....	10.03	5.1	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.97	2.8	12.01	3.1	11.65	2.7
Level 2 .....	11.51	5.6	11.58	5.5	—	—
Level 3 .....	12.67	1.8	12.59	1.9	13.23	3.4
Miscellaneous healthcare support occupations .....	13.75	3.7	14.05	3.5	12.62	10.0
Level 3 .....	12.74	6.9	12.97	7.7	—	—
Level 4 .....	14.41	5.6	—	—	—	—
Medical assistants .....	12.78	10.3	12.26	5.6	—	—
<b>Protective service occupations</b> .....	12.06	5.0	—	—	9.40	5.5
Security guards and gaming surveillance officers .....	12.12	5.6	—	—	—	—
Security guards .....	12.12	5.6	—	—	—	—

See footnotes at end of table.



Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b> .....	\$7.98	5.3	\$9.28	8.0	\$7.02	2.3
Level 1 .....	7.59	1.6	—	—	7.47	1.5
Level 2 .....	6.69	12.8	7.83	21.0	5.95	3.0
Level 3 .....	9.38	1.4	9.79	1.7	8.58	3.7
Level 4 .....	11.80	11.4	11.91	11.0	—	—
First-line supervisors/managers, food preparation and serving workers .....	13.31	7.0	13.34	7.0	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.94	7.2	12.95	7.3	—	—
Cooks .....	10.26	5.4	10.54	9.5	—	—
Level 3 .....	10.14	7.4	10.25	9.8	—	—
Cooks, institution and cafeteria .....	12.17	4.0	12.17	4.0	—	—
Cooks, restaurant .....	9.86	5.9	—	—	—	—
Food preparation workers .....	8.97	.9	—	—	8.93	1.2
Food service, tipped .....	4.00	17.6	4.35	19.4	3.77	18.3
Level 2 .....	3.55	9.8	3.88	14.5	3.33	11.8
Bartenders .....	5.57	15.8	—	—	—	—
Waiters and waitresses .....	3.51	12.3	—	—	3.32	17.5
Level 2 .....	3.41	9.2	—	—	3.15	13.1
Fast food and counter workers .....	7.90	3.5	8.99	6.3	7.43	.7
Level 1 .....	7.48	.9	—	—	7.30	.8
Level 2 .....	8.31	10.6	10.14	7.2	7.39	2.3
Level 3 .....	8.96	10.9	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.90	2.6	8.91	6.6	7.44	.6
Level 1 .....	7.49	1.1	—	—	7.30	.6
Level 2 .....	8.38	9.7	—	—	—	—
Counter attendants, cafeteria, food concession, and coffee shop .....	7.88	13.5	—	—	—	—
Food servers, nonrestaurant .....	9.87	12.4	—	—	8.44	11.3
Level 1 .....	8.26	10.8	—	—	8.12	12.0
Hosts and hostesses, restaurant, lounge, and coffee shop .....	8.56	3.5	—	—	7.77	6.8
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.28	7.8	11.81	6.6	9.81	13.9
Level 1 .....	9.22	8.4	9.93	10.0	8.35	.7
Level 2 .....	12.41	7.3	12.23	8.5	—	—
Level 3 .....	11.59	6.3	11.59	6.3	—	—
Not able to be leveled .....	14.03	17.4	14.55	18.4	—	—
Building cleaning workers .....	11.35	8.7	11.99	7.3	9.82	14.1
Level 1 .....	9.36	8.4	10.34	9.5	8.34	.8
Level 2 .....	12.54	8.5	12.36	10.8	—	—
Level 3 .....	11.22	7.9	11.22	7.9	—	—
Not able to be leveled .....	14.03	17.4	14.55	18.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.56	9.8	12.68	7.4	8.79	5.0
Level 1 .....	9.36	8.4	11.10	9.4	—	—
Level 2 .....	12.68	10.0	13.22	11.2	—	—
Level 3 .....	11.22	7.9	11.22	7.9	—	—
Not able to be leveled .....	14.55	18.4	14.55	18.4	—	—
Maids and housekeeping cleaners .....	10.45	15.5	8.94	11.7	13.41	15.9
Level 1 .....	9.24	12.9	—	—	8.95	2.4
<b>Personal care and service occupations</b> .....	12.28	11.7	13.00	11.5	9.71	6.7
Level 1 .....	8.38	4.3	—	—	8.28	5.0
Level 3 .....	8.29	16.1	7.84	18.5	—	—
Miscellaneous entertainment attendants and related workers .....	8.28	4.6	—	—	8.28	4.6
Level 1 .....	8.28	5.0	—	—	8.28	5.0
Child care workers .....	9.32	2.4	—	—	—	—
<b>Sales and related occupations</b> .....	17.22	14.7	19.87	14.8	8.80	3.8
Level 1 .....	8.54	.6	—	—	8.25	.2
Level 2 .....	9.59	1.5	11.56	4.2	8.39	3.4

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations —Continued</b>						
Level 3 .....	\$9.58	5.0	—	—	\$9.12	4.8
Level 4 .....	14.47	2.2	\$15.00	3.2	—	—
Level 5 .....	24.37	15.6	24.37	15.6	—	—
Level 6 .....	18.91	18.4	18.91	18.4	—	—
Level 7 .....	28.39	14.5	28.40	14.7	—	—
Not able to be leveled .....	24.99	14.5	25.94	16.7	—	—
First-line supervisors/managers, sales workers .....	26.08	17.0	26.66	16.9	—	—
First-line supervisors/managers of non-retail sales workers .....	31.70	17.3	31.70	17.3	—	—
Retail sales workers .....	11.43	13.1	13.46	19.5	8.39	2.4
Level 2 .....	9.39	1.9	11.49	5.0	8.16	1.9
Level 3 .....	9.09	2.9	—	—	8.64	1.4
Level 4 .....	15.84	1.1	—	—	—	—
Cashiers, all workers .....	9.29	.6	9.56	.2	8.72	2.1
Level 2 .....	10.62	5.1	11.49	5.0	8.94	1.8
Cashiers .....	9.29	.6	9.56	.2	8.72	2.1
Level 2 .....	10.62	5.1	11.49	5.0	8.94	1.8
Retail salespersons .....	10.90	2.2	13.77	6.4	8.14	1.9
Level 2 .....	7.81	3.1	—	—	7.81	3.1
Level 3 .....	9.04	5.8	—	—	8.40	.3
Level 4 .....	16.26	2.9	—	—	—	—
Sales representatives, wholesale and manufacturing .....	27.16	7.9	27.16	7.9	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.22	11.2	28.22	11.2	—	—
Miscellaneous sales and related workers .....	14.89	34.9	—	—	—	—
<b>Office and administrative support occupations</b>						
Level 1 .....	15.35	2.4	15.97	2.9	11.39	4.9
Level 2 .....	9.51	2.6	—	—	9.20	3.1
Level 3 .....	11.32	2.7	11.52	4.3	—	—
Level 4 .....	13.00	5.4	13.35	4.5	10.72	13.3
Level 5 .....	14.89	3.3	15.00	3.7	—	—
Level 6 .....	17.42	3.4	17.41	3.5	—	—
Level 7 .....	20.59	4.2	20.65	4.4	—	—
Level 7 .....	24.87	3.7	24.87	3.7	—	—
Not able to be leveled .....	16.21	3.9	16.02	3.9	—	—
Financial clerks .....	15.07	2.0	15.21	2.2	14.02	8.7
Level 2 .....	11.42	5.5	—	—	—	—
Level 3 .....	13.02	6.5	12.68	6.1	—	—
Level 4 .....	14.11	4.7	14.10	5.1	—	—
Level 5 .....	15.94	3.3	15.94	3.3	—	—
Billing and posting clerks and machine operators .....	15.46	4.3	15.06	4.1	—	—
Level 4 .....	14.98	5.5	14.98	5.5	—	—
Bookkeeping, accounting, and auditing clerks .....	16.56	4.9	17.17	4.6	—	—
Tellers .....	12.90	.8	13.08	1.3	—	—
Level 3 .....	12.16	4.1	12.36	7.0	—	—
Customer service representatives .....	16.68	8.1	16.81	8.7	—	—
Level 3 .....	13.25	6.0	13.25	6.0	—	—
Level 4 .....	15.78	4.0	15.78	4.0	—	—
Not able to be leveled .....	14.28	8.3	14.83	7.9	—	—
Interviewers, except eligibility and loan .....	12.71	8.1	—	—	—	—
Receptionists and information clerks .....	11.74	6.0	12.69	8.9	—	—
Level 3 .....	11.62	5.4	—	—	—	—
Shipping, receiving, and traffic clerks .....	16.42	11.7	16.42	11.7	—	—
Level 3 .....	18.37	19.7	18.37	19.7	—	—
Stock clerks and order fillers .....	10.45	2.5	12.19	4.3	8.98	2.0
Level 1 .....	8.89	2.7	—	—	8.77	2.3
Level 2 .....	10.50	8.6	—	—	—	—
Weighers, measurers, checkers, and samplers, recordkeeping .....	16.09	8.4	16.09	8.4	—	—
Level 3 .....	17.74	9.8	17.85	8.4	—	—
Secretaries and administrative assistants .....	—	—	9.81	11.5	—	—
Level 3 .....	—	—	9.81	11.5	—	—
Level 4 .....	15.63	4.1	15.63	4.1	—	—
Level 5 .....	17.44	6.8	17.47	6.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Secretaries and administrative assistants –Continued						
Level 6 .....	\$19.94	9.2	\$19.94	9.2	–	–
Executive secretaries and administrative assistants .....	23.25	8.5	22.65	8.6	–	–
Medical secretaries .....	15.94	3.9	15.94	3.9	–	–
Secretaries, except legal, medical, and executive .....	13.83	10.2	14.27	8.1	–	–
Level 4 .....	15.57	5.0	15.57	5.0	–	–
Level 5 .....	15.55	7.3	–	–	–	–
Data entry and information processing workers .....	14.28	5.7	14.62	8.3	–	–
Insurance claims and policy processing clerks .....	17.12	4.1	17.82	1.6	–	–
Office clerks, general .....	13.71	4.3	13.93	5.7	\$11.20	6.5
Level 2 .....	11.86	8.8	11.98	9.7	–	–
Level 3 .....	11.82	4.6	11.70	5.1	–	–
Level 4 .....	13.64	6.6	–	–	–	–
Level 5 .....	18.59	10.3	18.59	10.3	–	–
<b>Construction and extraction occupations</b> .....	23.93	3.3	23.93	3.4	–	–
Level 5 .....	20.21	3.2	20.18	3.1	–	–
Level 7 .....	29.63	5.0	29.63	5.0	–	–
First-line supervisors/managers of construction trades and extraction workers .....	25.58	11.3	25.58	11.3	–	–
Construction laborers .....	18.89	5.6	18.89	5.6	–	–
Construction equipment operators .....	28.14	7.4	–	–	–	–
Operating engineers and other construction equipment operators .....	28.14	7.4	–	–	–	–
Electricians .....	32.67	.3	32.67	.3	–	–
Level 7 .....	32.69	.2	32.69	.2	–	–
Pipelayers, plumbers, pipefitters, and steamfitters .....	23.63	14.9	23.63	14.9	–	–
Level 7 .....	30.63	3.5	30.63	3.5	–	–
Plumbers, pipefitters, and steamfitters .....	23.63	14.9	23.63	14.9	–	–
Level 7 .....	30.63	3.5	30.63	3.5	–	–
Miscellaneous construction and related workers .....	15.56	15.1	15.56	15.1	–	–
<b>Installation, maintenance, and repair occupations</b> .....	21.12	6.8	21.32	6.6	–	–
Level 5 .....	16.24	11.7	16.20	11.7	–	–
Level 6 .....	30.03	6.1	30.03	6.1	–	–
Level 7 .....	26.66	5.0	26.66	5.0	–	–
Level 8 .....	32.83	15.9	32.83	15.9	–	–
Not able to be leveled .....	16.63	16.9	17.41	14.9	–	–
First-line supervisors/managers of mechanics, installers, and repairers .....	33.16	7.9	33.16	7.9	–	–
Bus and truck mechanics and diesel engine specialists .....	18.47	5.6	18.47	5.6	–	–
Industrial machinery installation, repair, and maintenance workers .....	26.47	4.5	26.47	4.5	–	–
Level 7 .....	29.74	4.1	29.74	4.1	–	–
Industrial machinery mechanics .....	28.98	3.0	28.98	3.0	–	–
Level 7 .....	29.68	4.8	29.68	4.8	–	–
Maintenance and repair workers, general .....	18.49	17.2	18.49	17.2	–	–
Millwrights .....	32.02	1.7	32.02	1.7	–	–
Level 7 .....	31.97	2.0	31.97	2.0	–	–
<b>Production occupations</b> .....	21.73	3.4	21.86	3.4	13.04	10.7
Level 1 .....	10.90	5.2	10.73	5.8	–	–
Level 2 .....	13.66	3.0	13.75	3.4	–	–
Level 3 .....	23.17	5.1	23.17	5.1	–	–
Level 4 .....	22.91	6.8	22.91	6.9	–	–
Level 5 .....	18.04	6.9	18.04	6.9	–	–
Level 6 .....	22.36	3.3	22.64	4.0	–	–
Level 7 .....	28.97	3.6	28.97	3.6	–	–
Not able to be leveled .....	20.57	14.4	21.28	13.5	–	–
First-line supervisors/managers of production and operating workers .....	26.71	7.5	26.71	7.5	–	–
Level 7 .....	32.13	3.6	32.13	3.6	–	–
Not able to be leveled .....	26.54	17.4	26.54	17.4	–	–
Miscellaneous assemblers and fabricators .....	25.57	4.0	25.57	4.0	–	–
Level 2 .....	15.18	6.8	15.18	6.8	–	–
Level 3 .....	26.98	1.5	26.98	1.5	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Miscellaneous assemblers and fabricators—Continued						
Level 4 .....	\$26.92	6.4	\$26.92	6.4	—	—
Team assemblers .....	24.96	7.7	24.96	7.7	—	—
Level 3 .....	25.00	8.0	25.00	8.0	—	—
Computer control programmers and operators .....	25.68	5.8	25.68	5.8	—	—
Computer-controlled machine tool operators, metal and plastic .....	22.84	1.4	22.84	1.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	20.98	9.0	20.95	9.2	—	—
Level 3 .....	27.48	.5	27.48	.5	—	—
Level 4 .....	25.21	1.5	25.24	1.6	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	20.43	11.4	20.38	11.7	—	—
Level 3 .....	27.48	.5	27.48	.5	—	—
Level 4 .....	26.30	6.2	26.37	6.8	—	—
Machinists .....	19.25	8.7	19.35	9.0	—	—
Level 7 .....	26.57	9.5	26.57	9.5	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic .....	21.15	15.9	21.15	15.9	—	—
Level 3 .....	20.40	13.4	20.40	13.4	—	—
Level 4 .....	21.78	17.8	21.78	17.8	—	—
Tool and die makers .....	28.80	2.5	28.80	2.5	—	—
Level 7 .....	29.91	5.1	29.91	5.1	—	—
Welding, soldering, and brazing workers .....	26.18	8.6	26.18	8.6	—	—
Welders, cutters, solderers, and brazers .....	25.10	8.4	25.10	8.4	—	—
Miscellaneous metalworkers and plastic workers .....	24.21	14.0	—	—	—	—
Laundry and dry-cleaning workers .....	10.06	7.3	9.94	9.4	—	—
Level 1 .....	9.37	3.8	9.16	2.6	—	—
Inspectors, testers, sorters, samplers, and weighers .....	19.97	5.4	20.40	5.8	—	—
Level 3 .....	23.70	22.2	23.70	22.2	—	—
Packaging and filling machine operators and tenders .....	13.89	10.8	13.89	10.8	—	—
Painting workers .....	15.35	6.1	—	—	—	—
Miscellaneous production workers .....	19.18	13.1	19.18	13.1	—	—
Level 4 .....	23.33	13.5	23.33	13.5	—	—
<b>Transportation and material moving occupations .....</b>	19.74	4.6	20.93	4.5	\$8.88	4.9
Level 1 .....	10.03	8.4	10.74	10.5	7.90	6.0
Level 2 .....	14.61	13.3	15.74	13.6	9.37	6.1
Level 3 .....	19.85	10.4	19.85	10.4	—	—
Level 4 .....	18.94	5.1	18.96	5.2	—	—
Level 5 .....	18.02	3.0	18.02	3.0	—	—
Level 7 .....	33.03	.8	33.03	.8	—	—
Not able to be leveled .....	21.24	18.5	21.24	18.5	—	—
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	24.07	6.0	24.07	6.0	—	—
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	20.56	16.3	20.56	16.3	—	—
Driver/sales workers and truck drivers .....	17.15	6.6	17.42	5.3	—	—
Level 3 .....	20.98	6.2	20.98	6.2	—	—
Level 4 .....	19.41	4.3	19.41	4.3	—	—
Driver/sales workers .....	13.70	23.8	14.41	21.3	—	—
Truck drivers, heavy and tractor-trailer .....	18.58	2.1	18.58	2.1	—	—
Level 4 .....	18.86	4.4	18.86	4.4	—	—
Truck drivers, light or delivery services .....	17.60	20.0	17.60	20.0	—	—
Industrial truck and tractor operators .....	19.13	16.3	19.13	16.3	—	—
Level 3 .....	18.13	17.9	18.13	17.9	—	—
Laborers and material movers, hand .....	13.57	14.3	14.84	15.9	8.47	4.0
Level 1 .....	9.53	3.1	10.19	4.1	7.97	6.8
Level 2 .....	16.03	13.8	17.46	14.3	9.95	2.6
Level 3 .....	23.62	6.2	23.62	6.2	—	—
Laborers and freight, stock, and material movers, hand .....	14.33	14.0	16.13	13.0	8.46	2.9
Level 1 .....	9.55	2.7	10.49	1.9	—	—
Level 2 .....	16.20	17.7	18.29	17.3	9.95	2.6
Level 3 .....	23.06	4.8	23.06	4.8	—	—
Packers and packagers, hand .....	10.37	9.5	10.69	11.6	—	—

See footnotes at end of table.

**Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Packers and packagers, hand –Continued Level 1 .....	\$8.84	4.0	–	–	–	–

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$28.28	4.3	\$29.06	3.6	\$20.91	19.9
<b>Management occupations</b> .....	45.28	11.0	40.92	6.4	—	—
Level 11 .....	43.91	6.3	43.91	6.3	—	—
Not able to be leveled .....	46.17	22.6	37.78	17.5	—	—
Education administrators .....	56.26	1.2	48.73	9.3	—	—
<b>Business and financial operations occupations</b> .....	25.49	6.1	25.49	6.1	—	—
Level 9 .....	23.43	4.8	23.43	4.8	—	—
<b>Computer and mathematical science occupations</b> .....	31.16	3.6	31.16	3.6	—	—
<b>Life, physical, and social science occupations</b> .....	24.49	20.6	24.62	20.8	—	—
<b>Community and social services occupations</b> .....	36.30	16.7	37.03	16.8	—	—
Level 9 .....	33.90	19.9	33.90	19.9	—	—
Social workers .....	37.33	21.8	37.33	21.8	—	—
Child, family, and school social workers .....	41.73	22.6	41.73	22.6	—	—
<b>Education, training, and library occupations</b> .....	43.65	4.5	45.10	4.5	17.58	17.6
Level 3 .....	15.62	10.9	15.84	8.2	—	—
Level 4 .....	15.63	4.2	15.52	6.1	—	—
Level 9 .....	49.28	1.8	49.29	1.8	—	—
Level 11 .....	68.20	11.1	—	—	—	—
Not able to be leveled .....	44.47	26.3	47.07	27.2	24.57	35.9
Postsecondary teachers .....	58.57	13.7	59.68	13.7	40.24	26.9
Level 11 .....	68.20	11.1	—	—	—	—
Arts, communications, and humanities teachers, postsecondary .....	62.09	7.2	—	—	—	—
Primary, secondary, and special education school teachers .....	49.99	.4	50.16	.1	—	—
Level 9 .....	50.50	.7	50.50	.7	—	—
Elementary and middle school teachers .....	51.30	1.6	51.69	.6	—	—
Level 9 .....	51.69	.6	51.69	.6	—	—
Elementary school teachers, except special education .....	50.82	.1	51.32	1.3	—	—
Level 9 .....	51.32	1.3	51.32	1.3	—	—
Middle school teachers, except special and vocational education .....	52.91	6.8	52.91	6.8	—	—
Level 9 .....	52.91	6.8	52.91	6.8	—	—
Secondary school teachers .....	51.81	1.3	51.81	1.3	—	—
Level 9 .....	51.94	1.1	51.94	1.1	—	—
Secondary school teachers, except special and vocational education .....	51.99	1.0	51.99	1.0	—	—
Level 9 .....	51.99	1.0	51.99	1.0	—	—
Special education teachers .....	43.27	3.8	43.27	3.8	—	—
Level 9 .....	43.27	3.8	43.27	3.8	—	—
Special education teachers, preschool, kindergarten, and elementary school .....	41.54	5.5	41.54	5.5	—	—
Level 9 .....	41.54	5.5	41.54	5.5	—	—
Other teachers and instructors .....	19.80	23.1	—	—	12.48	12.3
Librarians .....	24.94	8.2	24.94	8.2	—	—
Teacher assistants .....	15.55	.2	16.03	2.2	13.64	13.9
Level 3 .....	15.62	10.9	15.84	8.2	—	—
Level 4 .....	15.63	4.2	15.52	6.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	27.58	7.6	25.65	11.2	30.79	4.9
Level 9 .....	29.74	8.0	—	—	—	—
Registered nurses .....	29.69	1.6	26.04	2.9	—	—
Level 9 .....	27.47	3.0	—	—	—	—
<b>Protective service occupations</b> .....	22.96	3.8	23.63	4.8	11.67	8.5
Level 6 .....	20.75	5.6	21.69	1.7	—	—
Level 7 .....	23.98	2.7	23.98	2.7	—	—
Fire fighters .....	20.36	2.9	21.24	1.9	—	—
Level 6 .....	20.59	7.9	21.98	2.0	—	—

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Bailiffs, correctional officers, and jailers .....	\$21.99	1.4	\$21.99	1.4	—	—
Correctional officers and jailers .....	22.14	.8	22.14	.8	—	—
Police officers .....	26.36	6.1	26.36	6.1	—	—
Level 7 .....	24.91	4.9	24.91	4.9	—	—
Police and sheriff's patrol officers .....	26.36	6.1	26.36	6.1	—	—
Level 7 .....	24.91	4.9	24.91	4.9	—	—
Miscellaneous protective service workers .....	15.06	9.7	—	—	—	—
<b>Food preparation and serving related occupations .....</b>	<b>12.49</b>	<b>12.6</b>	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations .....</b>	<b>15.82</b>	<b>3.8</b>	<b>16.37</b>	<b>4.8</b>	—	—
Level 1 .....	14.11	6.7	—	—	—	—
Level 2 .....	15.03	8.4	—	—	—	—
Level 3 .....	16.51	6.5	16.51	6.5	—	—
Building cleaning workers .....	15.73	3.1	16.08	4.5	—	—
Level 2 .....	15.03	8.4	—	—	—	—
Level 3 .....	16.51	6.5	16.51	6.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	15.73	3.1	16.08	4.5	—	—
Level 2 .....	15.03	8.4	—	—	—	—
Level 3 .....	16.51	6.5	16.51	6.5	—	—
<b>Personal care and service occupations .....</b>	<b>14.59</b>	<b>4.9</b>	—	—	<b>\$12.20</b>	<b>17.7</b>
Level 2 .....	9.98	4.8	—	—	9.98	4.8
Child care workers .....	12.83	6.1	—	—	9.03	6.6
<b>Office and administrative support occupations .....</b>	<b>17.46</b>	<b>2.7</b>	<b>17.74</b>	<b>2.9</b>	—	—
Level 3 .....	16.65	1.7	16.65	1.7	—	—
Level 4 .....	16.14	5.0	16.14	5.0	—	—
Level 5 .....	17.46	6.7	17.46	6.7	—	—
Level 6 .....	21.13	1.2	21.13	1.2	—	—
Not able to be leveled .....	15.66	7.3	15.95	7.4	—	—
Financial clerks .....	18.55	4.2	18.55	4.2	—	—
Secretaries and administrative assistants .....	18.54	3.9	18.54	3.9	—	—
Level 5 .....	17.38	4.4	17.38	4.4	—	—
Executive secretaries and administrative assistants .....	19.72	7.3	19.72	7.3	—	—
Secretaries, except legal, medical, and executive .....	17.48	4.2	17.48	4.2	—	—
Level 5 .....	17.38	4.4	17.38	4.4	—	—
Office clerks, general .....	15.59	9.1	15.59	9.1	—	—
<b>Construction and extraction occupations .....</b>	<b>22.57</b>	<b>2.3</b>	<b>22.57</b>	<b>2.3</b>	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>22.59</b>	<b>8.9</b>	<b>22.59</b>	<b>8.9</b>	—	—
Industrial machinery installation, repair, and maintenance workers .....	22.22	12.5	22.22	12.5	—	—
Maintenance and repair workers, general .....	22.22	12.5	22.22	12.5	—	—
<b>Transportation and material moving occupations .....</b>	<b>16.25</b>	<b>5.1</b>	<b>16.99</b>	<b>5.0</b>	<b>14.76</b>	<b>12.4</b>
Level 3 .....	17.06	6.1	17.11	4.8	—	—
Bus drivers .....	16.76	4.7	17.21	5.5	—	—
Level 3 .....	17.42	4.9	17.61	3.2	—	—
Bus drivers, school .....	17.28	4.7	17.21	5.5	—	—
Level 3 .....	17.42	4.9	17.61	3.2	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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 levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$23.15	4.1	\$24.52	3.8	\$13.87	7.1
<b>Management occupations</b> .....	46.38	5.1	45.88	5.3	—	—
Group III .....	40.49	4.8	—	—	—	—
General and operations managers .....	47.12	18.1	47.12	18.1	—	—
Marketing and sales managers .....	42.87	15.5	42.87	15.5	—	—
Marketing managers .....	37.24	11.2	37.24	11.2	—	—
Computer and information systems managers .....	55.31	7.3	55.31	7.3	—	—
Financial managers .....	33.78	13.2	33.78	13.2	—	—
Group III .....	30.51	11.9	30.51	11.9	—	—
Industrial production managers .....	43.19	5.2	43.19	5.2	—	—
Group III .....	41.10	2.8	41.10	2.8	—	—
Education administrators .....	52.69	7.4	45.42	8.7	—	—
Group III .....	43.02	17.1	—	—	—	—
Education administrators, postsecondary .....	51.04	10.7	—	—	—	—
Engineering managers .....	57.20	8.4	57.20	8.4	—	—
Medical and health services managers .....	29.43	12.3	29.43	12.3	—	—
Group III .....	31.97	13.8	31.97	13.8	—	—
<b>Business and financial operations occupations</b> .....	31.54	6.6	31.69	6.7	—	—
Group II .....	23.01	4.6	—	—	—	—
Group III .....	34.70	4.9	—	—	—	—
Buyers and purchasing agents .....	26.61	10.2	26.61	10.2	—	—
Group III .....	29.83	9.9	—	—	—	—
Human resources, training, and labor relations specialists .....	33.94	13.9	33.96	14.1	—	—
Group III .....	39.06	13.5	—	—	—	—
Management analysts .....	36.89	10.6	36.89	10.6	—	—
Accountants and auditors .....	29.90	11.3	29.90	11.3	—	—
Group III .....	32.19	10.3	32.19	10.3	—	—
<b>Computer and mathematical science occupations</b> .....	34.69	3.9	34.69	3.9	—	—
Group II .....	24.63	7.9	—	—	—	—
Group III .....	38.80	3.5	—	—	—	—
Computer programmers .....	29.66	8.0	29.66	8.0	—	—
Computer software engineers .....	42.15	3.5	42.15	3.5	—	—
Computer support specialists .....	20.56	5.9	20.56	5.9	—	—
Group II .....	19.85	1.5	19.85	1.5	—	—
Computer systems analysts .....	37.70	4.1	37.70	4.1	—	—
Group III .....	38.65	6.0	38.65	6.0	—	—
Network and computer systems administrators .....	32.96	7.1	32.96	7.1	—	—
Group III .....	35.78	6.5	35.78	6.5	—	—
<b>Architecture and engineering occupations</b> .....	34.83	3.4	35.47	2.3	21.19	30.0
Group II .....	24.09	10.2	—	—	—	—
Group III .....	38.93	.9	—	—	—	—
Engineers .....	39.31	2.0	39.31	2.0	—	—
Group III .....	39.07	.9	—	—	—	—
Mechanical engineers .....	34.46	1.8	34.46	1.8	—	—
Group III .....	34.21	2.9	34.21	2.9	—	—
Drafters .....	23.28	10.7	24.45	9.9	—	—
Group II .....	24.55	17.1	—	—	—	—
Engineering technicians, except drafters .....	26.06	4.6	26.33	4.5	—	—
Group II .....	24.39	7.6	—	—	—	—
Mechanical engineering technicians .....	23.77	2.7	23.95	2.8	—	—
Group II .....	23.60	6.2	—	—	—	—
<b>Life, physical, and social science occupations</b> .....	23.61	15.3	24.80	16.3	—	—
Group II .....	18.58	5.8	—	—	—	—
Life scientists .....	23.52	22.5	—	—	—	—
<b>Community and social services occupations</b> .....	25.98	10.4	26.22	11.5	—	—
Group II .....	18.37	8.6	—	—	—	—
Group III .....	26.81	8.7	—	—	—	—
Counselors .....	32.67	21.2	33.67	23.0	—	—
Educational, vocational, and school counselors .....	35.03	25.8	35.03	25.8	—	—

See footnotes at end of table.



Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Social workers .....	\$25.11	7.5	\$25.24	8.3	—	—
Group III .....	25.53	4.9	—	—	—	—
Child, family, and school social workers .....	32.80	25.9	32.80	25.9	—	—
Group III .....	40.39	23.4	40.39	23.4	—	—
<b>Legal occupations .....</b>	<b>46.03</b>	<b>14.1</b>	<b>46.03</b>	<b>14.1</b>	—	—
<b>Education, training, and library occupations .....</b>	<b>38.17</b>	<b>6.9</b>	<b>39.60</b>	<b>7.9</b>	<b>\$18.80</b>	<b>14.3</b>
Group I .....	12.59	5.2	—	—	—	—
Group II .....	21.40	9.0	—	—	—	—
Group III .....	48.26	3.2	—	—	—	—
Postsecondary teachers .....	52.14	14.2	53.92	14.7	35.20	19.3
Group III .....	50.68	18.1	—	—	—	—
Arts, communications, and humanities teachers, postsecondary .....	60.65	8.9	—	—	—	—
Primary, secondary, and special education school teachers .....	46.85	2.1	47.10	1.9	—	—
Group III .....	49.79	1.6	—	—	—	—
Elementary and middle school teachers .....	49.19	4.8	49.52	4.4	—	—
Group III .....	51.69	.6	—	—	—	—
Elementary school teachers, except special education .....	48.20	5.3	48.61	5.2	—	—
Group III .....	51.32	1.3	51.32	1.3	—	—
Middle school teachers, except special and vocational education .....	52.91	6.8	52.91	6.8	—	—
Group III .....	52.91	6.8	52.91	6.8	—	—
Secondary school teachers .....	47.91	6.9	48.24	6.4	—	—
Group III .....	49.99	3.8	—	—	—	—
Secondary school teachers, except special and vocational education .....	47.90	7.1	48.24	6.7	—	—
Group III .....	49.99	3.9	50.44	3.2	—	—
Special education teachers .....	43.27	3.8	43.27	3.8	—	—
Group III .....	43.27	3.8	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school .....	41.54	5.5	41.54	5.5	—	—
Group III .....	41.54	5.5	41.54	5.5	—	—
Other teachers and instructors .....	19.80	23.1	—	—	12.48	12.3
Librarians .....	24.94	8.2	24.94	8.2	—	—
Teacher assistants .....	12.99	5.8	13.14	8.8	12.14	12.2
Group I .....	12.59	5.2	12.73	7.9	11.77	10.9
<b>Arts, design, entertainment, sports, and media occupations .....</b>	<b>31.81</b>	<b>6.7</b>	<b>31.40</b>	<b>6.8</b>	—	—
Group III .....	36.05	9.3	—	—	—	—
Writers and editors .....	34.30	3.2	33.60	3.2	—	—
<b>Healthcare practitioner and technical occupations .....</b>	<b>37.06</b>	<b>23.1</b>	<b>36.20</b>	<b>23.8</b>	<b>40.01</b>	<b>22.7</b>
Group I .....	13.46	4.4	—	—	—	—
Group II .....	23.75	7.7	—	—	—	—
Group III .....	45.41	26.2	—	—	—	—
Physicians and surgeons .....	91.43	20.4	84.34	22.5	—	—
Registered nurses .....	29.66	.7	29.58	1.0	29.81	3.4
Group II .....	—	—	28.24	4.1	—	—
Group III .....	29.97	.8	29.75	1.4	30.68	4.6
Therapists .....	32.96	10.8	30.89	6.2	—	—
Group II .....	22.59	3.4	—	—	—	—
Group III .....	39.31	14.0	—	—	—	—
Respiratory therapists .....	23.47	2.1	—	—	—	—
Clinical laboratory technologists and technicians .....	22.29	2.0	22.46	3.0	—	—
Group II .....	21.79	3.8	—	—	—	—
Medical and clinical laboratory technologists .....	25.23	5.8	25.38	5.4	—	—
Group II .....	25.17	7.3	25.36	6.9	—	—
Diagnostic related technologists and technicians .....	29.10	11.3	25.66	4.5	—	—
Radiologic technologists and technicians .....	25.45	3.1	25.69	4.0	—	—
Group II .....	25.41	3.9	25.72	5.1	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Health diagnosing and treating practitioner support technicians .....	\$16.55	3.5	\$16.55	3.5	—	—
Group I .....	17.51	3.1	—	—	—	—
Group II .....	14.19	5.1	14.19	5.1	—	—
Pharmacy technicians .....	14.19	5.1	14.19	5.1	—	—
Licensed practical and licensed vocational nurses .....	21.07	1.7	20.99	1.7	\$21.54	4.7
Group II .....	21.06	1.7	20.98	1.7	21.54	4.7
<b>Healthcare support occupations</b> .....	11.98	2.5	12.00	3.7	11.85	6.1
Group I .....	11.65	2.9	—	—	—	—
Group II .....	15.38	9.6	—	—	—	—
Nursing, psychiatric, and home health aides .....	11.12	1.7	11.12	2.7	11.11	7.2
Group I .....	11.06	1.8	—	—	—	—
Home health aides .....	10.20	3.8	10.29	3.9	—	—
Group I .....	10.20	3.8	10.29	3.9	—	—
Nursing aides, orderlies, and attendants .....	12.03	2.7	12.01	3.1	12.11	3.3
Group I .....	11.97	2.8	12.01	3.1	11.65	2.7
Miscellaneous healthcare support occupations .....	13.81	3.4	14.09	3.2	12.62	10.0
Group I .....	13.38	3.7	—	—	—	—
Medical assistants .....	12.78	10.3	12.26	5.6	—	—
<b>Protective service occupations</b> .....	19.43	8.7	20.50	9.3	10.22	6.5
Group I .....	11.87	4.7	—	—	—	—
Group II .....	22.74	5.0	—	—	—	—
Fire fighters .....	20.36	2.9	21.24	1.9	—	—
Group II .....	20.36	2.9	21.24	1.9	—	—
Bailiffs, correctional officers, and jailers .....	21.99	1.4	21.99	1.4	—	—
Group II .....	21.99	1.4	—	—	—	—
Correctional officers and jailers .....	22.14	.8	22.14	.8	—	—
Group II .....	22.14	.8	22.14	.8	—	—
Police officers .....	26.36	6.1	26.36	6.1	—	—
Group II .....	26.28	6.3	—	—	—	—
Police and sheriff's patrol officers .....	26.36	6.1	26.36	6.1	—	—
Group II .....	26.28	6.3	26.28	6.3	—	—
Security guards and gaming surveillance officers .....	12.37	6.0	—	—	9.53	4.9
Group I .....	11.87	4.8	—	—	—	—
Security guards .....	12.37	6.0	—	—	9.53	4.9
Group I .....	11.87	4.8	—	—	9.53	4.9
Miscellaneous protective service workers .....	14.00	12.6	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	8.10	5.3	9.46	7.9	7.07	2.4
Group I .....	7.82	4.9	—	—	—	—
First-line supervisors/managers, food preparation and serving workers .....	13.31	7.0	13.34	7.0	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.94	7.2	12.95	7.3	—	—
Cooks .....	10.60	5.7	10.85	10.0	—	—
Group I .....	10.33	5.4	—	—	—	—
Cooks, institution and cafeteria .....	13.10	7.3	12.98	7.6	—	—
Group I .....	12.36	4.2	12.17	4.0	—	—
Cooks, restaurant .....	9.86	5.9	—	—	—	—
Group I .....	9.86	5.9	—	—	—	—
Food preparation workers .....	8.97	.9	—	—	8.93	1.2
Group I .....	8.97	.9	—	—	8.93	1.2
Food service, tipped .....	4.08	17.4	4.53	19.3	3.77	18.3
Group I .....	4.08	17.4	—	—	—	—
Bartenders .....	5.57	15.8	—	—	—	—
Group I .....	5.57	15.8	—	—	—	—
Waiters and waitresses .....	3.51	12.3	—	—	3.32	17.5
Group I .....	3.51	12.3	—	—	3.32	17.5
Fast food and counter workers .....	7.94	3.6	8.99	6.3	7.48	.9
Group I .....	7.94	3.6	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.92	2.7	8.91	6.6	7.47	.7
Group I .....	7.92	2.7	8.91	6.6	7.47	.7
Counter attendants, cafeteria, food concession, and coffee shop .....	8.06	13.7	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Counter attendants, cafeteria, food concession, and coffee shop —Continued						
Group I .....	\$8.06	13.7	—	—	—	—
Food servers, nonrestaurant .....	10.79	10.3	—	—	\$8.44	11.3
Group I .....	9.87	12.4	—	—	8.44	11.3
Hosts and hostesses, restaurant, lounge, and coffee shop .....	8.56	3.5	—	—	7.77	6.8
Group I .....	8.56	3.5	—	—	7.77	6.8
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.25	7.7	\$12.96	6.4	9.80	12.7
Group I .....	11.92	6.6	—	—	—	—
Building cleaning workers .....	12.33	8.0	13.13	6.2	9.83	13.2
Group I .....	12.08	7.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.66	8.6	13.78	5.7	8.86	5.0
Group I .....	12.37	7.5	13.58	4.5	8.86	5.0
Maids and housekeeping cleaners .....	10.45	15.5	8.94	11.7	13.41	15.9
Group I .....	10.57	16.2	8.94	11.7	—	—
Grounds maintenance workers .....	11.07	12.1	—	—	—	—
Group I .....	9.92	2.8	—	—	—	—
Landscaping and groundskeeping workers .....	11.07	12.1	—	—	—	—
Group I .....	9.92	2.8	—	—	—	—
<b>Personal care and service occupations</b> .....	12.59	9.1	13.38	9.4	10.41	8.8
Group I .....	8.68	8.4	—	—	—	—
Group II .....	18.90	2.8	—	—	—	—
Miscellaneous entertainment attendants and related workers .....	8.28	4.6	—	—	8.28	4.6
Group I .....	8.28	4.6	—	—	—	—
Child care workers .....	10.60	7.2	11.19	12.0	9.47	5.1
Group I .....	9.43	4.6	9.73	8.2	8.87	4.3
Recreation and fitness workers .....	14.15	10.4	—	—	14.01	13.9
<b>Sales and related occupations</b> .....	17.55	14.7	20.26	14.8	8.81	3.9
Group I .....	10.46	4.0	—	—	—	—
Group II .....	23.67	8.8	—	—	—	—
Group III .....	37.93	4.3	—	—	—	—
First-line supervisors/managers, sales workers .....	26.08	17.0	26.66	16.9	—	—
First-line supervisors/managers of non-retail sales workers .....	31.70	17.3	31.70	17.3	—	—
Retail sales workers .....	11.43	13.1	13.46	19.5	8.41	2.5
Group I .....	10.08	1.7	—	—	—	—
Cashiers, all workers .....	9.30	.5	9.56	.2	8.78	2.4
Group I .....	9.30	.5	—	—	—	—
Cashiers .....	9.30	.5	9.56	.2	8.78	2.4
Group I .....	9.30	.5	9.56	.2	8.78	2.4
Retail salespersons .....	10.90	2.2	13.77	6.4	8.14	1.9
Group I .....	10.88	2.0	14.22	6.9	8.14	2.2
Sales representatives, wholesale and manufacturing .....	27.16	7.9	27.16	7.9	—	—
Group II .....	25.65	4.2	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.22	11.2	28.22	11.2	—	—
Group II .....	25.52	5.1	25.52	5.1	—	—
Miscellaneous sales and related workers .....	19.80	37.6	22.81	33.7	—	—
<b>Office and administrative support occupations</b> .....	15.59	2.2	16.20	2.6	11.34	4.8
Group I .....	13.09	2.1	—	—	—	—
Group II .....	19.84	2.2	—	—	—	—
Financial clerks .....	15.28	2.0	15.44	2.1	14.02	8.7
Group I .....	13.61	2.1	—	—	—	—
Group II .....	18.96	4.1	—	—	—	—
Billing and posting clerks and machine operators .....	15.46	4.3	15.06	4.1	—	—
Group I .....	14.87	5.2	14.87	5.2	—	—
Bookkeeping, accounting, and auditing clerks .....	16.92	4.3	17.50	4.0	—	—
Group I .....	14.18	4.5	14.69	4.4	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Bookkeeping, accounting, and auditing clerks						
–Continued						
Group II .....	\$20.43	3.7	\$20.43	3.7	–	–
Tellers .....	12.97	.6	13.16	1.6	–	–
Group I .....	12.65	1.4	12.84	3.5	–	–
Customer service representatives .....	16.63	7.8	16.75	8.3	–	–
Group I .....	14.70	4.5	14.70	4.5	–	–
Group II .....	20.88	13.3	21.32	14.6	–	–
Interviewers, except eligibility and loan .....	12.71	8.1	–	–	–	–
Receptionists and information clerks .....	11.84	5.7	12.82	8.1	–	–
Group I .....	11.25	2.4	11.85	2.9	–	–
Dispatchers .....	18.61	13.0	18.61	13.0	–	–
Shipping, receiving, and traffic clerks .....	16.42	11.7	16.42	11.7	–	–
Group I .....	16.78	14.3	16.78	14.3	–	–
Stock clerks and order fillers .....	10.45	2.5	12.19	4.3	\$8.98	2.0
Group I .....	9.69	3.0	10.91	8.7	8.98	2.0
Weighers, measurers, checkers, and samplers, recordkeeping						
Group I .....	16.09	8.4	16.09	8.4	–	–
Secretaries and administrative assistants .....	17.95	7.2	18.04	6.2	–	–
Group I .....	13.49	10.3	–	–	–	–
Group II .....	20.12	4.8	–	–	–	–
Executive secretaries and administrative assistants .....	22.37	7.1	21.90	7.0	–	–
Group II .....	22.41	7.2	22.41	7.2	–	–
Medical secretaries .....	15.94	3.9	15.94	3.9	–	–
Secretaries, except legal, medical, and executive .....	14.93	7.8	15.29	6.1	–	–
Group I .....	13.23	11.6	13.74	9.2	–	–
Group II .....	17.21	3.8	17.23	3.8	–	–
Data entry and information processing workers .....	14.16	5.5	14.67	8.3	–	–
Group I .....	13.33	1.4	–	–	–	–
Word processors and typists .....	16.07	10.4	–	–	–	–
Insurance claims and policy processing clerks .....	17.12	4.1	17.82	1.6	–	–
Office clerks, general .....	14.13	3.9	14.33	5.0	11.20	6.5
Group I .....	13.14	3.8	13.30	4.9	11.20	6.5
Group II .....	18.03	10.3	18.03	10.3	–	–
<b>Construction and extraction occupations</b> .....	23.79	3.0	23.79	3.0	–	–
Group I .....	17.12	13.3	–	–	–	–
Group II .....	26.30	5.6	–	–	–	–
First-line supervisors/managers of construction trades and extraction workers .....	25.58	11.3	25.58	11.3	–	–
Construction laborers .....	18.89	5.6	18.89	5.6	–	–
Group I .....	18.78	8.0	18.78	8.0	–	–
Construction equipment operators .....	27.30	8.3	27.35	8.2	–	–
Group II .....	27.46	9.2	–	–	–	–
Operating engineers and other construction equipment operators .....	27.30	8.3	27.35	8.2	–	–
Group II .....	27.46	9.2	–	–	–	–
Electricians .....	31.80	1.7	31.80	1.7	–	–
Group II .....	31.80	1.7	31.80	1.7	–	–
Pipelayers, plumbers, pipefitters, and steamfitters .....	23.13	13.0	23.13	13.0	–	–
Plumbers, pipefitters, and steamfitters .....	23.13	13.0	23.13	13.0	–	–
Miscellaneous construction and related workers .....	15.56	15.1	15.56	15.1	–	–
<b>Installation, maintenance, and repair occupations</b> .....	21.21	6.4	21.40	6.2	–	–
Group I .....	15.85	24.1	–	–	–	–
Group II .....	24.02	6.7	–	–	–	–
First-line supervisors/managers of mechanics, installers, and repairers .....	32.99	7.6	32.99	7.6	–	–
Group II .....	29.67	18.0	29.67	18.0	–	–
Automotive technicians and repairers .....	14.49	12.2	14.49	12.2	–	–
Bus and truck mechanics and diesel engine specialists .....	19.26	5.3	19.26	5.3	–	–
Group II .....	19.56	6.3	19.56	6.3	–	–
Industrial machinery installation, repair, and maintenance workers .....	26.00	4.1	26.00	4.1	–	–
Group I .....	12.39	16.0	–	–	–	–

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery installation, repair, and maintenance workers—Continued						
Group II .....	\$27.95	3.0	—	—	—	—
Industrial machinery mechanics .....	28.98	3.0	\$28.98	3.0	—	—
Group II .....	29.25	3.7	29.25	3.7	—	—
Maintenance and repair workers, general .....	19.89	11.8	19.89	11.8	—	—
Group II .....	22.97	6.7	22.97	6.7	—	—
Millwrights .....	32.02	1.7	32.02	1.7	—	—
Group II .....	32.02	1.7	32.02	1.7	—	—
<b>Production occupations</b> .....	21.73	3.3	21.86	3.4	\$13.04	10.7
Group I .....	20.96	4.6	—	—	—	—
Group II .....	24.30	3.5	—	—	—	—
First-line supervisors/managers of production and operating workers .....	26.71	7.5	26.71	7.5	—	—
Group II .....	26.81	4.6	26.81	4.6	—	—
Miscellaneous assemblers and fabricators .....	25.57	4.0	25.57	4.0	—	—
Group I .....	25.70	4.6	—	—	—	—
Team assemblers .....	24.96	7.7	24.96	7.7	—	—
Group I .....	25.40	7.5	25.40	7.5	—	—
Computer control programmers and operators .....	25.68	5.8	25.68	5.8	—	—
Computer-controlled machine tool operators, metal and plastic .....	22.84	1.4	22.84	1.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	20.98	9.0	20.95	9.2	—	—
Group I .....	20.97	9.4	—	—	—	—
Group II .....	21.08	6.5	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	20.43	11.4	20.38	11.7	—	—
Group I .....	20.61	11.0	20.57	11.3	—	—
Machinists .....	19.25	8.7	19.35	9.0	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic .....	21.15	15.9	21.15	15.9	—	—
Group I .....	21.03	15.9	21.03	15.9	—	—
Tool and die makers .....	28.80	2.5	28.80	2.5	—	—
Group II .....	28.80	2.5	28.80	2.5	—	—
Welding, soldering, and brazing workers .....	26.18	8.6	26.18	8.6	—	—
Group I .....	28.48	.0	—	—	—	—
Welders, cutters, solderers, and brazers .....	25.10	8.4	25.10	8.4	—	—
Miscellaneous metalworkers and plastic workers .....	24.21	14.0	—	—	—	—
Laundry and dry-cleaning workers .....	10.06	7.3	9.94	9.4	—	—
Group I .....	10.06	7.3	9.94	9.4	—	—
Inspectors, testers, sorters, samplers, and weighers .....	19.97	5.4	20.40	5.8	—	—
Group I .....	19.10	8.2	19.10	8.2	—	—
Group II .....	22.86	10.7	22.86	10.7	—	—
Packaging and filling machine operators and tenders .....	13.89	10.8	13.89	10.8	—	—
Painting workers .....	15.35	6.1	—	—	—	—
Group I .....	15.35	6.1	—	—	—	—
Miscellaneous production workers .....	19.18	13.1	19.18	13.1	—	—
Group I .....	19.87	16.9	—	—	—	—
<b>Transportation and material moving occupations</b> .....	19.57	4.3	20.79	4.3	9.72	6.3
Group I .....	15.83	7.0	—	—	—	—
Group II .....	17.87	6.7	—	—	—	—
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	24.07	6.0	24.07	6.0	—	—
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	20.56	16.3	20.56	16.3	—	—
Bus drivers .....	16.77	4.4	17.21	5.5	15.98	9.6
Group I .....	16.64	5.5	—	—	—	—
Bus drivers, school .....	17.26	4.5	17.21	5.5	—	—
Group I .....	17.13	5.4	17.21	5.5	—	—
Driver/sales workers and truck drivers .....	17.15	6.6	17.42	5.3	—	—
Group I .....	17.35	8.6	—	—	—	—
Driver/sales workers .....	13.70	23.8	14.41	21.3	—	—
Truck drivers, heavy and tractor-trailer .....	18.58	2.1	18.58	2.1	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Truck drivers, heavy and tractor-trailer —Continued						
Group I .....	\$19.13	3.8	\$19.13	3.8	—	—
Truck drivers, light or delivery services .....	17.60	20.0	17.60	20.0	—	—
Group I .....	17.60	20.0	17.60	20.0	—	—
Industrial truck and tractor operators .....	19.13	16.3	19.13	16.3	—	—
Group I .....	19.13	16.3	19.13	16.3	—	—
Laborers and material movers, hand .....	13.57	14.3	14.84	15.9	\$8.47	4.0
Group I .....	13.43	15.2	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	14.33	14.0	16.13	13.0	8.46	2.9
Group I .....	14.17	15.4	16.09	14.5	8.46	2.9
Packers and packagers, hand .....	10.37	9.5	10.69	11.6	—	—
Group I .....	10.37	9.5	10.69	11.6	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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

<sup>5</sup> 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 percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.53	\$12.00	\$19.02	\$28.95	\$41.03
<b>Management occupations</b> .....	26.19	31.28	44.58	59.18	68.99
General and operations managers .....	19.67	26.44	60.00	60.43	74.68
Marketing and sales managers .....	29.86	32.18	33.89	48.46	89.70
Marketing managers .....	29.33	30.25	33.89	47.31	48.46
Computer and information systems managers .....	42.77	48.33	55.19	59.72	73.80
Financial managers .....	18.00	25.26	30.21	36.20	60.21
Industrial production managers .....	27.47	36.06	43.47	55.11	56.73
Education administrators .....	19.39	24.04	47.79	63.16	99.93
Education administrators, postsecondary .....	19.39	24.04	47.79	65.54	108.02
Engineering managers .....	41.95	51.20	53.77	62.88	78.65
Medical and health services managers .....	16.72	25.33	31.24	32.55	42.99
<b>Business and financial operations occupations</b> .....	20.25	22.82	29.80	36.81	48.78
Buyers and purchasing agents .....	19.87	20.25	23.52	32.26	40.47
Human resources, training, and labor relations specialists .....	21.59	25.18	32.90	49.04	49.60
Management analysts .....	25.95	30.38	37.07	41.93	48.29
Accountants and auditors .....	19.10	21.46	28.56	32.69	48.08
<b>Computer and mathematical science occupations</b> .....	20.43	27.23	35.10	40.00	46.21
Computer programmers .....	23.08	25.68	29.54	34.50	36.91
Computer software engineers .....	34.84	36.12	38.93	45.00	53.27
Computer support specialists .....	15.43	16.76	19.94	23.14	24.05
Computer systems analysts .....	28.27	33.00	36.40	43.42	49.11
Network and computer systems administrators .....	23.52	25.39	33.65	35.10	41.16
<b>Architecture and engineering occupations</b> .....	19.32	28.06	35.71	41.91	47.23
Engineers .....	28.87	33.65	39.15	43.64	49.17
Mechanical engineers .....	26.44	28.54	33.65	40.69	44.70
Drafters .....	9.25	15.26	23.33	32.00	41.91
Engineering technicians, except drafters .....	16.81	19.57	24.38	32.44	36.43
Mechanical engineering technicians .....	18.00	20.08	23.00	27.63	32.41
<b>Life, physical, and social science occupations</b> .....	14.14	16.50	18.75	23.19	44.45
Life scientists .....	15.35	17.00	18.74	22.12	41.23
<b>Community and social services occupations</b> .....	15.39	17.65	23.13	29.81	43.44
Counselors .....	17.85	18.73	26.98	43.23	65.16
Educational, vocational, and school counselors .....	17.31	18.51	24.52	43.44	72.73
Social workers .....	14.45	17.29	23.13	29.81	29.81
Child, family, and school social workers .....	14.45	17.29	23.56	51.65	59.96
<b>Legal occupations</b> .....	21.45	23.00	50.72	60.39	68.43
<b>Education, training, and library occupations</b> .....	11.00	20.27	35.91	55.26	64.30
Postsecondary teachers .....	25.32	33.43	48.72	74.36	78.21
Arts, communications, and humanities teachers, postsecondary .....	31.96	47.29	63.14	76.41	79.61
Primary, secondary, and special education school teachers .....	28.48	34.22	48.66	57.49	63.44
Elementary and middle school teachers .....	29.12	41.59	50.76	57.90	63.36
Elementary school teachers, except special education .....	28.87	39.14	49.74	57.19	62.76
Middle school teachers, except special and vocational education .....	34.71	45.42	55.63	61.27	68.23
Secondary school teachers .....	31.42	34.64	48.06	57.19	66.16
Secondary school teachers, except special and vocational education .....	31.38	34.71	48.06	57.19	66.16
Special education teachers .....	27.19	31.53	40.87	55.45	60.67
Special education teachers, preschool, kindergarten, and elementary school .....	25.84	31.07	39.95	50.77	60.26
Other teachers and instructors .....	10.27	10.71	13.33	14.75	55.37
Librarians .....	20.80	21.35	23.61	24.62	31.07
Teacher assistants .....	9.77	10.16	11.71	14.58	19.78
<b>Arts, design, entertainment, sports, and media occupations</b> .....	15.89	22.59	31.71	39.23	45.67
Writers and editors .....	29.54	31.59	31.71	39.23	42.79

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Healthcare practitioner and technical occupations</b> .....	\$17.47	\$22.23	\$28.00	\$32.97	\$64.69
Physicians and surgeons .....	23.36	53.68	91.00	125.00	151.09
Registered nurses .....	25.00	27.00	29.55	31.45	33.31
Therapists .....	20.19	21.98	25.44	48.25	57.90
Respiratory therapists .....	19.50	21.53	24.50	25.96	25.97
Clinical laboratory technologists and technicians .....	15.22	16.20	22.71	26.10	28.18
Medical and clinical laboratory technologists .....	19.97	22.40	25.64	27.33	30.84
Diagnostic related technologists and technicians .....	21.10	23.26	26.00	33.92	42.86
Radiologic technologists and technicians .....	20.95	22.69	25.08	26.20	33.75
Health diagnosing and treating practitioner support technicians .....	12.59	14.90	16.24	19.00	20.22
Pharmacy technicians .....	11.77	11.77	14.64	15.91	16.32
Licensed practical and licensed vocational nurses .....	18.00	19.13	20.64	22.80	24.50
<b>Healthcare support occupations</b> .....	9.00	10.23	11.50	13.66	15.50
Nursing, psychiatric, and home health aides .....	8.60	9.50	10.84	12.29	13.87
Home health aides .....	8.00	8.90	10.00	11.81	12.00
Nursing aides, orderlies, and attendants .....	9.55	10.67	11.41	13.46	14.64
Miscellaneous healthcare support occupations .....	10.50	11.50	13.71	15.54	17.68
Medical assistants .....	10.50	11.24	11.78	14.25	16.87
<b>Protective service occupations</b> .....	10.00	13.06	20.39	23.90	29.30
Fire fighters .....	15.04	19.14	21.25	22.51	23.86
Bailiffs, correctional officers, and jailers .....	19.13	21.55	22.09	23.31	24.10
Correctional officers and jailers .....	19.36	21.55	22.55	23.31	24.10
Police officers .....	22.50	22.96	24.27	29.30	31.16
Police and sheriff's patrol officers .....	22.50	22.96	24.27	29.30	31.16
Security guards and gaming surveillance officers .....	9.25	10.00	11.50	14.32	16.87
Security guards .....	9.25	10.00	11.50	14.32	16.87
Miscellaneous protective service workers .....	9.00	9.00	15.11	16.18	19.89
<b>Food preparation and serving related occupations</b> .....	3.50	6.95	7.50	9.50	12.50
First-line supervisors/managers, food preparation and serving workers .....	11.35	12.50	12.58	14.17	15.85
First-line supervisors/managers of food preparation and serving workers .....	11.09	12.50	12.50	13.86	14.42
Cooks .....	7.50	8.21	10.00	12.09	13.60
Cooks, institution and cafeteria .....	10.80	11.55	12.09	13.60	15.76
Cooks, restaurant .....	7.50	7.50	9.50	11.40	13.00
Food preparation workers .....	7.25	8.00	9.23	9.46	10.00
Food service, tipped .....	2.65	2.65	2.68	6.00	7.00
Bartenders .....	4.25	4.25	4.50	6.63	8.75
Waiters and waitresses .....	2.65	2.65	2.67	3.50	7.00
Fast food and counter workers .....	6.95	7.00	7.25	8.00	10.49
Combined food preparation and serving workers, including fast food .....	6.95	7.00	7.35	8.00	10.46
Counter attendants, cafeteria, food concession, and coffee shop .....	5.86	7.00	7.15	9.15	11.20
Food servers, nonrestaurant .....	5.60	9.00	12.16	12.99	13.01
Hosts and hostesses, restaurant, lounge, and coffee shop .....	6.74	6.95	8.30	10.90	10.90
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.85	8.48	11.34	14.98	17.87
Building cleaning workers .....	7.85	8.48	11.34	15.09	18.00
Janitors and cleaners, except maids and housekeeping cleaners .....	8.00	8.85	11.43	15.09	19.70
Maids and housekeeping cleaners .....	7.20	8.00	8.35	15.35	16.00
Grounds maintenance workers .....	7.75	8.50	11.00	12.00	13.00
Landscaping and groundskeeping workers .....	7.75	8.50	11.00	12.00	13.00
<b>Personal care and service occupations</b> .....	6.00	8.08	10.00	13.58	21.14
Miscellaneous entertainment attendants and related workers .....	6.00	7.25	9.19	9.19	9.40
Child care workers .....	8.00	8.50	9.58	11.80	17.55
Recreation and fitness workers .....	10.00	10.00	13.63	15.00	21.14
<b>Sales and related occupations</b> .....	8.00	8.65	12.25	23.36	36.25
First-line supervisors/managers, sales workers .....	10.36	14.82	21.68	26.79	65.08

See footnotes at end of table.



Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
First-line supervisors/managers of non-retail sales workers .....	\$14.82	\$21.31	\$26.79	\$38.70	\$65.08
Retail sales workers .....	7.15	8.00	8.84	12.00	19.57
Cashiers, all workers .....	7.23	8.00	8.50	10.30	12.00
Cashiers .....	7.23	8.00	8.50	10.30	12.00
Retail salespersons .....	6.95	8.25	9.00	12.04	19.57
Sales representatives, wholesale and manufacturing .....	19.23	19.81	25.00	27.60	40.53
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.04	22.11	26.11	27.60	41.73
Miscellaneous sales and related workers .....	7.64	11.36	11.88	32.40	43.27
<b>Office and administrative support occupations</b> .....	10.00	12.00	14.74	18.52	21.84
Financial clerks .....	11.40	12.24	14.54	17.84	20.91
Billing and posting clerks and machine operators .....	13.46	13.49	14.54	17.16	17.54
Bookkeeping, accounting, and auditing clerks .....	12.00	15.00	17.84	18.52	21.38
Tellers .....	10.68	11.58	12.25	14.07	15.21
Customer service representatives .....	12.45	13.54	15.38	17.09	25.39
Interviewers, except eligibility and loan .....	9.87	9.87	13.09	15.00	15.00
Receptionists and information clerks .....	10.00	10.30	11.00	12.88	13.60
Dispatchers .....	8.50	16.46	16.46	22.91	26.05
Shipping, receiving, and traffic clerks .....	10.40	13.02	14.10	19.16	27.86
Stock clerks and order fillers .....	7.20	8.15	9.56	12.17	14.70
Secretaries and administrative assistants .....	9.50	14.33	17.04	21.21	25.56
Executive secretaries and administrative assistants .....	15.30	17.04	21.84	25.36	32.03
Medical secretaries .....	14.30	15.68	15.73	16.83	17.54
Secretaries, except legal, medical, and executive .....	8.37	12.55	15.49	17.97	19.93
Data entry and information processing workers .....	10.06	10.36	15.02	15.02	17.29
Word processors and typists .....	9.90	13.33	16.48	18.29	21.24
Insurance claims and policy processing clerks .....	12.00	12.56	17.63	21.92	22.43
Office clerks, general .....	10.00	11.00	13.60	16.01	19.03
<b>Construction and extraction occupations</b> .....	15.00	19.86	23.53	31.72	32.58
First-line supervisors/managers of construction trades and extraction workers .....	20.00	20.00	25.88	30.43	34.88
Construction laborers .....	15.30	18.14	20.00	20.00	22.21
Construction equipment operators .....	22.90	23.97	27.01	31.95	31.95
Operating engineers and other construction equipment operators .....	22.90	23.97	27.01	31.95	31.95
Electricians .....	26.80	32.43	32.58	32.60	33.57
Pipelayers, plumbers, pipefitters, and steamfitters .....	14.04	17.58	20.06	29.70	32.29
Plumbers, pipefitters, and steamfitters .....	14.04	17.58	20.06	29.70	32.29
Miscellaneous construction and related workers .....	10.00	10.00	16.00	20.85	20.85
<b>Installation, maintenance, and repair occupations</b> .....	10.75	12.99	21.13	27.32	32.69
First-line supervisors/managers of mechanics, installers, and repairers .....	24.00	24.50	36.37	38.97	40.62
Automotive technicians and repairers .....	9.00	12.00	12.99	15.50	23.15
Bus and truck mechanics and diesel engine specialists .....	15.93	18.18	18.35	21.58	23.49
Industrial machinery installation, repair, and maintenance workers .....	15.45	22.42	25.85	32.58	33.25
Industrial machinery mechanics .....	22.42	25.85	32.43	33.05	33.47
Maintenance and repair workers, general .....	7.71	16.88	20.37	25.24	27.21
Millwrights .....	30.35	31.96	32.12	32.23	33.33
<b>Production occupations</b> .....	11.60	14.42	21.72	28.54	29.46
First-line supervisors/managers of production and operating workers .....	19.00	19.50	25.38	33.20	35.86
Miscellaneous assemblers and fabricators .....	14.00	27.86	28.45	28.54	28.98
Team assemblers .....	14.42	21.82	28.54	28.54	28.60
Computer control programmers and operators .....	17.75	20.78	26.28	32.55	32.55
Computer-controlled machine tool operators, metal and plastic .....	17.00	19.46	23.00	26.72	28.39
Machine tool cutting setters, operators, and tenders, metal and plastic .....	14.19	14.60	20.27	28.81	29.32
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	14.19	14.41	20.27	28.81	29.06
Machinists .....	13.00	17.22	18.77	21.50	22.85
Multiple machine tool setters, operators, and tenders, metal and plastic .....	13.55	14.42	20.61	28.38	28.64
Tool and die makers .....	19.00	26.00	32.45	32.68	33.57

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Welding, soldering, and brazing workers .....	\$16.75	\$28.19	\$28.43	\$28.91	\$28.91
Welders, cutters, solderers, and brazers .....	16.25	18.00	28.91	28.91	28.91
Miscellaneous metalworkers and plastic workers .....	14.85	22.61	28.29	28.29	28.53
Laundry and dry-cleaning workers .....	8.27	8.27	10.15	10.71	13.35
Inspectors, testers, sorters, samplers, and weighers .....	12.05	13.22	16.95	28.17	29.09
Packaging and filling machine operators and tenders .....	11.00	12.00	14.50	16.28	16.28
Painting workers .....	9.45	10.70	11.70	20.23	28.63
Miscellaneous production workers .....	9.10	15.91	17.11	21.72	29.11
<b>Transportation and material moving occupations .....</b>	<b>8.50</b>	<b>10.35</b>	<b>15.55</b>	<b>21.25</b>	<b>28.02</b>
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	19.25	23.50	23.50	23.56	33.59
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	13.94	13.94	16.83	25.75	25.75
Bus drivers .....	11.76	14.15	17.84	19.28	20.59
Bus drivers, school .....	13.65	14.15	18.01	19.28	20.74
Driver/sales workers and truck drivers .....	7.15	13.50	17.86	20.49	21.82
Driver/sales workers .....	6.95	6.95	13.02	14.91	20.63
Truck drivers, heavy and tractor-trailer .....	14.90	16.63	18.42	20.71	21.57
Truck drivers, light or delivery services .....	9.50	10.00	12.98	27.99	28.28
Industrial truck and tractor operators .....	10.35	11.02	15.04	28.02	28.17
Laborers and material movers, hand .....	7.20	9.00	10.35	15.68	27.81
Laborers and freight, stock, and material movers, hand .....	7.15	9.02	12.10	19.76	27.81
Packers and packagers, hand .....	8.10	8.50	9.95	10.35	13.52

<sup>1</sup> 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.

<sup>2</sup> 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 percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.48	\$11.50	\$18.14	\$28.76	\$39.08
<b>Management occupations</b> .....	26.85	32.18	44.80	59.67	69.23
General and operations managers .....	19.67	26.44	60.00	60.43	74.68
Marketing and sales managers .....	29.86	32.18	33.89	48.46	89.70
Marketing managers .....	29.33	30.25	33.89	47.31	48.46
Financial managers .....	18.00	25.00	30.21	36.20	49.76
Industrial production managers .....	27.47	36.06	43.47	55.11	56.73
Medical and health services managers .....	16.72	25.33	31.24	32.55	42.99
<b>Business and financial operations occupations</b> .....	20.25	22.82	31.20	38.87	49.60
Buyers and purchasing agents .....	19.87	20.25	22.90	34.32	41.54
Human resources, training, and labor relations specialists .....	21.59	25.18	29.09	49.60	49.60
Management analysts .....	25.95	30.38	37.07	41.93	48.29
Accountants and auditors .....	19.10	23.94	31.20	34.71	48.61
<b>Computer and mathematical science occupations</b> .....	20.93	28.20	35.10	40.82	46.62
Computer programmers .....	23.08	25.68	29.54	34.50	36.91
Computer software engineers .....	34.84	36.12	38.93	45.00	53.27
Computer support specialists .....	15.87	16.76	19.71	23.08	25.17
Computer systems analysts .....	28.27	32.73	36.40	43.49	50.45
Network and computer systems administrators .....	23.52	25.48	33.65	35.10	40.87
<b>Architecture and engineering occupations</b> .....	19.32	28.54	36.10	42.02	47.37
Engineers .....	28.87	33.66	39.15	43.80	49.27
Mechanical engineers .....	26.44	28.54	33.65	40.69	44.70
Drafters .....	9.25	15.26	23.33	32.00	41.91
Engineering technicians, except drafters .....	16.81	19.57	24.38	32.88	36.79
Mechanical engineering technicians .....	18.00	20.08	23.00	27.63	32.41
<b>Life, physical, and social science occupations</b> .....	13.46	16.50	18.00	23.19	35.31
<b>Community and social services occupations</b> .....	14.45	17.16	20.40	26.98	29.81
Social workers .....	14.45	17.16	20.40	27.52	29.81
<b>Legal occupations</b> .....	22.00	33.33	54.75	62.50	69.76
<b>Education, training, and library occupations</b> .....	10.15	10.75	16.83	30.67	34.67
Postsecondary teachers .....	16.83	16.83	32.99	34.72	37.77
Teacher assistants .....	9.50	10.15	10.75	11.00	13.00
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.00	23.83	31.71	39.23	45.67
Writers and editors .....	29.54	31.59	31.71	39.23	42.79
<b>Healthcare practitioner and technical occupations</b> .....	17.47	22.11	28.11	33.15	75.18
Physicians and surgeons .....	22.55	64.69	100.00	127.71	155.11
Registered nurses .....	25.24	27.00	29.55	31.30	32.69
Therapists .....	20.00	21.22	24.88	26.21	53.00
Respiratory therapists .....	19.50	21.53	24.50	25.96	25.97
Clinical laboratory technologists and technicians .....	15.22	19.96	22.71	26.78	28.18
Medical and clinical laboratory technologists .....	19.97	22.40	25.64	27.33	30.84
Radiologic technologists and technicians .....	20.77	21.98	24.38	27.40	33.92
Health diagnosing and treating practitioner support technicians .....	12.41	15.00	16.50	19.00	20.22
Pharmacy technicians .....	11.77	11.77	14.64	15.91	16.32
Licensed practical and licensed vocational nurses .....	18.00	19.37	20.65	22.80	24.91
<b>Healthcare support occupations</b> .....	8.90	10.00	11.50	13.38	15.29
Nursing, psychiatric, and home health aides .....	8.55	9.49	10.84	12.02	13.77
Home health aides .....	8.00	8.90	10.00	11.81	12.00
Nursing aides, orderlies, and attendants .....	9.55	10.67	11.30	13.30	14.55
Miscellaneous healthcare support occupations .....	10.50	11.50	13.71	15.50	17.68
Medical assistants .....	10.50	11.24	11.78	14.25	16.87
<b>Protective service occupations</b> .....	9.00	9.75	10.92	13.82	16.97
Security guards and gaming surveillance officers .....	9.25	9.90	11.00	13.82	16.97
Security guards .....	9.25	9.90	11.00	13.82	16.97

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Food preparation and serving related occupations</b> .....	\$3.50	\$6.95	\$7.50	\$9.33	\$12.09
First-line supervisors/managers, food preparation and serving workers .....	11.35	12.50	12.58	14.17	15.85
First-line supervisors/managers of food preparation and serving workers .....	11.09	12.50	12.50	13.86	14.42
Cooks .....	7.50	8.21	9.75	12.00	13.60
Cooks, institution and cafeteria .....	10.60	11.46	12.09	13.30	13.60
Cooks, restaurant .....	7.50	7.50	9.50	11.40	13.00
Food preparation workers .....	7.25	8.00	9.23	9.46	10.00
Food service, tipped .....	2.65	2.65	2.68	6.00	7.00
Bartenders .....	4.25	4.25	4.50	6.63	8.75
Waiters and waitresses .....	2.65	2.65	2.67	3.50	7.00
Fast food and counter workers .....	6.95	7.00	7.25	8.00	10.20
Combined food preparation and serving workers, including fast food .....	6.95	7.00	7.33	8.00	10.14
Counter attendants, cafeteria, food concession, and coffee shop .....	5.86	7.00	7.15	8.87	10.55
Food servers, nonrestaurant .....	5.60	9.00	9.08	13.01	13.01
Hosts and hostesses, restaurant, lounge, and coffee shop .....	6.74	6.95	8.30	10.90	10.90
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.75	8.25	10.28	12.90	15.90
Building cleaning workers .....	7.78	8.25	10.15	12.92	16.00
Janitors and cleaners, except maids and housekeeping cleaners .....	7.85	8.48	10.49	12.70	15.52
Maids and housekeeping cleaners .....	7.20	8.00	8.35	15.35	16.00
<b>Personal care and service occupations</b> .....	6.00	7.70	9.95	11.43	18.58
Miscellaneous entertainment attendants and related workers .....	6.00	7.25	9.19	9.19	9.40
Child care workers .....	8.08	8.50	8.81	9.75	9.98
<b>Sales and related occupations</b> .....	7.96	8.60	12.04	22.50	36.06
First-line supervisors/managers, sales workers .....	10.36	14.82	21.68	26.79	65.08
First-line supervisors/managers of non-retail sales workers .....	14.82	21.31	26.79	38.70	65.08
Retail sales workers .....	7.15	8.00	8.80	12.00	19.57
Cashiers, all workers .....	7.20	8.00	8.50	10.15	12.00
Cashiers .....	7.20	8.00	8.50	10.15	12.00
Retail salespersons .....	6.95	8.25	9.00	12.04	19.57
Sales representatives, wholesale and manufacturing .....	19.23	19.81	25.00	27.60	40.53
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.04	22.11	26.11	27.60	41.73
Miscellaneous sales and related workers .....	7.57	10.31	11.86	11.88	31.30
<b>Office and administrative support occupations</b> .....	9.90	11.50	14.38	18.00	21.48
Financial clerks .....	11.40	12.24	14.43	17.84	20.91
Billing and posting clerks and machine operators .....	13.46	13.49	14.54	17.16	17.54
Bookkeeping, accounting, and auditing clerks .....	11.75	15.00	17.58	17.87	21.38
Tellers .....	10.68	11.58	12.24	13.79	15.31
Customer service representatives .....	12.24	13.54	15.38	17.09	25.39
Interviewers, except eligibility and loan .....	9.87	9.87	13.09	15.00	15.00
Receptionists and information clerks .....	10.00	10.30	11.00	12.02	13.60
Shipping, receiving, and traffic clerks .....	10.40	13.02	14.10	19.16	27.86
Stock clerks and order fillers .....	7.20	8.15	9.56	12.17	14.70
Secretaries and administrative assistants .....	8.37	13.15	16.35	21.21	27.23
Executive secretaries and administrative assistants .....	15.39	17.04	22.41	27.89	34.07
Medical secretaries .....	14.30	15.68	15.73	16.83	17.54
Secretaries, except legal, medical, and executive .....	8.37	9.50	14.28	16.32	18.27
Data entry and information processing workers .....	10.36	10.36	15.02	15.02	17.29
Insurance claims and policy processing clerks .....	12.00	12.56	17.63	21.92	22.43
Office clerks, general .....	9.16	10.36	13.03	15.25	18.75
<b>Construction and extraction occupations</b> .....	14.04	20.00	23.53	31.95	32.58
First-line supervisors/managers of construction trades and extraction workers .....	20.00	20.00	25.88	30.43	34.88
Construction laborers .....	15.30	18.14	20.00	20.00	22.21

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Construction equipment operators .....	\$23.97	\$26.29	\$27.01	\$31.95	\$31.95
Operating engineers and other construction equipment operators .....	23.97	26.29	27.01	31.95	31.95
Electricians .....	32.43	32.58	32.58	32.60	33.57
Pipelayers, plumbers, pipefitters, and steamfitters .....	14.04	20.06	24.48	32.12	32.29
Plumbers, pipefitters, and steamfitters .....	14.04	20.06	24.48	32.12	32.29
Miscellaneous construction and related workers .....	10.00	10.00	16.00	20.85	20.85
<b>Installation, maintenance, and repair occupations .....</b>	<b>10.20</b>	<b>12.99</b>	<b>20.03</b>	<b>27.32</b>	<b>32.69</b>
First-line supervisors/managers of mechanics, installers, and repairers .....	24.00	24.50	36.95	38.97	40.77
Bus and truck mechanics and diesel engine specialists .....	13.90	18.10	18.18	21.58	21.58
Industrial machinery installation, repair, and maintenance workers .....	16.88	22.42	25.85	32.58	33.33
Industrial machinery mechanics .....	22.42	25.85	32.43	33.05	33.47
Maintenance and repair workers, general .....	7.71	16.88	19.97	25.24	25.24
Millwrights .....	30.35	31.96	32.12	32.23	33.33
<b>Production occupations .....</b>	<b>11.60</b>	<b>14.42</b>	<b>21.77</b>	<b>28.54</b>	<b>29.46</b>
First-line supervisors/managers of production and operating workers .....	19.00	19.50	25.38	33.20	35.86
Miscellaneous assemblers and fabricators .....	14.00	27.86	28.45	28.54	28.98
Team assemblers .....	14.42	21.82	28.54	28.54	28.60
Computer control programmers and operators .....	17.75	20.78	26.28	32.55	32.55
Computer-controlled machine tool operators, metal and plastic .....	17.00	19.46	23.00	26.72	28.39
Machine tool cutting setters, operators, and tenders, metal and plastic .....	14.19	14.60	20.27	28.81	29.32
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	14.19	14.41	20.27	28.81	29.06
Machinists .....	13.00	17.22	18.77	21.50	22.85
Multiple machine tool setters, operators, and tenders, metal and plastic .....	13.55	14.42	20.61	28.38	28.64
Tool and die makers .....	19.00	26.00	32.45	32.68	33.57
Welding, soldering, and brazing workers .....	16.75	28.19	28.43	28.91	28.91
Welders, cutters, solderers, and brazers .....	16.25	18.00	28.91	28.91	28.91
Miscellaneous metalworkers and plastic workers .....	14.85	22.61	28.29	28.29	28.53
Laundry and dry-cleaning workers .....	8.27	8.27	10.15	10.71	13.35
Inspectors, testers, sorters, samplers, and weighers .....	12.05	13.22	16.95	28.17	29.09
Packaging and filling machine operators and tenders .....	11.00	12.00	14.50	16.28	16.28
Painting workers .....	9.45	10.70	11.70	20.23	28.63
Miscellaneous production workers .....	9.10	15.91	17.11	21.72	29.11
<b>Transportation and material moving occupations .....</b>	<b>8.50</b>	<b>10.35</b>	<b>15.55</b>	<b>21.45</b>	<b>28.10</b>
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	19.25	23.50	23.50	23.56	33.59
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	13.94	13.94	16.83	25.75	25.75
Driver/sales workers and truck drivers .....	7.15	13.50	17.86	20.49	21.82
Driver/sales workers .....	6.95	6.95	13.02	14.91	20.63
Truck drivers, heavy and tractor-trailer .....	14.90	16.63	18.42	20.71	21.57
Truck drivers, light or delivery services .....	9.50	10.00	12.98	27.99	28.28
Industrial truck and tractor operators .....	10.35	11.02	15.04	28.02	28.17
Laborers and material movers, hand .....	7.20	9.00	10.35	15.68	27.81
Laborers and freight, stock, and material movers, hand .....	7.15	9.02	12.10	19.76	27.81
Packers and packagers, hand .....	8.10	8.50	9.95	10.35	13.52

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

nonproduction bonuses; and tips.

<sup>2</sup> 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 percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$13.39	\$17.15	\$22.64	\$32.88	\$55.58
<b>Management occupations</b> .....	19.78	28.37	42.61	54.80	66.18
Education administrators .....	19.39	44.57	50.48	63.63	99.93
<b>Business and financial operations occupations</b> .....	19.29	22.62	24.14	27.41	29.88
<b>Computer and mathematical science occupations</b> .....	18.77	24.57	31.96	36.26	38.95
<b>Life, physical, and social science occupations</b> .....	14.42	16.53	19.23	24.11	55.50
<b>Community and social services occupations</b> .....	22.13	23.13	25.84	51.65	65.16
Social workers .....	23.13	23.13	24.85	54.21	59.96
Child, family, and school social workers .....	23.13	24.85	41.21	58.10	70.51
<b>Education, training, and library occupations</b> .....	14.93	27.24	47.10	57.49	67.47
Postsecondary teachers .....	31.09	44.91	57.27	76.41	79.61
Arts, communications, and humanities teachers, postsecondary .....	30.85	50.09	64.05	76.41	84.17
Primary, secondary, and special education school teachers .....	32.25	41.91	52.32	58.10	66.16
Elementary and middle school teachers .....	34.41	44.69	54.39	58.23	64.44
Elementary school teachers, except special education .....	34.23	44.10	52.51	57.90	63.65
Middle school teachers, except special and vocational education .....	34.71	45.42	55.63	61.27	68.23
Secondary school teachers .....	34.15	43.07	55.26	58.51	66.57
Secondary school teachers, except special and vocational education .....	34.76	43.87	55.26	58.51	66.16
Special education teachers .....	27.19	31.53	40.87	55.45	60.67
Special education teachers, preschool, kindergarten, and elementary school .....	25.84	31.07	39.95	50.77	60.26
Other teachers and instructors .....	10.27	10.71	13.33	14.75	55.37
Librarians .....	20.80	21.35	23.61	24.62	31.07
Teacher assistants .....	11.00	12.81	14.93	17.92	20.55
<b>Healthcare practitioner and technical occupations</b> .....	16.59	22.40	26.20	30.22	36.31
Registered nurses .....	22.99	27.18	29.26	34.76	36.31
<b>Protective service occupations</b> .....	15.86	19.89	22.96	26.80	30.55
Fire fighters .....	15.04	19.14	21.25	22.51	23.86
Bailiffs, correctional officers, and jailers .....	19.13	21.55	22.09	23.31	24.10
Correctional officers and jailers .....	19.36	21.55	22.55	23.31	24.10
Police officers .....	22.50	22.96	24.27	29.30	31.16
Police and sheriff's patrol officers .....	22.50	22.96	24.27	29.30	31.16
Miscellaneous protective service workers .....	9.00	11.84	15.11	16.75	19.89
<b>Food preparation and serving related occupations</b> .....	6.95	11.43	12.99	12.99	15.76
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.94	13.87	15.68	18.18	20.54
Building cleaning workers .....	11.35	13.87	15.54	17.87	19.74
Janitors and cleaners, except maids and housekeeping cleaners .....	11.35	13.87	15.54	17.87	19.74
<b>Personal care and service occupations</b> .....	7.71	9.62	13.63	18.79	21.59
Child care workers .....	7.71	9.24	12.13	18.02	18.79
<b>Office and administrative support occupations</b> .....	12.48	14.19	17.34	20.09	22.87
Financial clerks .....	13.47	15.10	18.51	21.09	26.05
Secretaries and administrative assistants .....	14.11	15.79	18.24	20.13	22.87
Executive secretaries and administrative assistants .....	15.00	17.14	21.84	21.84	23.44
Secretaries, except legal, medical, and executive .....	13.47	15.79	17.32	19.43	20.13
Office clerks, general .....	12.48	12.48	15.75	18.06	19.38
<b>Construction and extraction occupations</b> .....	17.35	18.58	21.69	26.80	31.55
<b>Installation, maintenance, and repair occupations</b> .....	15.38	17.25	23.49	27.21	27.21

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles<sup>1</sup>, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Industrial machinery installation, repair, and maintenance workers .....	\$14.95	\$17.25	\$23.75	\$27.21	\$27.21
Maintenance and repair workers, general .....	14.95	17.25	23.75	27.21	27.21
<b>Transportation and material moving occupations .....</b>	<b>11.42</b>	<b>13.65</b>	<b>16.91</b>	<b>19.28</b>	<b>19.28</b>
Bus drivers .....	11.76	13.65	17.84	19.28	20.59
Bus drivers, school .....	13.65	14.15	18.01	19.28	20.74

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

nonproduction bonuses; and tips.

<sup>2</sup> 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-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.25	\$13.55	\$20.19	\$30.00	\$42.71
<b>Management occupations</b> .....	25.83	31.28	44.52	58.75	68.15
General and operations managers .....	19.67	26.44	60.00	60.43	74.68
Marketing and sales managers .....	29.86	32.18	33.89	48.46	89.70
Marketing managers .....	29.33	30.25	33.89	47.31	48.46
Computer and information systems managers .....	42.77	48.33	55.19	59.72	73.80
Financial managers .....	18.00	25.26	30.21	36.20	60.21
Industrial production managers .....	27.47	36.06	43.47	55.11	56.73
Education administrators .....	19.39	24.04	47.79	57.56	63.63
Engineering managers .....	41.95	51.20	53.77	62.88	78.65
Medical and health services managers .....	16.72	25.33	31.24	32.55	42.99
<b>Business and financial operations occupations</b> .....	20.32	22.82	29.80	36.92	49.07
Buyers and purchasing agents .....	19.87	20.25	23.52	32.26	40.47
Human resources, training, and labor relations specialists .....	21.59	25.18	30.88	49.60	49.60
Management analysts .....	25.95	30.38	37.07	41.93	48.29
Accountants and auditors .....	19.10	21.46	28.56	32.69	48.08
<b>Computer and mathematical science occupations</b> .....	20.43	27.23	35.10	40.00	46.21
Computer programmers .....	23.08	25.68	29.54	34.50	36.91
Computer software engineers .....	34.84	36.12	38.93	45.00	53.27
Computer support specialists .....	15.43	16.76	19.94	23.14	24.05
Computer systems analysts .....	28.27	33.00	36.40	43.42	49.11
Network and computer systems administrators .....	23.52	25.39	33.65	35.10	41.16
<b>Architecture and engineering occupations</b> .....	20.08	28.87	36.30	42.21	47.43
Engineers .....	28.87	33.65	39.15	43.64	49.17
Mechanical engineers .....	26.44	28.54	33.65	40.69	44.70
Drafters .....	14.85	15.26	23.33	32.28	41.91
Engineering technicians, except drafters .....	16.81	19.57	24.38	32.80	36.75
Mechanical engineering technicians .....	18.50	20.08	22.00	27.63	33.76
<b>Life, physical, and social science occupations</b> .....	13.83	16.07	20.00	23.19	50.84
<b>Community and social services occupations</b> .....	14.45	17.29	22.78	29.81	47.16
Counselors .....	17.85	18.73	27.54	43.44	68.64
Educational, vocational, and school counselors .....	17.31	18.51	24.52	43.44	72.73
Social workers .....	14.45	17.29	20.40	29.81	31.48
Child, family, and school social workers .....	14.45	17.29	23.56	51.65	59.96
<b>Legal occupations</b> .....	21.45	23.00	50.72	60.39	68.43
<b>Education, training, and library occupations</b> .....	12.81	22.30	38.60	55.36	65.52
Postsecondary teachers .....	31.09	34.72	52.03	76.41	78.68
Primary, secondary, and special education school teachers .....	28.77	34.41	48.75	57.49	63.84
Elementary and middle school teachers .....	29.98	42.00	51.25	58.10	63.44
Elementary school teachers, except special education .....	28.87	40.25	49.74	57.19	63.04
Middle school teachers, except special and vocational education .....	34.71	45.42	55.63	61.27	68.23
Secondary school teachers .....	31.48	34.58	49.32	57.35	66.16
Secondary school teachers, except special and vocational education .....	31.38	34.71	49.39	57.19	66.16
Special education teachers .....	27.19	31.53	40.87	55.45	60.67
Special education teachers, preschool, kindergarten, and elementary school .....	25.84	31.07	39.95	50.77	60.26
Librarians .....	20.80	21.35	23.61	24.62	31.07
Teacher assistants .....	10.12	10.75	12.08	14.58	19.88
<b>Arts, design, entertainment, sports, and media occupations</b> .....	15.89	22.59	31.71	39.23	45.67
Writers and editors .....	29.54	31.59	31.71	39.23	39.23
<b>Healthcare practitioner and technical occupations</b> .....	15.91	21.12	27.10	32.32	64.69

See footnotes at end of table.



Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Physicians and surgeons .....	\$22.30	\$41.96	\$75.18	\$125.00	\$145.00
Registered nurses .....	24.83	27.21	29.30	31.20	32.69
Therapists .....	20.00	21.22	24.88	26.78	57.90
Clinical laboratory technologists and technicians .....	15.22	16.20	23.82	26.92	30.84
Medical and clinical laboratory technologists .....	19.97	22.91	25.89	27.33	30.84
Diagnostic related technologists and technicians .....	21.12	22.88	25.31	26.20	33.75
Radiologic technologists and technicians .....	20.95	22.96	25.31	26.20	33.92
Health diagnosing and treating practitioner support technicians .....	12.59	14.90	16.24	19.00	20.22
Pharmacy technicians .....	11.77	11.77	14.64	15.91	16.32
Licensed practical and licensed vocational nurses .....	18.00	19.00	20.54	21.88	26.00
<b>Healthcare support occupations</b> .....	9.00	10.34	11.52	13.50	15.50
Nursing, psychiatric, and home health aides .....	8.64	9.55	10.85	12.10	13.84
Home health aides .....	8.00	9.00	10.00	12.00	12.00
Nursing aides, orderlies, and attendants .....	9.55	10.67	11.39	13.37	14.71
Miscellaneous healthcare support occupations .....	11.12	12.00	13.99	15.72	18.27
Medical assistants .....	10.50	11.07	11.50	13.49	15.00
<b>Protective service occupations</b> .....	10.60	15.00	21.52	24.27	29.80
Fire fighters .....	19.14	19.51	21.52	22.51	24.29
Bailliffs, correctional officers, and jailers .....	19.13	21.55	22.09	23.31	24.10
Correctional officers and jailers .....	19.36	21.55	22.55	23.31	24.10
Police officers .....	22.50	22.96	24.27	29.30	31.16
Police and sheriff's patrol officers .....	22.50	22.96	24.27	29.30	31.16
<b>Food preparation and serving related occupations</b> .....	4.25	7.77	9.00	12.09	13.60
First-line supervisors/managers, food preparation and serving workers .....	11.33	12.50	12.50	14.17	15.85
First-line supervisors/managers of food preparation and serving workers .....	11.00	12.50	12.50	13.86	14.42
Cooks .....	7.50	9.00	10.75	12.09	13.60
Cooks, institution and cafeteria .....	10.73	11.46	12.09	13.60	15.59
Food service, tipped .....	2.65	3.00	3.50	6.25	7.00
Fast food and counter workers .....	7.50	8.00	8.00	10.49	11.00
Combined food preparation and serving workers, including fast food .....	7.50	8.00	8.00	10.49	10.95
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.05	9.00	11.61	15.45	19.74
Building cleaning workers .....	8.25	9.50	11.93	15.52	19.74
Janitors and cleaners, except maids and housekeeping cleaners .....	8.48	10.49	12.92	15.90	20.00
Maids and housekeeping cleaners .....	7.20	7.25	8.05	8.50	12.90
<b>Personal care and service occupations</b> .....	6.00	7.70	10.17	13.94	21.59
Child care workers .....	8.08	8.73	9.75	12.72	18.41
<b>Sales and related occupations</b> .....	8.50	11.22	15.00	26.79	39.07
First-line supervisors/managers, sales workers .....	14.48	14.82	22.55	26.79	65.08
First-line supervisors/managers of non-retail sales workers .....	14.82	21.31	26.79	38.70	65.08
Retail sales workers .....	8.00	8.50	11.16	14.70	22.50
Cashiers, all workers .....	8.00	8.00	8.50	10.42	12.45
Cashiers .....	8.00	8.00	8.50	10.42	12.45
Retail salespersons .....	8.75	11.03	12.04	19.57	19.57
Sales representatives, wholesale and manufacturing .....	19.23	19.81	25.00	27.60	40.53
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.04	22.11	26.11	27.60	41.73
Miscellaneous sales and related workers .....	11.74	11.86	11.88	38.29	44.57
<b>Office and administrative support occupations</b> .....	10.59	12.54	15.25	19.26	22.53
Financial clerks .....	11.40	12.25	15.00	17.84	20.91
Billing and posting clerks and machine operators .....	13.33	13.49	14.54	16.53	17.54
Bookkeeping, accounting, and auditing clerks .....	15.00	15.52	17.84	18.75	21.38
Tellers .....	11.32	12.22	12.25	14.30	15.21
Customer service representatives .....	12.47	13.54	15.26	17.30	25.39

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Receptionists and information clerks .....	\$10.00	\$10.26	\$12.02	\$13.60	\$17.31
Dispatchers .....	8.50	16.46	16.46	22.91	26.05
Shipping, receiving, and traffic clerks .....	10.40	13.02	14.10	19.16	27.86
Stock clerks and order fillers .....	8.75	9.55	11.11	14.65	16.80
Secretaries and administrative assistants .....	12.00	14.64	17.22	21.21	25.36
Executive secretaries and administrative assistants ....	15.22	17.04	21.82	25.36	30.87
Medical secretaries .....	14.30	15.68	15.73	16.83	17.54
Secretaries, except legal, medical, and executive .....	8.37	13.00	15.79	18.12	19.93
Data entry and information processing workers .....	10.36	13.33	15.02	15.84	17.29
Insurance claims and policy processing clerks .....	12.00	12.90	18.44	21.92	23.95
Office clerks, general .....	9.16	11.25	14.25	16.04	19.33
<b>Construction and extraction occupations .....</b>	<b>15.00</b>	<b>19.86</b>	<b>23.53</b>	<b>31.72</b>	<b>32.58</b>
First-line supervisors/managers of construction trades and extraction workers .....	20.00	20.00	25.88	30.43	34.88
Construction laborers .....	15.30	18.14	20.00	20.00	22.21
Construction equipment operators .....	22.90	26.29	27.01	31.95	31.95
Operating engineers and other construction equipment operators .....	22.90	26.29	27.01	31.95	31.95
Electricians .....	26.80	32.43	32.58	32.60	33.57
Pipelayers, plumbers, pipefitters, and steamfitters .....	14.04	17.58	20.06	29.70	32.29
Plumbers, pipefitters, and steamfitters .....	14.04	17.58	20.06	29.70	32.29
Miscellaneous construction and related workers .....	10.00	10.00	16.00	20.85	20.85
<b>Installation, maintenance, and repair occupations .....</b>	<b>11.50</b>	<b>13.50</b>	<b>21.58</b>	<b>27.32</b>	<b>32.69</b>
First-line supervisors/managers of mechanics, installers, and repairers .....	24.00	24.50	36.37	38.97	40.62
Automotive technicians and repairers .....	9.00	12.00	12.99	15.50	23.15
Bus and truck mechanics and diesel engine specialists ...	15.93	18.18	18.35	21.58	23.49
Industrial machinery installation, repair, and maintenance workers .....	15.45	22.42	25.85	32.58	33.25
Industrial machinery mechanics .....	22.42	25.85	32.43	33.05	33.47
Maintenance and repair workers, general .....	7.71	16.88	20.37	25.24	27.21
Millwrights .....	30.35	31.96	32.12	32.23	33.33
<b>Production occupations .....</b>	<b>11.69</b>	<b>14.60</b>	<b>22.06</b>	<b>28.54</b>	<b>29.46</b>
First-line supervisors/managers of production and operating workers .....	19.00	19.50	25.38	33.20	35.86
Miscellaneous assemblers and fabricators .....	14.00	27.86	28.45	28.54	28.98
Team assemblers .....	14.42	21.82	28.54	28.54	28.60
Computer control programmers and operators .....	17.75	20.78	26.28	32.55	32.55
Computer-controlled machine tool operators, metal and plastic .....	17.00	19.46	23.00	26.72	28.39
Machine tool cutting setters, operators, and tenders, metal and plastic .....	14.19	14.60	20.27	28.81	29.32
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	14.19	14.41	17.25	28.81	29.06
Machinists .....	13.00	17.50	18.77	21.50	23.30
Multiple machine tool setters, operators, and tenders, metal and plastic .....	13.55	14.42	20.61	28.38	28.64
Tool and die makers .....	19.00	26.00	32.45	32.68	33.57
Welding, soldering, and brazing workers .....	16.75	28.19	28.43	28.91	28.91
Welders, cutters, solderers, and brazers .....	16.25	18.00	28.91	28.91	28.91
Laundry and dry-cleaning workers .....	8.27	8.27	9.54	10.45	14.40
Inspectors, testers, sorters, samplers, and weighers .....	12.50	13.22	16.95	28.19	29.09
Packaging and filling machine operators and tenders .....	11.00	12.00	14.50	16.28	16.28
Miscellaneous production workers .....	9.10	15.91	17.11	21.72	29.11
<b>Transportation and material moving occupations .....</b>	<b>9.55</b>	<b>11.75</b>	<b>16.83</b>	<b>21.45</b>	<b>28.10</b>
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	19.25	23.50	23.50	23.56	33.59
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	13.94	13.94	16.83	25.75	25.75
Bus drivers .....	13.65	14.15	17.84	19.28	20.74
Bus drivers, school .....	13.65	14.15	17.84	19.28	20.74
Driver/sales workers and truck drivers .....	10.00	14.00	18.00	20.63	21.82
Driver/sales workers .....	6.95	6.95	13.84	15.75	20.63

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Truck drivers, heavy and tractor-trailer .....	\$14.90	\$16.63	\$18.42	\$20.71	\$21.57
Truck drivers, light or delivery services .....	9.50	10.00	12.98	27.99	28.28
Industrial truck and tractor operators .....	10.35	11.02	15.04	28.02	28.17
Laborers and material movers, hand .....	8.50	9.95	12.10	19.81	27.84
Laborers and freight, stock, and material movers, hand .....	9.00	10.00	13.10	19.81	27.84
Packers and packagers, hand .....	8.50	8.50	9.95	10.35	13.52

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.95	\$7.25	\$9.43	\$13.00	\$26.27
<b>Architecture and engineering occupations</b> .....	8.00	10.75	23.00	30.00	32.13
<b>Education, training, and library occupations</b> .....	10.15	10.25	14.11	21.16	40.07
Postsecondary teachers .....	20.00	23.40	30.85	37.77	64.05
Other teachers and instructors .....	10.27	10.71	11.00	14.57	14.57
Teacher assistants .....	9.50	10.15	10.24	14.57	17.42
<b>Healthcare practitioner and technical occupations</b> .....	22.48	26.04	30.00	36.31	53.02
Registered nurses .....	25.49	26.04	29.96	31.72	34.76
Licensed practical and licensed vocational nurses .....	18.50	19.70	22.80	22.80	23.85
<b>Healthcare support occupations</b> .....	8.50	9.74	11.16	13.71	15.84
Nursing, psychiatric, and home health aides .....	8.25	9.05	10.34	13.04	14.14
Nursing aides, orderlies, and attendants .....	9.50	10.34	11.71	13.64	14.51
Miscellaneous healthcare support occupations .....	9.50	10.38	12.25	14.44	17.68
<b>Protective service occupations</b> .....	7.81	9.00	9.95	11.00	13.17
Security guards and gaming surveillance officers .....	7.50	9.35	9.95	10.25	11.00
Security guards .....	7.50	9.35	9.95	10.25	11.00
<b>Food preparation and serving related occupations</b> .....	2.68	6.95	7.15	7.96	9.40
Food preparation workers .....	7.25	8.00	9.23	9.79	10.00
Food service, tipped .....	2.65	2.65	2.68	4.50	6.12
Waiters and waitresses .....	2.65	2.65	2.65	2.68	6.12
Fast food and counter workers .....	6.95	6.95	7.15	7.50	8.85
Combined food preparation and serving workers, including fast food .....	6.95	6.95	7.15	7.50	8.60
Food servers, nonrestaurant .....	5.60	5.60	9.00	9.00	12.16
Hosts and hostesses, restaurant, lounge, and coffee shop .....	6.74	6.95	7.15	8.50	10.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.50	7.85	8.83	10.73	16.00
Building cleaning workers .....	7.50	7.85	8.77	10.75	16.00
Janitors and cleaners, except maids and housekeeping cleaners .....	7.50	7.85	8.20	9.94	11.34
Maids and housekeeping cleaners .....	8.24	8.77	16.00	16.00	16.00
<b>Personal care and service occupations</b> .....	7.25	8.50	9.40	10.70	13.63
Miscellaneous entertainment attendants and related workers .....	6.00	7.25	9.19	9.19	9.40
Child care workers .....	7.71	8.00	8.81	10.25	13.13
Recreation and fitness workers .....	10.00	10.00	13.63	20.00	21.14
<b>Sales and related occupations</b> .....	6.95	7.20	8.38	9.60	11.37
Retail sales workers .....	6.95	7.15	8.30	9.00	10.50
Cashiers, all workers .....	7.00	7.15	8.70	10.12	10.87
Cashiers .....	7.00	7.15	8.70	10.12	10.87
Retail salespersons .....	6.95	6.95	8.25	8.45	9.14
<b>Office and administrative support occupations</b> .....	7.58	9.15	11.00	11.75	16.02
Financial clerks .....	9.75	10.95	12.90	14.45	20.46
Stock clerks and order fillers .....	7.00	7.50	8.75	9.88	12.17
Office clerks, general .....	10.00	10.00	10.07	12.13	15.00
<b>Production occupations</b> .....	8.50	10.20	10.71	14.85	20.23

See footnotes at end of table.

Table 10. **Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations .....</b>					
Bus drivers .....	\$6.50	\$7.00	\$9.02	\$10.86	\$14.64
Laborers and material movers, hand .....	11.09	11.55	16.98	19.28	19.28
Laborers and freight, stock, and material movers, hand .....	5.95	6.95	7.25	9.97	12.34
Laborers and freight, stock, and material movers, hand .....	5.91	6.95	7.23	9.55	12.75

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$24.52	\$20.19	\$967	\$805	39.4	\$48,971	\$41,704	1,997
<b>Management occupations</b> .....	45.88	44.52	1,852	1,783	40.4	95,917	92,595	2,090
General and operations managers .....	47.12	60.00	1,937	2,400	41.1	100,742	124,800	2,138
Marketing and sales managers .....	42.87	33.89	1,696	1,356	39.6	88,206	70,497	2,058
Marketing managers .....	37.24	33.89	1,462	1,356	39.2	76,001	70,497	2,041
Computer and information systems managers .....	55.31	55.19	2,150	2,168	38.9	111,802	112,726	2,021
Financial managers .....	33.78	30.21	1,428	1,419	42.3	73,778	73,778	2,184
Industrial production managers .....	43.19	43.47	1,728	1,739	40.0	89,837	90,418	2,080
Education administrators .....	45.42	47.79	1,783	1,911	39.3	87,745	97,877	1,932
Engineering managers .....	57.20	53.77	2,288	2,151	40.0	118,985	111,846	2,080
Medical and health services managers .....	29.43	31.24	1,186	1,249	40.3	61,673	64,973	2,095
<b>Business and financial operations occupations</b> .....	31.69	29.80	1,267	1,209	40.0	65,822	62,850	2,077
Buyers and purchasing agents .....	26.61	23.52	1,065	941	40.0	55,356	48,922	2,080
Human resources, training, and labor relations specialists .....	33.96	30.88	1,355	1,197	39.9	70,476	62,223	2,075
Management analysts .....	36.89	37.07	1,473	1,477	39.9	76,573	76,802	2,076
Accountants and auditors .....	29.90	28.56	1,196	1,142	40.0	62,198	59,401	2,080
<b>Computer and mathematical science occupations</b> .....	34.69	35.10	1,397	1,423	40.3	72,321	73,969	2,085
Computer programmers .....	29.66	29.54	1,186	1,182	40.0	61,692	61,443	2,080
Computer software engineers .....	42.15	38.93	1,686	1,557	40.0	87,666	80,974	2,080
Computer support specialists .....	20.56	19.94	817	798	39.8	41,711	40,997	2,029
Computer systems analysts .....	37.70	36.40	1,507	1,456	40.0	78,367	75,712	2,079
Network and computer systems administrators .....	32.96	33.65	1,395	1,346	42.3	71,972	69,996	2,183
<b>Architecture and engineering occupations</b> .....	35.47	36.30	1,432	1,467	40.4	74,442	76,290	2,098
Engineers .....	39.31	39.15	1,592	1,567	40.5	82,785	81,503	2,106
Mechanical engineers .....	34.46	33.65	1,462	1,400	42.4	76,031	72,800	2,206
Drafters .....	24.45	23.33	978	933	40.0	50,862	48,516	2,080
Engineering technicians, except drafters .....	26.33	24.38	1,053	975	40.0	54,721	50,706	2,078
Mechanical engineering technicians .....	23.95	22.00	958	880	40.0	49,822	45,760	2,080
<b>Life, physical, and social science occupations</b> .....	24.80	20.00	967	804	39.0	48,290	42,230	1,947
<b>Community and social services occupations</b> .....	26.22	22.78	1,023	925	39.0	49,598	47,440	1,891
Counselors .....	33.67	27.54	1,250	1,138	37.1	54,437	47,440	1,617
Educational, vocational, and school counselors .....	35.03	24.52	1,278	1,138	36.5	53,814	47,440	1,536
Social workers .....	25.24	20.40	993	850	39.3	49,010	44,134	1,942
Child, family, and school social workers .....	32.80	23.56	1,238	994	37.7	55,811	51,688	1,702
<b>Legal occupations</b> .....	46.03	50.72	1,828	1,966	39.7	95,060	102,209	2,065
<b>Education, training, and library occupations</b> .....	39.60	38.60	1,406	1,437	35.5	55,722	56,765	1,407
Postsecondary teachers .....	53.92	52.03	2,078	2,006	38.5	80,243	82,907	1,488
Primary, secondary, and special education school teachers .....	47.10	48.75	1,613	1,699	34.3	61,068	63,566	1,297
Elementary and middle school teachers .....	49.52	51.25	1,667	1,764	33.7	62,512	65,225	1,262
Elementary school teachers, except special education .....	48.61	49.74	1,647	1,747	33.9	61,834	64,648	1,272

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Middle school teachers, except special and vocational education .....	\$52.91	\$55.63	\$1,737	\$1,815	32.8	\$64,945	\$66,909	1,227
Secondary school teachers .....	48.24	49.32	1,641	1,706	34.0	61,442	63,082	1,274
Secondary school teachers, except special and vocational education .....	48.24	49.39	1,639	1,706	34.0	61,505	63,118	1,275
Special education teachers .....	43.27	40.87	1,558	1,486	36.0	60,263	57,424	1,393
Special education teachers, preschool, kindergarten, and elementary school .....	41.54	39.95	1,497	1,450	36.0	58,880	56,355	1,418
Librarians .....	24.94	23.61	963	934	38.6	49,028	48,880	1,966
Teacher assistants .....	13.14	12.08	479	440	36.5	20,696	21,129	1,575
<b>Arts, design, entertainment, sports, and media occupations .....</b>	<b>31.40</b>	<b>31.71</b>	<b>1,246</b>	<b>1,264</b>	<b>39.7</b>	<b>62,445</b>	<b>65,711</b>	<b>1,989</b>
Writers and editors .....	33.60	31.71	1,310	1,268	39.0	68,120	65,951	2,027
<b>Healthcare practitioner and technical occupations .....</b>	<b>36.20</b>	<b>27.10</b>	<b>1,438</b>	<b>1,050</b>	<b>39.7</b>	<b>74,549</b>	<b>54,642</b>	<b>2,060</b>
Physicians and surgeons .....	84.34	75.18	3,686	3,933	43.7	191,689	204,497	2,273
Registered nurses .....	29.58	29.30	1,156	1,132	39.1	60,093	58,874	2,032
Therapists .....	30.89	24.88	1,160	935	37.5	54,784	49,065	1,773
Clinical laboratory technologists and technicians .....	22.46	23.82	880	932	39.2	45,734	48,466	2,036
Medical and clinical laboratory technologists .....	25.38	25.89	986	1,000	38.8	51,265	51,979	2,020
Diagnostic related technologists and technicians .....	25.66	25.31	1,010	975	39.3	52,510	50,700	2,046
Radiologic technologists and technicians .....	25.69	25.31	1,009	975	39.3	52,462	50,700	2,042
Health diagnosing and treating practitioner support technicians .....	16.55	16.24	662	650	40.0	34,434	33,779	2,080
Pharmacy technicians .....	14.19	14.64	568	586	40.0	29,521	30,451	2,080
Licensed practical and licensed vocational nurses .....	20.99	20.54	793	802	37.8	41,256	41,683	1,965
<b>Healthcare support occupations .....</b>	<b>12.00</b>	<b>11.52</b>	<b>469</b>	<b>451</b>	<b>39.1</b>	<b>24,366</b>	<b>23,462</b>	<b>2,031</b>
Nursing, psychiatric, and home health aides .....	11.12	10.85	440	434	39.6	22,863	22,556	2,057
Home health aides .....	10.29	10.00	412	400	40.0	21,403	20,800	2,080
Nursing aides, orderlies, and attendants .....	12.01	11.39	468	443	39.0	24,329	23,046	2,026
Miscellaneous healthcare support occupations .....	14.09	13.99	534	524	37.9	27,778	27,245	1,971
Medical assistants .....	12.26	11.50	469	437	38.2	24,373	22,724	1,988
<b>Protective service occupations .....</b>	<b>20.50</b>	<b>21.52</b>	<b>846</b>	<b>893</b>	<b>41.3</b>	<b>43,749</b>	<b>46,410</b>	<b>2,134</b>
Fire fighters .....	21.24	21.52	1,026	1,085	48.3	53,371	56,400	2,513
Bailiffs, correctional officers, and jailers .....	21.99	22.09	879	884	40.0	45,731	45,947	2,080
Correctional officers and jailers .....	22.14	22.55	885	902	40.0	46,045	46,912	2,080
Police officers .....	26.36	24.27	1,060	971	40.2	55,118	50,482	2,091
Police and sheriff's patrol officers .....	26.36	24.27	1,060	971	40.2	55,118	50,482	2,091
<b>Food preparation and serving related occupations .....</b>	<b>9.46</b>	<b>9.00</b>	<b>350</b>	<b>312</b>	<b>37.0</b>	<b>18,009</b>	<b>16,224</b>	<b>1,904</b>
First-line supervisors/managers, food preparation and serving workers .....	13.34	12.50	565	500	42.3	28,832	26,000	2,162
First-line supervisors/managers of food preparation and serving workers .....	12.95	12.50	553	500	42.7	28,771	26,000	2,221
Cooks .....	10.85	10.75	392	368	36.2	20,046	18,200	1,848
Cooks, institution and cafeteria .....	12.98	12.09	487	466	37.6	23,955	23,837	1,846
Food service, tipped .....	4.53	3.50	166	140	36.7	8,434	7,280	1,860

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Fast food and counter workers .....	\$8.99	\$8.00	\$313	\$278	34.9	\$16,295	\$14,456	1,812
Combined food preparation and serving workers, including fast food .....	8.91	8.00	308	240	34.5	15,999	12,480	1,795
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.96	11.61	507	459	39.1	25,007	23,608	1,929
Building cleaning workers .....	13.13	11.93	512	464	39.0	26,482	23,845	2,017
Janitors and cleaners, except maids and housekeeping cleaners .....	13.78	12.92	546	517	39.6	28,325	26,874	2,056
Maids and housekeeping cleaners .....	8.94	8.05	316	309	35.3	16,050	16,088	1,795
<b>Personal care and service occupations</b> .....	13.38	10.17	516	396	38.6	26,236	19,988	1,961
Child care workers .....	11.19	9.75	438	390	39.1	20,615	19,711	1,842
<b>Sales and related occupations</b> .....	20.26	15.00	817	622	40.3	42,404	32,363	2,093
First-line supervisors/managers, sales workers .....	26.66	22.55	1,109	909	41.6	57,663	47,268	2,163
First-line supervisors/managers of non-retail sales workers .....	31.70	26.79	1,333	1,072	42.0	69,314	55,727	2,186
Retail sales workers .....	13.46	11.16	539	434	40.0	27,905	22,090	2,073
Cashiers, all workers .....	9.56	8.50	382	340	39.9	19,848	17,680	2,075
Cashiers .....	9.56	8.50	382	340	39.9	19,848	17,680	2,075
Retail salespersons .....	13.77	12.04	553	481	40.2	28,759	25,037	2,089
Sales representatives, wholesale and manufacturing .....	27.16	25.00	1,097	1,000	40.4	56,931	52,000	2,096
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.22	26.11	1,145	1,045	40.6	59,405	54,315	2,105
Miscellaneous sales and related workers .....	22.81	11.88	912	475	40.0	47,448	24,708	2,080
<b>Office and administrative support occupations</b> .....	16.20	15.25	640	604	39.5	33,153	31,377	2,047
Financial clerks .....	15.44	15.00	608	576	39.4	31,635	29,973	2,048
Billing and posting clerks and machine operators .....	15.06	14.54	592	582	39.3	30,778	30,249	2,044
Bookkeeping, accounting, and auditing clerks .....	17.50	17.84	673	714	38.4	34,974	37,116	1,998
Tellers .....	13.16	12.25	526	490	40.0	27,376	25,480	2,080
Customer service representatives .....	16.75	15.26	666	608	39.7	34,621	31,616	2,067
Receptionists and information clerks ..	12.82	12.02	510	481	39.8	26,502	25,002	2,067
Dispatchers .....	18.61	16.46	744	658	40.0	38,706	34,237	2,080
Shipping, receiving, and traffic clerks .....	16.42	14.10	657	564	40.0	34,112	29,328	2,077
Stock clerks and order fillers .....	12.19	11.11	488	444	40.0	25,357	23,109	2,080
Secretaries and administrative assistants .....	18.04	17.22	705	682	39.1	36,044	34,845	1,998
Executive secretaries and administrative assistants .....	21.90	21.82	863	819	39.4	44,889	42,588	2,049
Medical secretaries .....	15.94	15.73	625	627	39.2	32,501	32,614	2,039
Secretaries, except legal, medical, and executive .....	15.29	15.79	592	592	38.7	29,919	30,209	1,957
Data entry and information processing workers .....	14.67	15.02	585	601	39.9	30,439	31,240	2,075
Insurance claims and policy processing clerks .....	17.82	18.44	694	714	38.9	36,066	37,151	2,024
Office clerks, general .....	14.33	14.25	561	540	39.2	29,165	28,080	2,036
<b>Construction and extraction occupations</b> .....	23.79	23.53	946	921	39.8	43,047	41,600	1,809

See footnotes at end of table.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers of construction trades and extraction workers .....	\$25.58	\$25.88	\$1,023	\$1,035	40.0	\$49,314	\$51,542	1,928
Construction laborers .....	18.89	20.00	747	800	39.6	36,897	41,600	1,953
Construction equipment operators .....	27.35	27.01	1,094	1,080	40.0	50,107	56,181	1,832
Operating engineers and other construction equipment operators .....	27.35	27.01	1,094	1,080	40.0	50,107	56,181	1,832
Electricians .....	31.80	32.58	1,272	1,303	40.0	66,137	67,766	2,080
Pipelayers, plumbers, pipefitters, and steamfitters .....	23.13	20.06	925	802	40.0	38,975	27,280	1,685
Plumbers, pipefitters, and steamfitters .....	23.13	20.06	925	802	40.0	38,975	27,280	1,685
Miscellaneous construction and related workers .....	15.56	16.00	607	480	39.0	28,592	28,352	1,838
<b>Installation, maintenance, and repair occupations</b> .....	21.40	21.58	866	863	40.5	45,022	44,886	2,104
First-line supervisors/managers of mechanics, installers, and repairers .....	32.99	36.37	1,320	1,455	40.0	68,622	75,654	2,080
Automotive technicians and repairers .....	14.49	12.99	611	519	42.1	31,759	27,011	2,191
Bus and truck mechanics and diesel engine specialists .....	19.26	18.35	770	734	40.0	40,034	38,168	2,079
Industrial machinery installation, repair, and maintenance workers .....	26.00	25.85	1,040	1,034	40.0	54,075	53,768	2,080
Industrial machinery mechanics .....	28.98	32.43	1,159	1,297	40.0	60,283	67,454	2,080
Maintenance and repair workers, general .....	19.89	20.37	796	815	40.0	41,367	42,370	2,080
Millwrights .....	32.02	32.12	1,281	1,285	40.0	66,599	66,810	2,080
<b>Production occupations</b> .....	21.86	22.06	872	873	39.9	45,346	45,386	2,075
First-line supervisors/managers of production and operating workers .....	26.71	25.38	1,108	1,240	41.5	57,601	64,501	2,157
Miscellaneous assemblers and fabricators .....	25.57	28.45	1,023	1,138	40.0	53,184	59,176	2,080
Team assemblers .....	24.96	28.54	998	1,142	40.0	51,912	59,363	2,080
Computer control programmers and operators .....	25.68	26.28	1,027	1,051	40.0	53,423	54,662	2,080
Computer-controlled machine tool operators, metal and plastic .....	22.84	23.00	913	920	40.0	47,501	47,840	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	20.95	20.27	838	811	40.0	43,433	41,351	2,073
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	20.38	17.25	815	690	40.0	42,290	35,880	2,075
Machinists .....	19.35	18.77	774	751	40.0	40,249	39,042	2,080
Multiple machine tool setters, operators, and tenders, metal and plastic .....	21.15	20.61	846	824	40.0	43,996	42,871	2,080
Tool and die makers .....	28.80	32.45	1,152	1,298	40.0	59,831	67,496	2,077
Welding, soldering, and brazing workers .....	26.18	28.43	1,047	1,137	40.0	54,455	59,134	2,080
Welders, cutters, solderers, and brazers .....	25.10	28.91	1,004	1,156	40.0	52,207	60,133	2,080
Laundry and dry-cleaning workers .....	9.94	9.54	374	340	37.6	19,451	17,701	1,958
Inspectors, testers, sorters, samplers, and weighers .....	20.40	16.95	816	678	40.0	42,433	35,256	2,080
Packaging and filling machine operators and tenders .....	13.89	14.50	555	580	40.0	28,885	30,160	2,079
Miscellaneous production workers .....	19.18	17.11	767	684	40.0	39,888	35,580	2,080

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$20.79	\$16.83	\$793	\$665	38.1	\$40,562	\$32,760	1,951
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	24.07	23.50	1,002	1,038	41.6	52,098	54,001	2,165
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	20.56	16.83	861	673	41.9	44,787	35,000	2,178
Bus drivers .....	17.21	17.84	578	555	33.6	22,433	23,063	1,303
Bus drivers, school .....	17.21	17.84	578	555	33.6	22,433	23,063	1,303
Driver/sales workers and truck drivers .....	17.42	18.00	680	665	39.1	34,326	32,760	1,970
Driver/sales workers .....	14.41	13.84	581	560	40.3	30,189	29,120	2,095
Truck drivers, heavy and tractor-trailer .....	18.58	18.42	713	725	38.4	35,301	34,112	1,900
Truck drivers, light or delivery services .....	17.60	12.98	704	519	40.0	36,615	26,998	2,080
Industrial truck and tractor operators ..	19.13	15.04	765	602	40.0	39,792	31,283	2,080
Laborers and material movers, hand ..	14.84	12.10	593	484	40.0	30,858	25,168	2,080
Laborers and freight, stock, and material movers, hand .....	16.13	13.10	645	524	40.0	33,556	27,248	2,080
Packers and packagers, hand .....	10.69	9.95	427	398	40.0	22,229	20,696	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$23.87	\$20.00	\$945	\$800	39.6	\$48,634	\$40,872	2,038
<b>Management occupations</b> .....	46.55	44.80	1,888	1,817	40.6	98,148	94,501	2,109
General and operations managers .....	47.12	60.00	1,937	2,400	41.1	100,742	124,800	2,138
Marketing and sales managers .....	42.87	33.89	1,696	1,356	39.6	88,206	70,497	2,058
Marketing managers .....	37.24	33.89	1,462	1,356	39.2	76,001	70,497	2,041
Financial managers .....	32.67	30.21	1,390	1,269	42.5	72,173	66,000	2,209
Industrial production managers .....	43.19	43.47	1,728	1,739	40.0	89,837	90,418	2,080
Medical and health services managers .....	29.43	31.24	1,186	1,249	40.3	61,673	64,973	2,095
<b>Business and financial operations occupations</b> .....	32.38	31.20	1,296	1,243	40.0	67,372	64,646	2,080
Buyers and purchasing agents .....	27.13	22.90	1,085	916	40.0	56,438	47,632	2,080
Human resources, training, and labor relations specialists .....	33.93	29.09	1,354	1,163	39.9	70,399	60,501	2,075
Management analysts .....	36.89	37.07	1,473	1,477	39.9	76,573	76,802	2,076
Accountants and auditors .....	31.97	31.20	1,279	1,248	40.0	66,505	64,900	2,080
<b>Computer and mathematical science occupations</b> .....	35.07	35.10	1,415	1,440	40.3	73,576	74,880	2,098
Computer programmers .....	29.66	29.54	1,186	1,182	40.0	61,692	61,443	2,080
Computer software engineers .....	42.15	38.93	1,686	1,557	40.0	87,666	80,974	2,080
Computer support specialists .....	20.82	19.71	827	770	39.7	43,003	40,040	2,065
Computer systems analysts .....	37.98	36.40	1,518	1,456	40.0	78,955	75,712	2,079
Network and computer systems administrators .....	31.93	33.65	1,356	1,346	42.5	70,490	69,996	2,208
<b>Architecture and engineering occupations</b> .....	35.65	36.78	1,439	1,486	40.4	74,826	77,272	2,099
Engineers .....	39.45	39.15	1,598	1,576	40.5	83,108	81,942	2,106
Mechanical engineers .....	34.46	33.65	1,462	1,400	42.4	76,031	72,800	2,206
Drafters .....	24.45	23.33	978	933	40.0	50,862	48,516	2,080
Engineering technicians, except drafters .....	26.50	24.38	1,060	975	40.0	55,074	50,706	2,078
Mechanical engineering technicians .....	23.95	22.00	958	880	40.0	49,822	45,760	2,080
<b>Life, physical, and social science occupations</b> .....	25.10	23.06	1,001	922	39.9	52,038	47,956	2,073
<b>Community and social services occupations</b> .....	21.01	20.40	841	816	40.0	43,707	42,432	2,080
Social workers .....	21.23	20.40	849	816	40.0	44,167	42,432	2,080
<b>Legal occupations</b> .....	50.20	54.75	1,991	2,190	39.7	103,533	113,876	2,063
<b>Education, training, and library occupations</b> .....	20.59	17.60	801	704	38.9	36,602	33,965	1,777
<b>Arts, design, entertainment, sports, and media occupations</b> .....	31.66	31.71	1,256	1,264	39.7	62,872	65,711	1,986
Writers and editors .....	33.60	31.71	1,310	1,268	39.0	68,120	65,951	2,027
<b>Healthcare practitioner and technical occupations</b> .....	37.12	27.92	1,476	1,072	39.8	76,769	55,744	2,068
Physicians and surgeons .....	90.56	87.74	3,997	4,135	44.1	207,832	215,001	2,295
Registered nurses .....	29.78	29.53	1,162	1,152	39.0	60,419	59,904	2,029
Therapists .....	23.33	22.59	900	896	38.6	46,778	46,575	2,005
Clinical laboratory technologists and technicians .....	23.05	24.95	901	947	39.1	46,837	49,234	2,032
Medical and clinical laboratory technologists .....	25.38	25.89	986	1,000	38.8	51,265	51,979	2,020
Diagnostic related technologists and technicians .....	25.68	24.38	1,006	975	39.2	52,333	50,700	2,038

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Radiologic technologists and technicians .....	\$25.72	\$24.38	\$1,005	\$975	39.1	\$52,246	\$50,700	2,032
Health diagnosing and treating practitioner support technicians ....	16.63	16.50	665	660	40.0	34,600	34,320	2,080
Pharmacy technicians .....	14.19	14.64	568	586	40.0	29,521	30,451	2,080
Licensed practical and licensed vocational nurses .....	21.22	20.56	800	814	37.7	41,598	42,328	1,960
<b>Healthcare support occupations .....</b>	<b>11.87</b>	<b>11.50</b>	<b>463</b>	<b>445</b>	<b>39.0</b>	<b>24,088</b>	<b>23,157</b>	<b>2,029</b>
Nursing, psychiatric, and home health aides .....	11.05	10.84	437	434	39.5	22,731	22,556	2,056
Home health aides .....	10.29	10.00	412	400	40.0	21,403	20,800	2,080
Nursing aides, orderlies, and attendants .....	12.01	11.39	468	443	39.0	24,329	23,046	2,026
Miscellaneous healthcare support occupations .....	14.05	14.00	529	516	37.6	27,507	26,832	1,958
Medical assistants .....	12.26	11.50	469	437	38.2	24,373	22,724	1,988
<b>Food preparation and serving related occupations .....</b>	<b>9.28</b>	<b>8.87</b>	<b>343</b>	<b>311</b>	<b>36.9</b>	<b>17,668</b>	<b>16,168</b>	<b>1,904</b>
First-line supervisors/managers, food preparation and serving workers ..	13.34	12.50	565	500	42.3	28,832	26,000	2,162
First-line supervisors/managers of food preparation and serving workers .....	12.95	12.50	553	500	42.7	28,771	26,000	2,221
Cooks .....	10.54	10.65	380	361	36.0	19,405	17,745	1,841
Cooks, institution and cafeteria .....	12.17	12.09	454	458	37.3	22,149	23,650	1,819
Food service, tipped .....	4.35	3.50	161	140	36.9	8,266	7,280	1,899
Fast food and counter workers .....	8.99	8.00	313	278	34.9	16,295	14,456	1,812
Combined food preparation and serving workers, including fast food .....	8.91	8.00	308	240	34.5	15,999	12,480	1,795
<b>Building and grounds cleaning and maintenance occupations .....</b>	<b>11.81</b>	<b>11.00</b>	<b>459</b>	<b>440</b>	<b>38.8</b>	<b>22,266</b>	<b>21,112</b>	<b>1,885</b>
Building cleaning workers .....	11.99	11.00	463	434	38.6	23,945	22,256	1,996
Janitors and cleaners, except maids and housekeeping cleaners .....	12.68	11.46	500	459	39.4	25,982	23,843	2,048
Maids and housekeeping cleaners .....	8.94	8.05	316	309	35.3	16,050	16,088	1,795
<b>Personal care and service occupations .....</b>	<b>13.00</b>	<b>10.15</b>	<b>503</b>	<b>384</b>	<b>38.7</b>	<b>26,105</b>	<b>19,988</b>	<b>2,008</b>
<b>Sales and related occupations .....</b>	<b>19.87</b>	<b>14.82</b>	<b>801</b>	<b>600</b>	<b>40.3</b>	<b>41,599</b>	<b>31,200</b>	<b>2,093</b>
First-line supervisors/managers, sales workers .....	26.66	22.55	1,109	909	41.6	57,663	47,268	2,163
First-line supervisors/managers of non-retail sales workers .....	31.70	26.79	1,333	1,072	42.0	69,314	55,727	2,186
Retail sales workers .....	13.46	11.16	539	434	40.0	27,905	22,090	2,073
Cashiers, all workers .....	9.56	8.50	382	340	39.9	19,848	17,680	2,075
Cashiers .....	9.56	8.50	382	340	39.9	19,848	17,680	2,075
Retail salespersons .....	13.77	12.04	553	481	40.2	28,759	25,037	2,089
Sales representatives, wholesale and manufacturing .....	27.16	25.00	1,097	1,000	40.4	56,931	52,000	2,096
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.22	26.11	1,145	1,045	40.6	59,405	54,315	2,105
<b>Office and administrative support occupations .....</b>	<b>15.97</b>	<b>15.02</b>	<b>631</b>	<b>595</b>	<b>39.5</b>	<b>32,820</b>	<b>30,940</b>	<b>2,055</b>
Financial clerks .....	15.21	14.54	599	573	39.4	31,137	29,786	2,047

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Billing and posting clerks and machine operators .....	\$15.06	\$14.54	\$592	\$582	39.3	\$30,778	\$30,249	2,044
Bookkeeping, accounting, and auditing clerks .....	17.17	17.84	657	714	38.3	34,167	37,116	1,989
Tellers .....	13.08	12.24	523	490	40.0	27,209	25,463	2,080
Customer service representatives .....	16.81	15.26	668	610	39.7	34,728	31,741	2,066
Receptionists and information clerks ..	12.69	12.00	504	480	39.7	26,212	24,960	2,066
Shipping, receiving, and traffic clerks .....	16.42	14.10	657	564	40.0	34,112	29,328	2,077
Stock clerks and order fillers .....	12.19	11.11	488	444	40.0	25,357	23,109	2,080
Secretaries and administrative assistants .....	17.85	16.59	698	654	39.1	36,271	34,000	2,032
Executive secretaries and administrative assistants .....	22.65	21.82	894	878	39.5	46,481	45,652	2,052
Medical secretaries .....	15.94	15.73	625	627	39.2	32,501	32,614	2,039
Secretaries, except legal, medical, and executive .....	14.27	14.33	552	569	38.7	28,699	29,582	2,011
Data entry and information processing workers .....	14.62	15.02	583	601	39.9	30,329	31,240	2,075
Insurance claims and policy processing clerks .....	17.82	18.44	694	714	38.9	36,066	37,151	2,024
Office clerks, general .....	13.93	13.60	542	500	38.9	28,194	26,001	2,024
<b>Construction and extraction occupations</b> .....	23.93	23.53	952	941	39.8	42,708	41,600	1,785
First-line supervisors/managers of construction trades and extraction workers .....	25.58	25.88	1,023	1,035	40.0	49,314	51,542	1,928
Construction laborers .....	18.89	20.00	747	800	39.6	36,897	41,600	1,953
Electricians .....	32.67	32.58	1,307	1,303	40.0	67,956	67,766	2,080
Pipelayers, plumbers, pipefitters, and steamfitters .....	23.63	24.48	945	979	40.0	39,122	27,280	1,655
Plumbers, pipefitters, and steamfitters .....	23.63	24.48	945	979	40.0	39,122	27,280	1,655
Miscellaneous construction and related workers .....	15.56	16.00	607	480	39.0	28,592	28,352	1,838
<b>Installation, maintenance, and repair occupations</b> .....	21.32	20.54	863	863	40.5	44,884	44,886	2,106
First-line supervisors/managers of mechanics, installers, and repairers .....	33.16	36.95	1,326	1,478	40.0	68,976	76,854	2,080
Bus and truck mechanics and diesel engine specialists .....	18.47	18.18	739	727	40.0	38,404	37,810	2,079
Industrial machinery installation, repair, and maintenance workers .....	26.47	25.85	1,059	1,034	40.0	55,060	53,768	2,080
Industrial machinery mechanics .....	28.98	32.43	1,159	1,297	40.0	60,283	67,454	2,080
Maintenance and repair workers, general .....	18.49	19.97	740	799	40.0	38,466	41,538	2,080
Millwrights .....	32.02	32.12	1,281	1,285	40.0	66,599	66,810	2,080
<b>Production occupations</b> .....	21.86	22.12	873	873	39.9	45,347	45,386	2,075
First-line supervisors/managers of production and operating workers .....	26.71	25.38	1,108	1,240	41.5	57,601	64,501	2,157
Miscellaneous assemblers and fabricators .....	25.57	28.45	1,023	1,138	40.0	53,184	59,176	2,080
Team assemblers .....	24.96	28.54	998	1,142	40.0	51,912	59,363	2,080
Computer control programmers and operators .....	25.68	26.28	1,027	1,051	40.0	53,423	54,662	2,080
Computer-controlled machine tool operators, metal and plastic .....	22.84	23.00	913	920	40.0	47,501	47,840	2,080

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Machine tool cutting setters, operators, and tenders, metal and plastic .....	\$20.95	\$20.27	\$838	\$811	40.0	\$43,433	\$41,351	2,073
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	20.38	17.25	815	690	40.0	42,290	35,880	2,075
Machinists .....	19.35	18.77	774	751	40.0	40,249	39,042	2,080
Multiple machine tool setters, operators, and tenders, metal and plastic .....	21.15	20.61	846	824	40.0	43,996	42,871	2,080
Tool and die makers .....	28.80	32.45	1,152	1,298	40.0	59,831	67,496	2,077
Welding, soldering, and brazing workers .....	26.18	28.43	1,047	1,137	40.0	54,455	59,134	2,080
Welders, cutters, solderers, and brazers .....	25.10	28.91	1,004	1,156	40.0	52,207	60,133	2,080
Laundry and dry-cleaning workers .....	9.94	9.54	374	340	37.6	19,451	17,701	1,958
Inspectors, testers, sorters, samplers, and weighers .....	20.40	16.95	816	678	40.0	42,433	35,256	2,080
Packaging and filling machine operators and tenders .....	13.89	14.50	555	580	40.0	28,885	30,160	2,079
Miscellaneous production workers .....	19.18	17.11	767	684	40.0	39,888	35,580	2,080
<b>Transportation and material moving occupations .....</b>	<b>20.93</b>	<b>16.66</b>	<b>801</b>	<b>666</b>	<b>38.3</b>	<b>41,397</b>	<b>33,799</b>	<b>1,978</b>
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	24.07	23.50	1,002	1,038	41.6	52,098	54,001	2,165
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	20.56	16.83	861	673	41.9	44,787	35,000	2,178
Driver/sales workers and truck drivers .....	17.42	18.00	680	665	39.1	34,326	32,760	1,970
Driver/sales workers .....	14.41	13.84	581	560	40.3	30,189	29,120	2,095
Truck drivers, heavy and tractor-trailer .....	18.58	18.42	713	725	38.4	35,301	34,112	1,900
Truck drivers, light or delivery services .....	17.60	12.98	704	519	40.0	36,615	26,998	2,080
Industrial truck and tractor operators ..	19.13	15.04	765	602	40.0	39,792	31,283	2,080
Laborers and material movers, hand ..	14.84	12.10	593	484	40.0	30,858	25,168	2,080
Laborers and freight, stock, and material movers, hand .....	16.13	13.10	645	524	40.0	33,556	27,248	2,080
Packers and packagers, hand .....	10.69	9.95	427	398	40.0	22,229	20,696	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$29.06	\$23.13	\$1,110	\$933	38.2	\$51,005	\$48,110	1,755
<b>Management occupations</b> .....	40.92	38.76	1,595	1,550	39.0	80,319	78,346	1,963
Education administrators .....	48.73	47.79	1,908	1,911	39.1	93,115	99,395	1,911
<b>Business and financial operations occupations</b> .....	25.49	24.14	1,017	966	39.9	52,240	50,211	2,050
<b>Computer and mathematical science occupations</b> .....	31.16	31.96	1,232	1,198	39.5	61,421	62,320	1,971
<b>Life, physical, and social science occupations</b> .....	24.62	19.23	948	769	38.5	46,300	41,003	1,880
<b>Community and social services occupations</b> .....	37.03	27.54	1,374	1,158	37.1	58,949	51,688	1,592
Social workers .....	37.33	24.85	1,397	994	37.4	60,359	51,688	1,617
Child, family, and school social workers .....	41.73	41.21	1,529	1,669	36.6	64,788	65,438	1,553
<b>Education, training, and library occupations</b> .....	45.10	47.88	1,561	1,638	34.6	59,855	62,441	1,327
Postsecondary teachers .....	59.68	57.40	2,283	2,291	38.2	86,889	82,907	1,456
Primary, secondary, and special education school teachers .....	50.16	52.39	1,695	1,772	33.8	63,366	65,225	1,263
Elementary and middle school teachers .....	51.69	54.72	1,734	1,796	33.5	64,400	65,225	1,246
Elementary school teachers, except special education .....	51.32	53.82	1,732	1,796	33.8	64,233	65,225	1,252
Middle school teachers, except special and vocational education .....	52.91	55.63	1,737	1,815	32.8	64,945	66,909	1,227
Secondary school teachers .....	51.81	55.26	1,722	1,796	33.2	63,858	65,847	1,232
Secondary school teachers, except special and vocational education .....	51.99	55.26	1,723	1,796	33.1	64,045	66,699	1,232
Special education teachers .....	43.27	40.87	1,558	1,486	36.0	60,263	57,424	1,393
Special education teachers, preschool, kindergarten, and elementary school .....	41.54	39.95	1,497	1,450	36.0	58,880	56,355	1,418
Librarians .....	24.94	23.61	963	934	38.6	49,028	48,880	1,966
Teacher assistants .....	16.03	14.93	536	532	33.4	20,479	19,170	1,278
<b>Healthcare practitioner and technical occupations</b> .....	25.65	24.15	1,011	966	39.4	50,510	50,234	1,969
Registered nurses .....	26.04	27.18	1,042	1,087	40.0	54,165	56,534	2,080
<b>Protective service occupations</b> .....	23.63	22.96	988	941	41.8	50,971	48,485	2,157
Fire fighters .....	21.24	21.52	1,026	1,085	48.3	53,371	56,400	2,513
Bailiffs, correctional officers, and jailers .....	21.99	22.09	879	884	40.0	45,731	45,947	2,080
Correctional officers and jailers .....	22.14	22.55	885	902	40.0	46,045	46,912	2,080
Police officers .....	26.36	24.27	1,060	971	40.2	55,118	50,482	2,091
Police and sheriff's patrol officers .....	26.36	24.27	1,060	971	40.2	55,118	50,482	2,091
<b>Building and grounds cleaning and maintenance occupations</b> .....	16.37	16.47	655	659	40.0	33,918	33,754	2,072
Building cleaning workers .....	16.08	15.80	643	632	40.0	33,312	33,754	2,072
Janitors and cleaners, except maids and housekeeping cleaners .....	16.08	15.80	643	632	40.0	33,312	33,754	2,072
<b>Office and administrative support occupations</b> .....	17.74	17.41	699	693	39.4	35,385	34,237	1,995
Financial clerks .....	18.55	18.51	738	740	39.8	38,352	38,501	2,067

See footnotes at end of table.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Secretaries and administrative assistants .....	\$18.54	\$18.24	\$724	\$728	39.1	\$35,465	\$35,512	1,913
Executive secretaries and administrative assistants .....	19.72	21.84	774	819	39.3	40,263	42,588	2,042
Secretaries, except legal, medical, and executive .....	17.48	17.32	680	693	38.9	32,331	32,323	1,850
Office clerks, general .....	15.59	15.75	621	632	39.8	32,298	32,872	2,072
<b>Construction and extraction occupations</b> .....	22.57	21.69	896	867	39.7	46,612	45,105	2,065
<b>Installation, maintenance, and repair occupations</b> .....	22.59	23.49	904	940	40.0	46,997	48,859	2,080
Industrial machinery installation, repair, and maintenance workers .....	22.22	23.75	889	950	40.0	46,212	49,400	2,080
Maintenance and repair workers, general .....	22.22	23.75	889	950	40.0	46,212	49,400	2,080
<b>Transportation and material moving occupations</b> .....	16.99	17.84	593	603	34.9	24,324	23,229	1,432
Bus drivers .....	17.21	17.84	578	555	33.6	22,433	23,063	1,303
Bus drivers, school .....	17.21	17.84	578	555	33.6	22,433	23,063	1,303

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Detroit-Warren-Flint, MI CSA, May 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$22.44	\$18.83	\$18.31	\$30.32
Management, professional, and related .....	36.15	36.75	29.87	38.85
Management, business, and financial .....	39.75	30.76	37.71	45.78
Professional and related .....	34.32	40.26	27.13	35.04
Service .....	10.19	9.38	10.27	12.66
Sales and office .....	15.94	15.56	15.30	18.15
Sales and related .....	17.22	17.00	15.70	31.26
Office and administrative support .....	15.35	14.51	15.15	17.12
Natural resources, construction, and maintenance .....	22.29	18.95	22.28	28.45
Construction and extraction .....	23.93	20.85	—	—
Installation, maintenance, and repair .....	21.12	16.64	21.37	26.62
Production, transportation, and material moving .....	20.92	15.02	15.90	28.52
Production .....	21.73	15.42	17.76	26.78
Transportation and material moving .....	19.74	14.62	13.98	32.81
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.6	9.9	3.9	3.4
Management, professional, and related .....	7.4	21.7	5.3	3.7
Management, business, and financial .....	6.0	7.5	6.0	7.5
Professional and related .....	10.7	31.4	3.9	2.4
Service .....	4.5	9.1	4.4	6.1
Sales and office .....	5.0	7.0	7.0	7.2
Sales and related .....	14.7	16.9	18.7	27.8
Office and administrative support .....	2.4	4.3	3.6	5.0
Natural resources, construction, and maintenance .....	4.6	5.3	9.5	6.2
Construction and extraction .....	3.3	3.6	—	—
Installation, maintenance, and repair .....	6.8	6.5	10.6	9.3
Production, transportation, and material moving .....	3.0	4.7	5.9	2.7
Production .....	3.4	5.7	8.1	3.5
Transportation and material moving .....	4.6	7.8	7.0	10.4

<sup>1</sup> 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.

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

<sup>3</sup> 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-time<sup>1</sup> private industry workers, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.88	\$15.75	\$785	\$616	39.5	\$40,205	\$31,720	2,022
<b>Management occupations</b> .....	36.31	32.70	1,513	1,435	41.7	78,654	74,621	2,166
Financial managers .....	31.29	30.21	1,360	1,269	43.5	70,606	66,000	2,257
<b>Business and financial operations occupations</b> ...	25.74	20.48	1,038	819	40.3	53,997	42,607	2,098
<b>Computer and mathematical science occupations</b> .....	29.96	33.00	1,198	1,320	40.0	62,310	68,642	2,080
<b>Architecture and engineering occupations</b> .....	28.32	27.63	1,138	1,105	40.2	59,198	57,462	2,091
Engineers .....	33.62	33.51	1,356	1,400	40.3	70,514	72,800	2,098
Mechanical engineers .....	30.52	26.58	1,244	1,063	40.8	64,705	55,291	2,120
<b>Arts, design, entertainment, sports, and media occupations</b> .....	30.50	31.59	1,215	1,264	39.8	63,190	65,711	2,072
<b>Healthcare practitioner and technical occupations</b> .....	64.85	48.30	2,709	1,923	41.8	140,845	100,000	2,172
<b>Food preparation and serving related occupations</b> .....	8.41	8.00	301	278	35.8	15,517	14,456	1,845
Food service, tipped .....	4.66	3.50	173	153	37.2	8,912	7,956	1,913
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.47	8.50	352	322	37.2	16,311	16,283	1,722
Building cleaning workers .....	9.14	8.33	330	313	36.1	17,120	16,283	1,873
Janitors and cleaners, except maids and housekeeping cleaners .....	10.20	8.50	385	340	37.7	19,901	17,680	1,950
<b>Sales and related occupations</b> .....	18.86	15.00	763	625	40.4	39,564	32,363	2,097
First-line supervisors/managers, sales workers .....	22.44	26.79	954	1,072	42.5	49,630	55,727	2,211
Retail sales workers .....	14.09	9.87	564	354	40.0	29,192	18,414	2,071
Retail salespersons .....	14.22	12.04	572	481	40.2	29,738	25,037	2,091
Sales representatives, wholesale and manufacturing .....	26.19	25.00	1,061	1,000	40.5	55,029	52,000	2,101
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	27.04	27.16	1,107	1,104	40.9	57,313	57,402	2,119
<b>Office and administrative support occupations</b> ....	14.98	14.54	587	566	39.2	30,502	29,426	2,036
Financial clerks .....	14.94	14.41	579	543	38.8	30,120	28,239	2,016
Billing and posting clerks and machine operators .....	14.75	14.54	574	582	38.9	29,859	30,249	2,024
Bookkeeping, accounting, and auditing clerks ...	17.16	17.84	643	629	37.5	33,444	32,731	1,949
Tellers .....	12.60	12.22	504	489	40.0	26,215	25,411	2,080
Customer service representatives .....	15.19	15.53	605	621	39.9	31,474	32,302	2,072
Secretaries and administrative assistants .....	14.88	15.49	570	596	38.3	29,619	30,990	1,990
Executive secretaries and administrative assistants .....	20.17	18.68	790	747	39.2	41,057	38,859	2,036
Secretaries, except legal, medical, and executive .....	11.84	9.50	446	380	37.7	23,207	19,760	1,960
Office clerks, general .....	13.05	12.50	503	488	38.5	26,120	25,399	2,002
<b>Construction and extraction occupations</b> .....	20.84	20.00	827	800	39.7	39,091	36,491	1,876
First-line supervisors/managers of construction trades and extraction workers .....	25.58	25.88	1,023	1,035	40.0	49,314	51,542	1,928
Construction laborers .....	18.89	20.00	747	800	39.6	36,897	41,600	1,953
<b>Installation, maintenance, and repair occupations</b> .....	16.62	12.99	685	519	41.2	35,616	27,011	2,143
<b>Production occupations</b> .....	15.39	14.60	610	584	39.7	31,725	30,368	2,061
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.56	14.60	662	584	40.0	34,353	30,368	2,075

See footnotes at end of table.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$14.99	\$14.29	\$588	\$538	39.2	\$30,008	\$28,001	2,002
Driver/sales workers and truck drivers .....	16.71	16.63	648	650	38.7	32,333	32,396	1,934
Truck drivers, heavy and tractor-trailer .....	18.59	18.57	708	665	38.1	34,716	33,799	1,867
Laborers and material movers, hand .....	10.86	10.25	434	410	40.0	22,587	21,320	2,080
Laborers and freight, stock, and material movers, hand .....	11.72	11.75	469	470	40.0	24,388	24,440	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Detroit-Warren-Flint, MI CSA, May 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$26.29	\$24.31	\$1,043	\$972	39.7	\$53,808	\$49,795	2,047
<b>Management occupations</b> .....	50.43	51.37	2,024	2,063	40.1	105,267	107,288	2,088
Marketing and sales managers .....	42.38	33.89	1,685	1,356	39.8	87,625	70,497	2,068
Industrial production managers .....	46.45	46.44	1,858	1,857	40.0	96,626	96,587	2,080
Medical and health services managers .....	29.35	31.24	1,183	1,249	40.3	61,514	64,973	2,096
<b>Business and financial operations occupations</b> ...	35.67	33.69	1,421	1,340	39.8	73,899	69,701	2,072
Buyers and purchasing agents .....	30.85	30.49	1,234	1,220	40.0	64,168	63,423	2,080
Human resources, training, and labor relations specialists .....	35.72	32.90	1,424	1,316	39.9	74,070	68,430	2,074
<b>Computer and mathematical science occupations</b> .....	36.19	36.12	1,463	1,481	40.4	76,065	77,000	2,102
Computer software engineers .....	42.15	38.93	1,686	1,557	40.0	87,666	80,974	2,080
Computer support specialists .....	20.89	18.10	827	724	39.6	42,986	37,656	2,058
Computer systems analysts .....	41.48	43.37	1,657	1,726	40.0	86,182	89,752	2,078
Network and computer systems administrators .....	31.77	32.74	1,357	1,262	42.7	70,539	65,603	2,221
<b>Architecture and engineering occupations</b> .....	37.43	38.22	1,513	1,539	40.4	78,640	80,009	2,101
Engineers .....	40.58	40.29	1,645	1,633	40.5	85,540	84,895	2,108
Mechanical engineers .....	36.38	36.54	1,575	1,600	43.3	81,878	83,200	2,251
Engineering technicians, except drafters .....	28.40	29.76	1,136	1,190	40.0	58,998	61,828	2,078
<b>Community and social services occupations</b> .....	18.28	17.16	731	686	40.0	38,019	35,687	2,080
Social workers .....	18.17	17.01	727	680	40.0	37,802	35,372	2,080
<b>Education, training, and library occupations</b> .....	21.94	17.60	863	704	39.3	40,009	35,000	1,824
<b>Arts, design, entertainment, sports, and media occupations</b> .....	32.27	33.05	1,277	1,377	39.6	62,713	65,501	1,943
<b>Healthcare practitioner and technical occupations</b> .....	26.91	25.90	1,051	995	39.1	54,674	51,730	2,032
Physicians and surgeons .....	44.13	21.84	1,768	892	40.1	91,961	46,384	2,084
Registered nurses .....	29.81	29.56	1,163	1,134	39.0	60,458	58,989	2,028
Therapists .....	22.46	21.90	890	861	39.6	46,283	44,762	2,061
Clinical laboratory technologists and technicians .....	23.05	24.95	901	947	39.1	46,837	49,234	2,032
Medical and clinical laboratory technologists .....	25.38	25.89	986	1,000	38.8	51,265	51,979	2,020
Diagnostic related technologists and technicians .....	25.62	23.92	1,013	957	39.5	52,660	49,754	2,056
Radiologic technologists and technicians .....	25.65	23.36	1,012	918	39.4	52,614	47,757	2,051
Health diagnosing and treating practitioner support technicians .....	16.75	16.57	670	663	40.0	34,847	34,466	2,080
Pharmacy technicians .....	14.19	14.64	568	586	40.0	29,521	30,451	2,080
Licensed practical and licensed vocational nurses .....	21.22	20.56	800	814	37.7	41,575	42,307	1,960
<b>Healthcare support occupations</b> .....	11.54	11.24	455	443	39.4	23,635	23,010	2,048
Nursing, psychiatric, and home health aides .....	11.05	10.84	437	434	39.5	22,726	22,556	2,056
Home health aides .....	10.29	10.00	412	400	40.0	21,403	20,800	2,080
Nursing aides, orderlies, and attendants .....	12.01	11.39	468	443	39.0	24,326	23,046	2,026
Miscellaneous healthcare support occupations .....	14.01	13.50	541	516	38.6	28,125	26,832	2,008
<b>Food preparation and serving related occupations</b> .....	10.87	10.90	426	428	39.2	22,005	22,360	2,025
Cooks .....	11.50	11.40	429	424	37.3	22,300	22,048	1,939
Cooks, institution and cafeteria .....	11.77	12.09	471	484	40.0	24,485	25,143	2,080
Fast food and counter workers .....	10.35	10.49	414	419	40.0	21,523	21,809	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	13.39	11.85	536	474	40.0	26,966	23,845	2,014
Building cleaning workers .....	13.42	11.62	537	465	40.0	27,701	23,845	2,065
Janitors and cleaners, except maids and housekeeping cleaners .....	13.43	11.46	537	459	40.0	27,943	23,845	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-time<sup>1</sup> private industry workers, Detroit-Warren-Flint, MI CSA, May 2007** — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Sales and related occupations</b> .....	\$22.51	\$14.48	\$902	\$579	40.1	\$46,902	\$30,114	2,083
<b>Office and administrative support occupations</b> ....	16.73	15.30	666	609	39.8	34,622	31,658	2,069
First-line supervisors/managers of office and administrative support workers .....	20.34	19.24	814	770	40.0	42,312	40,019	2,080
Financial clerks .....	15.47	15.87	618	635	40.0	32,134	32,999	2,077
Billing and posting clerks and machine operators .....	15.52	15.87	619	635	39.9	32,214	32,999	2,076
Bookkeeping, accounting, and auditing clerks ...	17.21	17.87	687	715	39.9	35,709	37,163	2,075
Tellers .....	13.56	12.25	542	490	40.0	28,203	25,480	2,080
Customer service representatives .....	17.22	15.12	684	605	39.7	35,556	31,456	2,065
Receptionists and information clerks .....	12.64	13.60	506	544	40.0	26,300	28,284	2,080
Shipping, receiving, and traffic clerks .....	17.38	14.10	695	564	40.0	36,098	29,328	2,076
Stock clerks and order fillers .....	13.03	12.75	521	510	40.0	27,111	26,520	2,080
Secretaries and administrative assistants .....	19.63	17.97	776	708	39.6	40,378	36,795	2,057
Executive secretaries and administrative assistants .....	24.06	24.76	954	990	39.6	49,597	51,501	2,061
Secretaries, except legal, medical, and executive .....	16.18	15.90	639	622	39.5	33,219	32,349	2,053
Office clerks, general .....	15.94	15.11	637	604	40.0	33,127	31,429	2,078
<b>Construction and extraction occupations</b> .....	31.22	32.29	1,248	1,292	40.0	49,998	66,810	1,602
Electricians .....	32.67	32.58	1,307	1,303	40.0	67,956	67,766	2,080
Pipelayers, plumbers, pipefitters, and steamfitters .....	29.82	32.12	1,193	1,285	40.0	62,024	66,810	2,080
Plumbers, pipefitters, and steamfitters .....	29.82	32.12	1,193	1,285	40.0	62,024	66,810	2,080
<b>Installation, maintenance, and repair occupations</b> .....	24.71	26.53	988	1,061	40.0	51,400	55,182	2,080
First-line supervisors/managers of mechanics, installers, and repairers .....	35.17	37.77	1,407	1,511	40.0	73,144	78,570	2,080
Bus and truck mechanics and diesel engine specialists .....	19.13	18.18	765	727	40.0	39,758	37,810	2,078
Industrial machinery installation, repair, and maintenance workers .....	28.79	32.43	1,152	1,297	40.0	59,879	67,454	2,080
Industrial machinery mechanics .....	30.41	32.58	1,216	1,303	40.0	63,247	67,766	2,080
Millwrights .....	32.02	32.12	1,281	1,285	40.0	66,599	66,810	2,080
<b>Production occupations</b> .....	23.81	28.19	953	1,128	40.0	49,509	58,635	2,079
First-line supervisors/managers of production and operating workers .....	28.64	31.37	1,146	1,255	40.0	59,566	65,248	2,080
Miscellaneous assemblers and fabricators .....	26.65	28.45	1,066	1,138	40.0	55,428	59,176	2,080
Team assemblers .....	24.96	28.54	998	1,142	40.0	51,912	59,363	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	22.82	23.35	913	934	40.0	47,296	47,634	2,072
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic ....	22.10	22.31	884	892	40.0	45,821	43,819	2,073
Machinists .....	19.35	18.77	774	751	40.0	40,249	39,042	2,080
Multiple machine tool setters, operators, and tenders, metal and plastic .....	21.95	24.54	878	982	40.0	45,646	51,043	2,080
Tool and die makers .....	30.18	32.52	1,207	1,301	40.0	62,686	67,650	2,077
Welding, soldering, and brazing workers .....	28.48	28.43	1,139	1,137	40.0	59,234	59,134	2,080
Laundry and dry-cleaning workers .....	11.23	10.45	449	418	40.0	23,367	21,736	2,080
Inspectors, testers, sorters, samplers, and weighers .....	23.84	28.01	954	1,120	40.0	49,589	58,263	2,080
Miscellaneous production workers .....	20.90	17.11	836	684	40.0	43,480	35,580	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-time<sup>1</sup> private industry workers, Detroit-Warren-Flint, MI CSA, May 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Transportation and material moving occupations</b> .....	\$24.02	\$18.25	\$908	\$730	37.8	\$47,211	\$37,960	1,966
Driver/sales workers and truck drivers .....	19.42	18.42	777	737	40.0	40,392	38,314	2,080
Industrial truck and tractor operators .....	19.57	15.75	783	630	40.0	40,709	32,750	2,080
Laborers and material movers, hand .....	16.63	13.52	665	541	40.0	34,591	28,122	2,080
Laborers and freight, stock, and material movers, hand .....	18.03	18.76	721	750	40.0	37,491	39,021	2,080

<sup>1</sup> 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.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Detroit-Warren-Flint, MI CSA, May 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$25.64	\$23.97	\$29.36	\$22.16	\$22.01	\$25.38
Management, professional, and related .....	39.17	32.48	40.56	35.92	36.27	31.36
Management, business, and financial .....	41.19	—	37.53	39.39	39.59	37.27
Professional and related .....	38.97	29.25	40.81	34.07	34.55	27.11
Service .....	17.35	12.39	20.43	10.05	9.91	13.50
Sales and office .....	17.48	17.06	18.04	15.98	15.85	19.44
Sales and related .....	—	—	—	17.77	17.43	—
Office and administrative support .....	18.03	17.99	18.07	15.13	15.07	16.33
Natural resources, construction, and maintenance ....	26.54	27.13	22.46	16.37	16.27	—
Construction and extraction .....	26.36	26.93	22.43	17.61	17.39	—
Installation, maintenance, and repair .....	26.74	27.35	22.49	15.83	15.80	—
Production, transportation, and material moving .....	24.66	24.91	17.20	15.52	15.55	—
Production .....	24.98	24.99	—	16.77	16.77	—
Transportation and material moving .....	24.18	24.77	16.97	14.01	14.05	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	2.3	2.9	3.0	5.9	6.2	11.9
Management, professional, and related .....	3.7	12.3	3.9	7.5	7.9	17.0
Management, business, and financial .....	11.5	—	12.5	5.9	6.2	20.2
Professional and related .....	3.7	10.9	3.7	11.0	11.6	14.0
Service .....	5.1	6.2	4.3	4.9	5.2	6.5
Sales and office .....	5.5	9.5	3.2	4.9	5.1	10.6
Sales and related .....	—	—	—	15.0	15.0	—
Office and administrative support .....	5.3	9.9	3.1	1.9	2.0	6.2
Natural resources, construction, and maintenance ....	2.4	2.9	4.7	7.4	7.5	—
Construction and extraction .....	3.3	4.3	2.8	16.5	17.4	—
Installation, maintenance, and repair .....	3.7	4.3	9.2	7.2	7.2	—
Production, transportation, and material moving .....	2.8	2.8	3.8	5.0	5.0	—
Production .....	2.1	2.1	—	8.5	8.5	—
Transportation and material moving .....	5.1	5.5	5.0	6.4	6.4	—

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</sup> 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.

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

information.

<sup>4</sup> 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 workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Detroit-Warren-Flint, MI CSA, May 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$22.80	\$22.01	\$31.40	\$31.40
Management, professional, and related .....	35.32	34.76	—	—
Management, business, and financial .....	39.81	40.14	—	—
Professional and related .....	33.38	32.09	—	—
Service .....	11.54	9.77	—	—
Sales and office .....	15.89	15.61	19.28	19.28
Sales and related .....	16.69	16.23	20.14	20.14
Office and administrative support .....	15.64	15.40	—	—
Natural resources, construction, and maintenance .....	22.39	22.38	—	—
Construction and extraction .....	—	23.93	—	—
Installation, maintenance, and repair .....	21.30	21.21	—	—
Production, transportation, and material moving .....	20.84	20.94	18.28	18.28
Production .....	21.73	21.73	—	—
Transportation and material moving .....	19.60	19.77	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.2	3.6	32.3	32.3
Management, professional, and related .....	3.8	4.7	—	—
Management, business, and financial .....	5.2	5.6	—	—
Professional and related .....	4.1	5.3	—	—
Service .....	3.5	3.6	—	—
Sales and office .....	5.1	5.5	7.0	7.0
Sales and related .....	19.2	19.4	7.2	7.2
Office and administrative support .....	2.0	2.3	—	—
Natural resources, construction, and maintenance .....	4.3	4.7	—	—
Construction and extraction .....	—	3.3	—	—
Installation, maintenance, and repair .....	6.8	7.2	—	—
Production, transportation, and material moving .....	2.9	3.0	21.7	21.7
Production .....	3.4	3.4	—	—
Transportation and material moving .....	4.4	4.7	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Workers are classified by occupation using the 2000

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

<sup>4</sup> 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 sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Detroit-Warren-Flint, MI CSA, May 2007

Occupational group <sup>3</sup>	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
<b>All workers</b> .....	-	\$28.03	-	\$28.42	-	-	\$24.05	-	-
Management, professional, and related .....	-	42.08	-	36.91	-	-	34.60	-	-
Management, business, and financial .....	-	47.53	-	45.60	-	-	31.57	-	-
Professional and related .....	-	36.84	-	32.92	-	-	34.86	-	-
Service .....	-	20.00	-	-	-	-	11.43	-	-
Sales and office .....	-	19.92	-	20.80	-	-	15.17	-	-
Sales and related .....	-	22.48	-	-	-	-	-	-	-
Office and administrative support .....	-	17.81	-	20.39	-	-	15.17	-	-
Natural resources, construction, and maintenance .....	-	29.64	-	22.88	-	-	-	-	-
Installation, maintenance, and repair .....	-	29.99	-	22.87	-	-	-	-	-
Production, transportation, and material moving .....	-	22.85	-	-	-	-	13.30	-	-
Production .....	-	23.23	-	-	-	-	12.99	-	-
Transportation and material moving .....	-	20.25	-	-	-	-	-	-	-
Relative error <sup>4</sup> (percent)									
<b>All workers</b> .....	-	2.4	-	1.3	-	-	21.0	-	-
Management, professional, and related .....	-	4.5	-	9.1	-	-	25.0	-	-
Management, business, and financial .....	-	8.5	-	.0	-	-	17.3	-	-
Professional and related .....	-	3.7	-	18.2	-	-	26.6	-	-
Service .....	-	9.7	-	-	-	-	2.7	-	-
Sales and office .....	-	3.5	-	18.9	-	-	5.1	-	-
Sales and related .....	-	10.0	-	-	-	-	-	-	-
Office and administrative support .....	-	5.4	-	24.7	-	-	5.1	-	-
Natural resources, construction, and maintenance .....	-	.7	-	18.8	-	-	-	-	-
Installation, maintenance, and repair .....	-	2.5	-	18.9	-	-	-	-	-
Production, transportation, and material moving .....	-	4.1	-	-	-	-	5.8	-	-
Production .....	-	3.6	-	-	-	-	6.6	-	-
Transportation and material moving .....	-	9.7	-	-	-	-	-	-	-

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

<sup>2</sup> 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.

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

<sup>4</sup> 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. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Detroit–Warren–Flint, MI, Combined Statistical Area (CSA) includes:

- Ann Arbor, MI, Metropolitan Statistical Area: Washtenaw County, MI
- Detroit–Warren–Livonia, MI, Metropolitan Statistical Area: Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne Counties, MI
- Flint, MI, Metropolitan Statistical Area: Genesee County, MI
- Monroe, MI, Metropolitan Statistical Area: Monroe County, MI

### Sampling frame

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

### Sample design

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

## Data collection

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

### Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs

2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

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

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

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

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as be-

ing 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 nonre-

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

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

### Estimation

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

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

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

### Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of

work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

### Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Detroit-Warren-Flint, MI CSA, May 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	2,162,200	1,866,300	295,800
Management, professional, and related .....	669,600	514,500	155,100
Management, business, and financial .....	176,500	153,900	22,600
Professional and related .....	493,100	360,600	132,500
Service .....	449,000	373,600	75,400
Sales and office .....	488,700	448,500	40,200
Sales and related .....	151,500	149,300	–
Office and administrative support .....	337,200	299,200	38,100
Natural resources, construction, and maintenance ....	139,600	129,200	10,400
Construction and extraction .....	64,800	59,200	5,600
Installation, maintenance, and repair .....	74,800	70,000	4,800
Production, transportation, and material moving .....	415,300	400,500	14,700
Production .....	223,800	223,400	–
Transportation and material moving .....	191,500	177,100	14,400

<sup>1</sup> 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.

<sup>2</sup> 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, Detroit-Warren-Flint, MI CSA, May 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	67,882	66,120	1,761
Total in sample .....	732	661	71
Responding .....	475	407	68
Refused or unable to provide data .....	157	154	3
Out of business or not in survey scope .....	100	100	0

<sup>1</sup> 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.