

Detroit–Warren–Flint, MI National Compensation Survey May 2008



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Detroit–Warren–Flint, MI, Combined Statistical Area (CSA). Data were collected between September 2007 and October 2008; the average reference month is May 2008. 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 (NCS) 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 NCS is in its second year of a six-year transition from a sample of areas based on the U.S. Office of Management and Budget (OMB) December 1993 area definitions to a new sample of areas based on the December 2003 area definitions. The NCS is phasing in new metropolitan and micropolitan areas as defined by OMB and county clusters defined specifically by BLS; at the same time, some areas under the December 1993 OMB definitions are being phased out of the sample.

About the tables

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

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

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

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

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time

workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

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

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local

government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Detroit-Warren-Flint, MI CSA, May 2008

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$23.59	3.5	34.8	\$22.85	3.9	34.8	\$28.98	4.7	34.7
Worker characteristics^{4,5}									
Management, professional, and related	36.71	5.3	35.8	36.29	6.4	36.1	38.57	6.0	34.4
Management, business, and financial	37.40	3.8	39.6	37.25	3.9	39.9	38.62	14.9	37.3
Professional and related	36.40	7.6	34.3	35.79	9.8	34.4	38.56	4.6	33.7
Service	11.66	2.7	29.6	9.91	3.3	28.8	19.82	3.5	34.0
Sales and office	16.80	3.5	35.0	16.59	3.8	34.8	18.94	4.8	37.3
Sales and related	18.73	9.7	33.0	18.40	9.7	32.9	—	—	—
Office and administrative support	16.00	2.3	35.9	15.75	2.6	35.7	17.82	2.9	37.2
Natural resources, construction, and maintenance	22.84	3.5	40.0	22.83	3.8	40.0	22.99	4.3	39.8
Construction and extraction	24.12	4.9	39.6	24.24	5.6	39.6	23.02	2.3	39.7
Installation, maintenance, and repair	21.98	4.6	40.3	21.92	4.9	40.3	22.94	8.7	40.0
Production, transportation, and material moving	21.19	2.5	36.8	21.29	2.6	37.0	16.68	3.6	28.1
Production	21.77	2.7	39.3	21.77	2.7	39.3	—	—	—
Transportation and material moving	20.43	4.8	33.9	20.62	5.1	34.2	16.46	4.8	27.7
Full time	25.00	3.4	39.4	24.31	3.8	39.6	29.77	4.0	38.2
Part time	14.21	7.2	19.5	13.50	7.6	19.6	21.53	19.7	18.6
Union	26.65	2.0	36.6	25.02	2.3	36.7	30.03	3.4	36.3
Nonunion	22.47	4.9	34.2	22.29	5.0	34.3	26.23	12.6	31.1
Time	23.14	2.3	34.9	22.29	2.5	34.9	28.98	4.7	34.7
Incentive	31.81	28.1	33.4	31.81	28.1	33.4	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	26.66	1.8	39.8	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	21.74	5.0	33.6	(⁶)	(⁶)	(⁶)
1-99 workers	19.78	8.8	33.3	19.78	8.9	33.4	20.16	10.9	28.3
100-499 workers	19.91	2.0	35.0	19.27	2.1	35.1	26.52	4.2	33.9
500 workers or more	30.47	2.7	36.4	30.55	3.0	36.7	30.24	5.9	35.4

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

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

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

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

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

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

⁶ Estimates for goods-producing and service-providing industries are published for private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$23.59	3.5	\$25.00	3.4	\$14.21	7.2
Management occupations	43.50	4.2	42.90	4.1	—	—
Level 9	29.42	5.3	29.42	5.3	—	—
Level 10	34.78	5.8	34.78	5.8	—	—
Level 11	42.02	4.2	42.02	4.2	—	—
Level 12	57.59	5.4	57.59	5.4	—	—
Level 13	59.70	5.1	59.70	5.1	—	—
Not able to be leveled	45.80	8.2	43.98	6.8	—	—
General and operations managers	39.55	18.0	39.55	18.0	—	—
Marketing and sales managers	46.47	12.7	46.47	12.7	—	—
Not able to be leveled	51.84	24.4	51.84	24.4	—	—
Marketing managers	42.57	8.1	42.57	8.1	—	—
Computer and information systems managers	56.06	6.6	56.06	6.6	—	—
Financial managers	35.24	7.8	35.24	7.8	—	—
Level 9	26.79	10.3	26.79	10.3	—	—
Industrial production managers	44.77	5.7	44.77	5.7	—	—
Construction managers	29.63	12.0	29.63	12.0	—	—
Education administrators	54.21	5.8	46.62	8.3	—	—
Education administrators, postsecondary	52.88	8.4	—	—	—	—
Engineering managers	58.35	7.3	58.35	7.3	—	—
Business and financial operations occupations	31.34	4.4	31.54	4.9	23.75	11.0
Level 7	24.77	5.1	24.77	5.1	—	—
Level 8	23.63	9.3	23.63	9.3	—	—
Level 9	29.20	4.2	29.60	4.0	—	—
Level 10	31.83	9.8	31.75	10.4	—	—
Level 11	41.96	5.8	42.09	5.9	—	—
Level 12	43.42	5.8	43.42	5.8	—	—
Not able to be leveled	32.10	14.3	32.08	14.6	—	—
Buyers and purchasing agents	28.42	8.0	28.42	8.0	—	—
Level 9	28.95	7.5	28.95	7.5	—	—
Purchasing agents, except wholesale, retail, and farm products	28.68	9.3	28.68	9.3	—	—
Human resources, training, and labor relations specialists	34.22	11.9	34.24	12.1	—	—
Management analysts	38.04	5.0	38.04	5.0	—	—
Accountants and auditors	30.57	8.7	30.52	8.8	—	—
Computer and mathematical science occupations	35.85	3.4	35.93	3.3	—	—
Level 6	20.75	7.1	20.75	7.1	—	—
Level 7	23.59	2.4	23.59	2.4	—	—
Level 8	31.97	4.7	31.97	4.7	—	—
Level 9	33.38	5.7	33.38	5.7	—	—
Level 10	38.78	1.7	38.78	1.7	—	—
Level 11	42.27	5.5	42.27	5.5	—	—
Not able to be leveled	33.89	14.0	33.89	14.0	—	—
Computer programmers	30.63	9.0	30.63	9.0	—	—
Computer software engineers	45.05	2.4	45.05	2.4	—	—
Computer software engineers, systems software	46.19	3.5	46.19	3.5	—	—
Computer support specialists	20.60	4.2	20.60	4.2	—	—
Computer systems analysts	38.06	3.9	38.06	3.9	—	—
Level 10	38.35	3.1	38.35	3.1	—	—
Network and computer systems administrators	33.95	6.8	33.95	6.8	—	—
Architecture and engineering occupations	36.05	3.1	36.30	3.1	—	—
Level 7	26.67	9.2	26.67	9.2	—	—
Level 8	30.10	3.6	—	—	—	—
Level 9	34.45	3.2	34.47	3.3	—	—
Level 11	41.95	1.7	41.95	1.7	—	—
Level 12	44.79	4.6	44.79	4.6	—	—
Not able to be leveled	37.21	5.2	37.43	5.2	—	—
Engineers	39.66	4.3	39.70	4.4	—	—
Level 9	34.85	3.6	34.89	3.7	—	—
Level 11	41.85	1.8	41.85	1.8	—	—
Level 12	44.79	4.6	44.79	4.6	—	—
Not able to be leveled	40.03	3.7	40.03	3.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Architecture and engineering occupations —Continued						
Industrial engineers, including health and safety	\$39.58	2.0	\$39.95	1.9	—	—
Industrial engineers	40.24	1.3	40.68	.9	—	—
Mechanical engineers	36.01	.4	36.01	.4	—	—
Level 9	34.10	5.8	34.10	5.8	—	—
Not able to be leveled	36.51	4.5	36.51	4.5	—	—
Drafters	26.40	9.3	24.81	10.1	—	—
Engineering technicians, except drafters	25.32	3.3	25.55	3.2	—	—
Level 7	24.80	10.6	24.80	10.6	—	—
Mechanical engineering technicians	24.39	3.2	24.49	3.3	—	—
Life, physical, and social science occupations						
Not able to be leveled	24.84	17.4	26.27	19.0	—	—
Life scientists	30.06	34.3	—	—	—	—
	26.08	28.1	—	—	—	—
Community and social services occupations						
Level 7	24.58	9.8	25.41	11.8	\$20.98	14.3
Level 9	16.88	2.8	—	—	—	—
Counselors	25.97	11.3	26.36	14.0	—	—
Educational, vocational, and school counselors	31.76	29.5	32.62	33.2	—	—
Social workers	32.62	33.2	32.62	33.2	—	—
Level 9	24.81	6.8	25.70	8.1	—	—
Child, family, and school social workers	23.91	6.7	23.85	8.7	—	—
Miscellaneous community and social service specialists	31.46	22.9	31.46	22.9	—	—
	16.59	15.0	—	—	—	—
Legal occupations						
Lawyers	53.82	7.3	53.82	7.3	—	—
	57.48	5.9	57.48	5.9	—	—
Education, training, and library occupations						
Level 3	39.38	7.1	40.81	8.0	18.16	13.8
Level 4	12.84	9.2	12.78	8.6	—	—
Level 5	15.06	4.5	15.23	6.0	—	—
Level 7	14.19	8.9	—	—	—	—
Level 9	19.96	13.6	—	—	—	—
Level 11	49.15	2.1	49.44	2.0	—	—
Level 12	58.91	18.2	61.03	17.9	—	—
Not able to be leveled	55.59	16.0	56.08	16.9	—	—
Postsecondary teachers	40.14	24.3	44.52	25.5	—	—
Level 11	58.21	14.7	60.27	14.9	32.56	19.2
Level 12	62.17	16.7	65.00	16.2	—	—
Math and computer teachers, postsecondary	55.59	16.0	56.08	16.9	—	—
Arts, communications, and humanities teachers, postsecondary	56.26	28.7	—	—	—	—
Primary, secondary, and special education school teachers	65.60	9.8	—	—	—	—
Level 9	47.44	2.1	47.68	2.1	—	—
Preschool and kindergarten teachers	50.99	1.3	51.15	1.0	—	—
Elementary and middle school teachers	24.83	40.0	24.83	40.0	—	—
Level 9	50.42	4.4	50.77	4.2	—	—
Elementary school teachers, except special education	52.99	.4	52.99	.4	—	—
Level 9	49.63	5.3	50.05	5.3	—	—
Middle school teachers, except special and vocational education	52.87	1.7	52.87	1.7	—	—
Level 9	53.40	3.6	53.40	3.6	—	—
Secondary school teachers	53.40	3.6	53.40	3.6	—	—
Level 9	48.95	6.8	49.27	6.3	—	—
Secondary school teachers, except special and vocational education	51.00	3.8	51.42	3.2	—	—
Level 9	48.97	7.0	49.30	6.6	—	—
Special education teachers	51.02	3.9	51.45	3.3	—	—
Level 9	44.33	1.8	44.33	1.8	—	—
Special education teachers, preschool, kindergarten, and elementary school	44.33	1.8	44.33	1.8	—	—
Level 9	42.34	5.3	42.34	5.3	—	—
Other teachers and instructors	42.34	5.3	42.34	5.3	—	—
	20.89	18.7	—	—	13.78	17.4

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Librarians	\$25.88	8.4	\$25.88	8.4	—	—
Teacher assistants	13.31	5.0	13.46	7.4	\$12.47	11.8
Level 3	12.84	9.2	12.78	8.6	—	—
Level 4	15.06	4.5	15.23	6.0	—	—
Arts, design, entertainment, sports, and media occupations						
.....	30.96	6.1	31.06	6.7	30.14	19.1
Not able to be leveled	29.03	9.9	28.33	11.4	30.14	19.1
Writers and editors	34.00	3.7	33.44	3.5	—	—
Healthcare practitioner and technical occupations						
.....	38.78	20.6	37.84	19.1	42.24	27.4
Level 4	13.80	3.2	13.80	3.2	—	—
Level 5	24.48	16.9	19.51	5.0	—	—
Level 6	20.80	4.3	20.57	4.4	—	—
Level 7	27.26	5.5	27.66	5.6	—	—
Level 8	27.39	3.6	27.34	5.8	—	—
Level 9	29.81	2.0	29.10	1.2	32.29	5.7
Level 11	47.23	7.2	46.93	9.4	—	—
Not able to be leveled	33.93	19.8	36.13	34.4	—	—
Physicians and surgeons	101.14	13.0	92.15	11.9	—	—
Registered nurses	30.31	.4	30.19	2.0	30.53	3.0
Level 9	29.83	1.1	29.62	1.0	30.51	2.3
Therapists	34.21	8.7	33.85	2.8	34.83	22.9
Level 9	34.62	11.1	—	—	—	—
Clinical laboratory technologists and technicians	22.75	2.0	23.03	2.8	—	—
Medical and clinical laboratory technologists	25.88	6.2	26.06	5.9	—	—
Diagnostic related technologists and technicians	29.72	11.3	26.46	1.5	—	—
Radiologic technologists and technicians	26.11	.2	26.34	.7	—	—
Health diagnosing and treating practitioner support technicians	15.90	3.0	15.90	3.0	—	—
Pharmacy technicians	13.72	1.8	13.72	1.8	—	—
Licensed practical and licensed vocational nurses	21.33	2.8	21.17	2.3	—	—
Level 6	21.23	3.9	20.98	3.3	—	—
Healthcare support occupations						
.....	12.29	2.5	12.38	3.8	11.87	6.7
Level 2	11.53	4.4	—	—	—	—
Level 3	11.31	2.9	11.36	2.7	10.97	9.8
Level 4	13.75	5.3	14.11	6.0	—	—
Nursing, psychiatric, and home health aides	11.34	1.7	11.39	2.2	11.06	7.1
Level 2	11.62	4.6	—	—	—	—
Level 3	10.93	3.7	10.99	3.4	—	—
Level 4	12.67	5.1	12.91	5.9	—	—
Home health aides	10.25	4.6	—	—	—	—
Nursing aides, orderlies, and attendants	12.44	1.5	12.59	1.4	11.85	3.8
Level 3	12.91	5.4	13.12	4.1	—	—
Level 4	12.99	3.0	—	—	—	—
Miscellaneous healthcare support occupations	14.10	2.9	14.45	2.4	12.64	10.3
Level 3	12.63	8.5	—	—	—	—
Level 4	14.82	6.8	—	—	—	—
Medical assistants	12.80	10.3	—	—	—	—
Protective service occupations						
.....	19.86	7.8	20.88	8.7	10.67	6.3
Level 3	12.95	7.7	14.67	5.0	—	—
Level 5	17.98	7.9	17.98	7.9	—	—
Level 6	20.79	2.3	21.65	1.6	—	—
Level 7	24.90	4.0	24.90	4.0	—	—
Level 8	30.44	.4	30.44	.4	—	—
Fire fighters	20.59	.1	21.44	4.9	—	—
Level 6	20.33	3.1	21.59	2.8	—	—
Bailiffs, correctional officers, and jailers	22.78	1.3	22.78	1.3	—	—
Correctional officers and jailers	22.93	.7	22.93	.7	—	—
Police officers	27.65	5.5	27.65	5.5	—	—
Level 7	25.84	6.5	25.84	6.5	—	—
Police and sheriff's patrol officers	27.65	5.5	27.65	5.5	—	—
Level 7	25.84	6.5	25.84	6.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations —Continued						
Security guards and gaming surveillance officers	\$12.39	5.2	\$12.97	7.7	\$9.97	5.3
Level 3	13.12	7.9	—	—	—	—
Security guards	12.39	5.2	12.97	7.7	9.97	5.3
Level 3	13.12	7.9	—	—	—	—
Miscellaneous protective service workers	12.67	11.9	—	—	10.16	9.7
Food preparation and serving related occupations						
Level 1	7.71	1.0	—	—	7.63	1.4
Level 2	6.64	6.6	7.34	14.8	6.28	1.5
Level 3	8.89	7.4	8.87	11.3	8.92	2.1
Level 4	10.44	6.9	10.43	7.3	—	—
First-line supervisors/managers, food preparation and serving workers	14.46	4.6	14.51	4.5	—	—
First-line supervisors/managers of food preparation and serving workers	13.99	2.9	14.03	2.8	—	—
Cooks	10.89	6.6	11.11	10.7	9.97	6.8
Level 3	10.42	7.5	10.39	9.7	—	—
Level 4	12.47	4.7	—	—	—	—
Cooks, institution and cafeteria	13.59	8.6	13.47	9.0	—	—
Cooks, restaurant	10.33	7.8	—	—	—	—
Level 3	10.11	6.8	—	—	—	—
Food preparation workers	8.61	2.4	—	—	8.60	2.8
Level 2	8.25	3.7	—	—	—	—
Food service, tipped	4.20	8.1	4.56	12.4	3.82	5.9
Level 2	3.59	6.6	3.93	10.9	3.37	7.0
Bartenders	5.05	14.8	4.96	16.0	—	—
Waiters and waitresses	3.49	3.2	—	—	3.38	4.7
Level 2	3.39	6.1	—	—	3.23	9.6
Fast food and counter workers	8.02	2.0	9.39	4.8	7.68	.7
Level 1	7.58	1.4	—	—	7.51	.7
Level 2	8.10	4.0	9.41	3.8	7.66	1.6
Level 3	8.98	7.8	—	—	—	—
Combined food preparation and serving workers, including fast food	8.00	1.2	9.22	4.3	7.69	1.0
Level 1	7.57	1.2	—	—	7.49	.5
Level 2	8.11	3.7	—	—	7.66	1.3
Level 3	8.87	10.2	—	—	—	—
Counter attendants, cafeteria, food concession, and coffee shop	8.10	9.7	—	—	7.68	6.1
Level 2	8.06	11.0	—	—	—	—
Food servers, nonrestaurant	10.74	8.5	—	—	—	—
Dishwashers	7.98	1.7	—	—	—	—
Level 1	7.98	1.7	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	8.80	3.2	—	—	8.05	5.3
Level 2	8.76	10.5	—	—	—	—
Building and grounds cleaning and maintenance occupations						
Level 1	9.66	7.4	10.24	9.2	8.71	3.4
Level 2	13.02	6.1	13.19	7.5	12.20	9.5
Level 3	13.90	5.2	13.90	5.2	—	—
Not able to be leveled	14.64	15.1	15.04	15.8	—	—
Building cleaning workers	12.27	5.8	12.93	5.1	9.80	10.5
Level 1	9.69	7.9	10.36	9.9	8.65	3.2
Level 2	13.22	6.7	13.45	8.5	12.25	9.4
Level 3	13.98	5.9	13.98	5.9	—	—
Not able to be leveled	14.64	15.1	15.04	15.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.59	7.6	13.58	5.9	8.89	3.2
Level 1	9.94	9.1	11.54	12.4	8.48	1.0
Level 2	13.11	7.9	13.68	8.8	10.12	2.1
Level 3	13.98	5.9	13.98	5.9	—	—
Not able to be leveled	15.04	15.8	15.04	15.8	—	—
Maids and housekeeping cleaners	10.90	9.1	10.14	9.9	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations –Continued						
Maids and housekeeping cleaners –Continued						
Level 1	\$9.11	9.3	\$8.93	10.1	–	–
Grounds maintenance workers	11.44	10.9	–	–	–	–
Landscaping and groundskeeping workers	11.44	10.9	–	–	–	–
Personal care and service occupations	11.24	3.6	11.59	5.0	\$10.45	8.4
Level 1	8.36	4.2	–	–	8.36	4.2
Level 2	9.30	3.3	–	–	9.28	3.8
Level 3	8.57	15.9	8.16	20.2	9.72	1.8
Miscellaneous entertainment attendants and related workers	8.27	4.4	–	–	8.27	4.4
Level 1	8.23	4.9	–	–	8.23	4.9
Child care workers	10.88	5.5	11.74	10.9	9.53	3.4
Level 2	9.97	.4	–	–	9.57	4.2
Level 3	9.96	8.8	–	–	–	–
Recreation and fitness workers	15.07	10.9	–	–	15.08	12.8
Sales and related occupations	18.73	9.7	22.07	7.9	8.82	3.9
Level 1	8.76	9.0	–	–	7.88	3.4
Level 2	9.73	.7	11.85	.7	8.62	2.4
Level 3	9.94	3.2	10.91	7.7	9.09	4.5
Level 4	14.60	1.5	15.27	6.1	–	–
Level 5	26.46	14.7	26.46	14.7	–	–
Level 6	19.21	11.0	19.21	11.0	–	–
Level 7	27.06	17.6	–	–	–	–
Level 9	36.47	6.2	36.47	6.2	–	–
Not able to be leveled	25.76	10.6	25.76	10.6	–	–
First-line supervisors/managers, sales workers	24.33	17.4	24.80	17.4	–	–
First-line supervisors/managers of retail sales workers	17.54	14.3	18.09	16.1	–	–
Retail sales workers	13.87	6.2	17.64	5.4	8.56	3.7
Level 1	7.82	1.9	–	–	7.62	.1
Level 2	9.69	.3	12.09	1.6	8.44	1.3
Level 3	9.77	3.4	–	–	9.03	5.7
Level 4	15.62	.7	16.53	8.3	–	–
Cashiers, all workers	10.08	3.9	12.11	3.7	8.72	2.1
Level 2	10.60	2.1	12.23	2.2	8.78	.2
Cashiers	10.08	3.9	12.11	3.7	8.72	2.1
Level 2	10.60	2.1	12.23	2.2	8.78	.2
Retail salespersons	14.36	1.9	17.90	5.9	8.39	4.2
Level 2	8.45	1.0	–	–	8.20	1.8
Level 3	9.63	5.9	–	–	–	–
Level 4	15.96	3.2	16.53	8.3	–	–
Sales representatives, wholesale and manufacturing	27.86	9.3	27.86	9.3	–	–
Sales representatives, wholesale and manufacturing, technical and scientific products	25.94	8.5	25.94	8.5	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.59	15.3	29.59	15.3	–	–
Miscellaneous sales and related workers	20.78	37.8	23.93	33.1	–	–
Office and administrative support occupations	16.00	2.3	16.51	2.3	11.57	7.0
Level 1	9.94	3.5	11.40	5.2	9.24	3.6
Level 2	11.05	2.6	11.26	3.0	9.88	3.1
Level 3	13.16	5.3	13.43	4.5	11.52	13.5
Level 4	15.01	3.2	15.35	2.8	11.01	18.6
Level 5	18.00	2.6	18.03	2.6	–	–
Level 6	21.45	4.5	21.50	4.6	–	–
Level 7	25.31	3.7	25.31	3.7	–	–
Not able to be leveled	16.31	3.8	16.12	3.3	–	–
First-line supervisors/managers of office and administrative support workers	21.22	5.9	21.22	5.9	–	–
Financial clerks	16.12	2.3	16.28	2.8	15.27	9.3
Level 3	13.28	8.5	12.58	5.8	14.07	14.6
Level 4	14.37	4.3	14.18	4.4	–	–
Level 5	17.33	4.5	17.45	5.9	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Financial clerks —Continued						
Level 6	\$21.37	1.8	\$21.08	1.5	—	—
Billing and posting clerks and machine operators	16.28	4.9	15.53	4.0	—	—
Level 4	15.09	7.6	15.09	7.6	—	—
Bookkeeping, accounting, and auditing clerks	17.91	3.9	18.16	4.1	—	—
Level 4	15.96	4.8	15.55	3.1	—	—
Level 6	21.21	2.6	21.21	2.6	—	—
Tellers	13.37	.1	13.76	1.2	\$12.32	3.4
Level 3	12.60	3.8	—	—	—	—
Customer service representatives	16.91	8.3	17.04	8.6	—	—
Level 3	12.97	6.1	12.97	6.1	—	—
Level 4	15.65	2.5	15.90	3.2	—	—
Interviewers, except eligibility and loan	10.73	14.8	—	—	—	—
Receptionists and information clerks	11.67	6.5	11.97	7.5	—	—
Dispatchers	20.19	11.3	20.19	11.3	—	—
Shipping, receiving, and traffic clerks	17.61	10.5	17.61	10.5	—	—
Level 3	18.13	18.8	18.13	18.8	—	—
Stock clerks and order fillers	10.36	1.2	11.88	2.6	8.90	.3
Level 1	9.37	1.6	—	—	8.81	1.0
Level 2	9.60	1.7	—	—	9.20	2.7
Secretaries and administrative assistants	18.64	7.1	18.72	6.2	—	—
Level 4	16.28	4.2	16.28	4.2	—	—
Level 5	17.89	4.5	17.91	4.5	—	—
Level 6	22.04	7.9	22.04	7.9	—	—
Level 7	26.06	6.4	26.06	6.4	—	—
Not able to be leveled	21.51	16.9	—	—	—	—
Executive secretaries and administrative assistants	23.25	7.1	22.86	7.1	—	—
Level 6	22.47	10.0	22.47	10.0	—	—
Secretaries, except legal, medical, and executive	15.46	7.4	15.69	5.8	—	—
Level 4	16.21	4.9	16.21	4.9	—	—
Level 5	17.13	3.0	17.15	3.1	—	—
Insurance claims and policy processing clerks	19.14	1.3	19.14	1.3	—	—
Office clerks, general	14.33	4.3	14.43	4.8	—	—
Level 2	12.11	8.5	12.11	8.5	—	—
Level 3	12.90	4.1	12.90	4.4	—	—
Level 4	15.01	6.5	15.32	6.7	—	—
Level 5	17.15	9.4	17.15	9.4	—	—
Construction and extraction occupations	24.12	4.9	24.12	4.9	—	—
Level 5	20.39	2.7	20.39	2.7	—	—
Level 6	23.18	14.5	23.18	14.5	—	—
Level 7	30.86	3.5	30.86	3.5	—	—
First-line supervisors/managers of construction trades and extraction workers	26.03	10.9	26.03	10.9	—	—
Construction laborers	18.36	4.6	18.36	4.6	—	—
Electricians	32.65	1.7	32.65	1.7	—	—
Level 7	32.90	1.8	32.90	1.8	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	23.11	13.4	23.11	13.4	—	—
Plumbers, pipefitters, and steamfitters	23.11	13.4	23.11	13.4	—	—
Miscellaneous construction and related workers	18.32	17.3	18.32	17.3	—	—
Installation, maintenance, and repair occupations	21.98	4.6	22.17	4.6	—	—
Level 5	19.10	7.0	19.18	6.9	—	—
Level 6	28.09	7.6	28.09	7.6	—	—
Level 7	27.11	5.5	27.11	5.5	—	—
Not able to be leveled	17.98	9.7	18.47	8.1	—	—
First-line supervisors/managers of mechanics, installers, and repairers	30.82	8.8	30.82	8.8	—	—
Automotive technicians and repairers	16.96	14.8	16.96	14.8	—	—
Automotive service technicians and mechanics	19.42	8.1	19.42	8.1	—	—
Bus and truck mechanics and diesel engine specialists ...	20.18	5.0	20.18	5.0	—	—
Industrial machinery installation, repair, and maintenance workers	25.77	4.8	25.94	4.5	—	—
Level 5	17.91	11.4	18.14	11.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
—Continued						
Industrial machinery installation, repair, and maintenance workers —Continued						
Level 6	\$28.76	10.1	\$28.76	10.1	—	—
Level 7	29.64	4.1	29.64	4.1	—	—
Industrial machinery mechanics	29.85	3.3	29.85	3.3	—	—
Level 7	29.94	5.5	29.94	5.5	—	—
Maintenance and repair workers, general	19.62	9.0	19.82	8.8	—	—
Level 5	17.91	11.4	18.14	11.4	—	—
Miscellaneous installation, maintenance, and repair workers	15.84	19.0	15.84	19.0	—	—
Production occupations	21.77	2.7	21.91	2.8	\$13.21	10.8
Level 1	10.78	7.8	10.81	8.6	—	—
Level 2	13.32	5.6	13.43	5.8	—	—
Level 3	24.08	4.4	24.09	4.5	—	—
Level 4	22.72	7.7	22.70	7.8	—	—
Level 5	18.58	2.0	18.58	2.0	—	—
Level 6	22.10	3.2	22.34	3.9	—	—
Level 7	29.55	3.5	29.55	3.5	—	—
Not able to be leveled	17.88	12.0	18.25	13.4	—	—
First-line supervisors/managers of production and operating workers	28.91	6.5	28.91	6.5	—	—
Miscellaneous assemblers and fabricators	25.85	1.3	25.85	1.3	—	—
Level 3	26.48	2.7	26.48	2.7	—	—
Level 4	26.86	7.9	26.86	7.9	—	—
Team assemblers	26.04	6.9	26.04	6.9	—	—
Computer control programmers and operators	25.73	6.0	25.73	6.0	—	—
Computer-controlled machine tool operators, metal and plastic	23.27	1.9	23.27	1.9	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	20.98	7.5	20.93	7.6	—	—
Level 4	24.94	3.1	24.98	3.2	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	20.68	11.0	20.60	11.3	—	—
Level 4	26.34	6.4	26.46	7.0	—	—
Machinists	19.51	10.3	19.61	10.5	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	24.39	11.0	24.39	11.0	—	—
Tool and die makers	29.03	2.4	29.03	2.4	—	—
Level 7	30.37	6.2	30.37	6.2	—	—
Welding, soldering, and brazing workers	26.46	5.9	26.46	5.9	—	—
Laundry and dry-cleaning workers	9.98	5.3	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	20.56	6.1	21.00	6.1	—	—
Miscellaneous production workers	17.55	16.1	17.55	16.1	—	—
Level 4	23.21	16.0	23.21	16.0	—	—
Transportation and material moving occupations	20.43	4.8	21.90	6.8	9.97	5.7
Level 1	9.87	7.9	10.51	11.5	8.71	7.1
Level 2	14.19	11.2	15.08	11.5	9.98	5.5
Level 3	20.80	4.9	20.92	5.0	—	—
Level 4	21.44	8.1	21.47	8.2	—	—
Level 5	18.27	1.9	18.27	1.9	—	—
Not able to be leveled	16.53	11.9	16.42	12.3	—	—
Bus drivers	16.92	4.2	17.42	5.2	16.03	9.6
Level 3	17.52	4.9	17.80	3.0	—	—
Bus drivers, school	17.76	3.4	17.42	5.2	—	—
Level 3	17.98	3.2	17.80	3.0	—	—
Driver/sales workers and truck drivers	20.19	8.5	20.47	7.5	—	—
Level 3	23.24	7.3	23.24	7.3	—	—
Level 4	23.91	13.0	23.91	13.0	—	—
Driver/sales workers	13.36	24.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	21.82	8.1	21.82	8.1	—	—
Level 4	23.64	14.0	23.64	14.0	—	—
Truck drivers, light or delivery services	22.17	15.2	22.17	15.2	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Industrial truck and tractor operators	\$19.67	6.3	\$19.67	6.3	—	—
Level 3	20.59	8.8	20.59	8.8	—	—
Laborers and material movers, hand	13.56	11.7	14.98	12.2	\$9.00	5.4
Level 1	9.36	3.1	9.78	2.8	8.78	7.5
Level 2	15.29	13.0	16.16	13.2	9.94	2.0
Level 3	22.69	4.6	22.69	4.6	—	—
Laborers and freight, stock, and material movers, hand	14.26	14.7	16.53	14.3	9.04	5.4
Level 1	9.50	3.5	10.08	3.7	8.80	7.6
Level 2	17.49	18.4	—	—	9.94	2.0
Packers and packagers, hand	10.31	9.0	10.64	8.6	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$22.85	3.9	\$24.31	3.8	\$13.50	7.6
Management occupations	43.04	4.6	43.04	4.6	—	—
Level 9	29.63	5.3	29.63	5.3	—	—
Level 10	34.78	5.8	34.78	5.8	—	—
Level 11	41.00	6.0	41.00	6.0	—	—
Level 12	57.59	5.4	57.59	5.4	—	—
Level 13	60.93	5.5	60.93	5.5	—	—
Not able to be leveled	45.42	7.6	45.42	7.6	—	—
General and operations managers	39.55	18.0	39.55	18.0	—	—
Marketing and sales managers	46.47	12.7	46.47	12.7	—	—
Not able to be leveled	51.84	24.4	51.84	24.4	—	—
Marketing managers	42.57	8.1	42.57	8.1	—	—
Computer and information systems managers	57.05	7.4	57.05	7.4	—	—
Financial managers	34.41	8.1	34.41	8.1	—	—
Level 9	26.79	10.3	26.79	10.3	—	—
Industrial production managers	44.77	5.7	44.77	5.7	—	—
Construction managers	29.63	12.0	29.63	12.0	—	—
Business and financial operations occupations	31.81	4.8	32.03	5.4	23.75	11.0
Level 7	24.77	5.1	24.77	5.1	—	—
Level 8	23.58	9.6	23.58	9.6	—	—
Level 9	30.78	3.7	31.39	2.9	—	—
Level 10	31.27	10.5	31.13	11.2	—	—
Level 11	42.60	5.8	42.74	5.9	—	—
Level 12	43.42	5.8	43.42	5.8	—	—
Not able to be leveled	31.58	14.4	31.54	14.7	—	—
Buyers and purchasing agents	29.24	8.8	29.24	8.8	—	—
Purchasing agents, except wholesale, retail, and farm products	29.68	10.6	29.68	10.6	—	—
Human resources, training, and labor relations specialists	34.04	12.5	34.06	12.7	—	—
Management analysts	38.04	5.0	38.04	5.0	—	—
Accountants and auditors	32.73	10.1	32.71	10.4	—	—
Computer and mathematical science occupations	36.27	3.7	36.36	3.7	—	—
Level 8	32.27	4.5	32.27	4.5	—	—
Level 9	34.17	6.0	34.17	6.0	—	—
Level 10	39.01	1.9	39.01	1.9	—	—
Level 11	41.03	5.5	41.03	5.5	—	—
Not able to be leveled	36.10	17.0	36.10	17.0	—	—
Computer programmers	30.63	9.0	30.63	9.0	—	—
Computer software engineers	45.05	2.4	45.05	2.4	—	—
Computer software engineers, systems software	46.19	3.5	46.19	3.5	—	—
Computer support specialists	20.77	4.6	20.77	4.6	—	—
Computer systems analysts	38.31	4.5	38.31	4.5	—	—
Level 10	39.23	3.7	39.23	3.7	—	—
Network and computer systems administrators	32.97	6.0	32.97	6.0	—	—
Architecture and engineering occupations	36.29	3.1	36.49	3.1	—	—
Level 7	27.22	9.7	27.22	9.7	—	—
Level 8	30.10	3.6	—	—	—	—
Level 9	34.61	3.3	34.64	3.4	—	—
Level 11	42.26	1.5	42.26	1.5	—	—
Level 12	44.79	4.6	44.79	4.6	—	—
Not able to be leveled	37.43	5.2	37.43	5.2	—	—
Engineers	39.81	4.4	39.85	4.4	—	—
Level 9	35.05	3.7	35.10	3.8	—	—
Level 11	42.17	1.6	42.17	1.6	—	—
Level 12	44.79	4.6	44.79	4.6	—	—
Not able to be leveled	40.03	3.7	40.03	3.7	—	—
Industrial engineers, including health and safety	39.58	2.0	39.95	1.9	—	—
Industrial engineers	40.24	1.3	40.68	.9	—	—
Mechanical engineers	36.01	.4	36.01	.4	—	—
Level 9	34.10	5.8	34.10	5.8	—	—
Not able to be leveled	36.51	4.5	36.51	4.5	—	—
Drafters	26.40	9.3	24.81	10.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Architecture and engineering occupations –Continued						
Engineering technicians, except drafters	\$25.59	3.2	\$25.68	3.3	–	–
Mechanical engineering technicians	24.39	3.2	24.49	3.3	–	–
Life, physical, and social science occupations	25.02	29.9	28.94	37.8	–	–
Community and social services occupations	20.37	8.8	20.15	11.5	\$21.08	15.0
Level 9	21.23	3.0	–	–	–	–
Social workers	21.22	7.9	21.30	10.2	–	–
Level 9	20.80	3.5	–	–	–	–
Legal occupations	55.96	5.5	55.96	5.5	–	–
Lawyers	60.17	2.8	60.17	2.8	–	–
Education, training, and library occupations	22.32	21.1	22.52	23.8	20.45	28.2
Postsecondary teachers	47.18	31.6	–	–	–	–
Teacher assistants	11.20	4.7	–	–	–	–
Arts, design, entertainment, sports, and media occupations	31.35	6.8	31.31	7.3	–	–
Not able to be leveled	30.17	11.4	–	–	–	–
Writers and editors	34.00	3.7	33.44	3.5	–	–
Healthcare practitioner and technical occupations	39.93	22.2	38.81	20.1	44.49	32.5
Level 4	13.80	3.2	13.80	3.2	–	–
Level 5	24.75	17.1	19.68	5.0	–	–
Level 6	21.21	4.3	21.01	4.5	–	–
Level 7	27.54	5.5	27.98	5.6	–	–
Level 8	27.55	3.5	27.65	5.8	–	–
Level 9	29.72	2.0	29.17	1.3	31.69	5.7
Level 11	47.23	7.2	46.93	9.4	–	–
Physicians and surgeons	108.04	6.7	99.11	5.2	–	–
Registered nurses	30.35	.4	30.39	2.2	30.25	3.9
Level 9	29.91	1.2	29.71	1.0	30.55	2.3
Therapists	30.32	11.3	–	–	–	–
Clinical laboratory technologists and technicians	23.22	.2	23.65	1.9	–	–
Medical and clinical laboratory technologists	25.88	6.2	26.06	5.9	–	–
Diagnostic related technologists and technicians	–	–	26.61	1.6	–	–
Radiologic technologists and technicians	26.16	.2	26.47	.6	–	–
Health diagnosing and treating practitioner support technicians	15.94	3.1	15.94	3.1	–	–
Pharmacy technicians	13.72	1.8	13.72	1.8	–	–
Licensed practical and licensed vocational nurses	21.49	2.8	21.34	2.3	–	–
Level 6	21.43	4.0	21.19	3.5	–	–
Healthcare support occupations	12.16	2.7	12.24	4.0	11.71	7.7
Level 2	11.53	4.4	–	–	–	–
Level 3	11.31	2.9	11.36	2.7	10.97	9.8
Level 4	13.60	5.5	13.95	6.3	–	–
Nursing, psychiatric, and home health aides	11.21	1.8	11.30	2.1	10.47	6.2
Level 2	11.62	4.6	–	–	–	–
Level 3	10.93	3.7	10.99	3.4	–	–
Level 4	12.30	3.9	12.50	4.7	–	–
Home health aides	10.25	4.6	–	–	–	–
Nursing aides, orderlies, and attendants	12.40	1.6	12.59	1.4	11.30	2.6
Level 3	12.91	5.4	13.12	4.1	–	–
Level 4	12.99	3.0	–	–	–	–
Miscellaneous healthcare support occupations	14.06	3.2	14.45	2.7	12.64	10.3
Level 3	12.63	8.5	–	–	–	–
Level 4	14.82	6.8	–	–	–	–
Medical assistants	12.80	10.3	–	–	–	–
Protective service occupations	11.92	3.1	–	–	9.82	5.8
Level 3	12.14	8.7	–	–	–	–
Security guards and gaming surveillance officers	12.11	4.4	–	–	–	–
Security guards	12.11	4.4	–	–	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations	\$8.02	6.9	\$9.24	11.8	\$7.11	2.1
Level 1	7.70	1.0	—	—	7.62	1.3
Level 2	6.58	6.7	7.30	15.1	6.22	1.5
Level 3	8.83	7.5	8.87	11.3	8.76	1.1
Level 4	10.44	6.9	10.43	7.3	—	—
First-line supervisors/managers, food preparation and serving workers	14.46	4.6	14.51	4.5	—	—
First-line supervisors/managers of food preparation and serving workers	13.99	2.9	14.03	2.8	—	—
Cooks	10.56	6.8	10.78	10.5	9.59	.0
Level 3	10.32	7.5	10.39	9.7	—	—
Level 4	12.47	4.7	—	—	—	—
Cooks, restaurant	10.33	7.8	—	—	—	—
Level 3	10.11	6.8	—	—	—	—
Food preparation workers	8.61	2.4	—	—	8.60	2.8
Level 2	8.25	3.7	—	—	—	—
Food service, tipped	4.15	7.9	4.47	11.9	3.82	5.9
Level 2	3.51	6.8	3.72	11.1	3.37	7.0
Bartenders	5.05	14.8	4.96	16.0	—	—
Waiters and waitresses	3.49	3.2	—	—	3.38	4.7
Level 2	3.39	6.1	—	—	3.23	9.6
Fast food and counter workers	7.98	2.0	9.39	4.8	7.63	.7
Level 1	7.55	1.4	—	—	7.48	.6
Level 2	8.03	4.0	9.41	3.8	7.56	1.5
Level 3	8.98	7.8	—	—	—	—
Combined food preparation and serving workers, including fast food	7.98	1.2	9.22	4.3	7.66	.9
Level 1	7.57	1.2	—	—	7.49	.5
Level 2	8.05	3.7	—	—	7.58	1.0
Level 3	8.87	10.2	—	—	—	—
Counter attendants, cafeteria, food concession, and coffee shop	7.96	9.4	—	—	7.49	4.5
Food servers, nonrestaurant	9.74	8.2	—	—	—	—
Dishwashers	7.98	1.7	—	—	—	—
Level 1	7.98	1.7	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	8.80	3.2	—	—	8.05	5.3
Level 2	8.76	10.5	—	—	—	—
Building and grounds cleaning and maintenance occupations	11.25	4.8	11.68	4.9	9.79	11.0
Level 1	9.22	6.5	9.57	8.7	8.66	3.4
Level 2	12.51	7.1	12.53	9.2	12.43	9.6
Level 3	11.61	6.2	11.61	6.2	—	—
Not able to be leveled	14.19	18.0	14.64	19.0	—	—
Building cleaning workers	11.26	5.8	11.76	5.8	9.79	11.3
Level 1	9.22	7.0	9.62	9.6	8.64	3.2
Level 2	12.69	8.0	12.75	10.5	12.50	9.5
Level 3	11.21	7.4	11.21	7.4	—	—
Not able to be leveled	14.19	18.0	14.64	19.0	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.38	8.4	12.31	7.5	8.81	2.8
Level 1	9.26	8.1	10.31	13.1	8.46	.8
Level 2	12.36	9.6	12.85	10.6	10.03	2.5
Level 3	11.21	7.4	11.21	7.4	—	—
Not able to be leveled	14.64	19.0	14.64	19.0	—	—
Maids and housekeeping cleaners	10.90	9.1	10.14	9.9	—	—
Level 1	9.11	9.3	8.93	10.1	—	—
Grounds maintenance workers	10.31	6.5	—	—	—	—
Landscaping and groundskeeping workers	10.31	6.5	—	—	—	—
Personal care and service occupations	10.59	4.2	10.93	4.6	9.68	5.1
Level 1	8.23	4.9	—	—	8.23	4.9
Level 2	9.25	3.5	—	—	—	—
Level 3	8.22	17.3	7.71	20.5	9.76	1.6

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Personal care and service occupations –Continued						
Miscellaneous entertainment attendants and related workers	\$8.27	4.4	–	–	\$8.27	4.4
Level 1	8.23	4.9	–	–	8.23	4.9
Child care workers	9.57	2.3	–	–	–	–
Sales and related occupations						
Level 1	18.40	9.7	\$21.68	7.9	8.81	3.9
Level 2	8.76	9.0	–	–	7.88	3.4
Level 3	9.73	.7	11.85	.7	8.62	2.4
Level 4	9.91	3.2	10.91	7.7	9.01	4.7
Level 5	14.60	1.5	15.27	6.1	–	–
Level 6	26.46	14.7	26.46	14.7	–	–
Level 7	19.21	11.0	19.21	11.0	–	–
Not able to be leveled	27.06	17.6	–	–	–	–
First-line supervisors/managers, sales workers	25.76	10.6	25.76	10.6	–	–
First-line supervisors/managers of retail sales workers	24.33	17.4	24.80	17.4	–	–
Retail sales workers	17.54	14.3	18.09	16.1	–	–
Level 1	13.88	6.2	17.64	5.4	8.54	3.7
Level 2	7.82	1.9	–	–	7.62	.1
Level 3	9.69	.3	12.09	1.6	8.44	1.3
Level 4	9.73	3.5	–	–	8.93	5.9
Cashiers, all workers	15.62	.7	16.53	8.3	–	–
Level 2	10.06	4.0	12.11	3.7	8.67	2.0
Cashiers	10.60	2.1	12.23	2.2	8.78	.2
Level 2	10.06	4.0	12.11	3.7	8.67	2.0
Retail salespersons	10.60	2.1	12.23	2.2	8.78	.2
Level 2	14.36	1.9	17.90	5.9	8.39	4.2
Level 3	8.45	1.0	–	–	8.20	1.8
Level 4	9.63	5.9	–	–	–	–
Sales representatives, wholesale and manufacturing	15.96	3.2	16.53	8.3	–	–
Sales representatives, wholesale and manufacturing, technical and scientific products	27.86	9.3	27.86	9.3	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	25.94	8.5	25.94	8.5	–	–
Miscellaneous sales and related workers	29.59	15.3	29.59	15.3	–	–
Level 3	15.31	35.7	–	–	–	–
Office and administrative support occupations						
Level 1	15.75	2.6	16.27	2.5	11.61	7.2
Level 2	9.94	3.5	11.40	5.2	9.24	3.6
Level 3	11.02	2.7	11.20	3.0	9.77	3.9
Level 4	13.04	5.5	13.31	4.9	11.52	13.5
Level 5	14.80	3.6	15.19	3.0	11.01	18.6
Level 6	18.06	2.6	18.11	2.6	–	–
Level 7	21.41	5.1	21.46	5.3	–	–
Not able to be leveled	25.50	4.3	25.50	4.3	–	–
First-line supervisors/managers of office and administrative support workers	16.40	4.1	16.15	3.5	–	–
Financial clerks	21.22	5.9	21.22	5.9	–	–
Level 3	15.90	2.5	16.02	3.0	15.27	9.3
Level 4	13.18	9.0	12.32	6.0	14.07	14.6
Level 5	14.33	4.6	14.13	4.7	–	–
Level 6	17.13	4.8	17.22	6.3	–	–
Billing and posting clerks and machine operators	21.45	2.0	–	–	–	–
Level 4	16.28	4.9	15.53	4.0	–	–
Bookkeeping, accounting, and auditing clerks	15.09	7.6	15.09	7.6	–	–
Level 4	17.63	4.4	17.88	4.8	–	–
Tellers	15.91	5.0	–	–	–	–
Level 3	13.26	.8	13.65	.6	12.32	3.4
Customer service representatives	12.41	3.5	–	–	–	–
Level 3	16.96	8.6	17.09	8.9	–	–
Level 4	12.97	6.1	12.97	6.1	–	–
Interviewers, except eligibility and loan	15.66	2.5	15.91	3.2	–	–
Receptionists and information clerks	10.73	14.8	–	–	–	–
Shipping, receiving, and traffic clerks	11.53	6.9	11.82	7.8	–	–
Level 3	17.61	10.5	17.61	10.5	–	–
Level 3	18.13	18.8	18.13	18.8	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Stock clerks and order fillers	\$10.36	1.2	\$11.88	2.6	\$8.90	0.3
Level 1	9.37	1.6	—	—	8.81	1.0
Level 2	9.60	1.7	—	—	9.20	2.7
Secretaries and administrative assistants	18.57	9.8	18.67	8.6	—	—
Level 4	15.96	4.2	15.96	4.2	—	—
Level 5	18.11	6.8	18.14	6.8	—	—
Level 6	21.99	9.9	21.99	9.9	—	—
Executive secretaries and administrative assistants	24.44	8.4	23.94	8.6	—	—
Level 6	22.54	13.5	22.54	13.5	—	—
Secretaries, except legal, medical, and executive	14.45	10.0	14.70	8.0	—	—
Level 4	15.81	5.1	15.81	5.1	—	—
Insurance claims and policy processing clerks	19.14	1.3	19.14	1.3	—	—
Office clerks, general	13.82	4.9	13.92	5.5	—	—
Level 3	12.43	2.3	12.40	2.3	—	—
Level 4	14.02	8.7	14.39	9.1	—	—
Construction and extraction occupations						
.....	24.24	5.6	24.24	5.6	—	—
Level 5	20.28	3.9	20.28	3.9	—	—
Level 6	23.55	17.9	23.55	17.9	—	—
Level 7	31.02	3.8	31.02	3.8	—	—
First-line supervisors/managers of construction trades and extraction workers	26.03	10.9	26.03	10.9	—	—
Construction laborers	18.36	4.6	18.36	4.6	—	—
Electricians	33.52	.7	33.52	.7	—	—
Level 7	33.56	.6	33.56	.6	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	23.56	14.3	23.56	14.3	—	—
Plumbers, pipefitters, and steamfitters	23.56	14.3	23.56	14.3	—	—
Miscellaneous construction and related workers	18.32	17.3	18.32	17.3	—	—
Installation, maintenance, and repair occupations						
.....	21.92	4.9	22.12	4.8	—	—
Level 5	19.00	7.4	19.07	7.2	—	—
Level 6	29.13	9.4	29.13	9.4	—	—
Level 7	27.11	6.0	27.11	6.0	—	—
Not able to be leveled	17.97	9.9	18.48	8.3	—	—
First-line supervisors/managers of mechanics, installers, and repairers	30.84	9.0	30.84	9.0	—	—
Automotive technicians and repairers	16.70	15.1	16.70	15.1	—	—
Industrial machinery installation, repair, and maintenance workers	26.11	5.2	26.31	4.9	—	—
Level 5	17.46	11.6	—	—	—	—
Level 6	28.76	10.1	28.76	10.1	—	—
Level 7	29.95	4.7	29.95	4.7	—	—
Industrial machinery mechanics	29.85	3.3	29.85	3.3	—	—
Level 7	29.94	5.5	29.94	5.5	—	—
Maintenance and repair workers, general	18.65	10.3	18.87	10.1	—	—
Level 5	17.46	11.6	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	15.87	20.4	15.87	20.4	—	—
Production occupations						
.....	21.77	2.7	21.91	2.8	13.21	10.8
Level 1	10.78	7.8	10.81	8.6	—	—
Level 2	13.32	5.6	13.43	5.8	—	—
Level 3	24.08	4.4	24.09	4.5	—	—
Level 4	22.72	7.7	22.70	7.8	—	—
Level 5	18.58	2.0	18.58	2.0	—	—
Level 6	22.15	3.4	22.41	4.1	—	—
Level 7	29.55	3.5	29.55	3.5	—	—
Not able to be leveled	17.88	12.0	18.25	13.4	—	—
First-line supervisors/managers of production and operating workers	28.91	6.5	28.91	6.5	—	—
Miscellaneous assemblers and fabricators	25.85	1.3	25.85	1.3	—	—
Level 3	26.48	2.7	26.48	2.7	—	—
Level 4	26.86	7.9	26.86	7.9	—	—
Team assemblers	26.04	6.9	26.04	6.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Computer control programmers and operators	\$25.73	6.0	\$25.73	6.0	—	—
Computer-controlled machine tool operators, metal and plastic	23.27	1.9	23.27	1.9	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	20.98	7.5	20.93	7.6	—	—
Level 4	24.94	3.1	24.98	3.2	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	20.68	11.0	20.60	11.3	—	—
Level 4	26.34	6.4	26.46	7.0	—	—
Machinists	19.51	10.3	19.61	10.5	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	24.39	11.0	24.39	11.0	—	—
Tool and die makers	29.03	2.4	29.03	2.4	—	—
Level 7	30.37	6.2	30.37	6.2	—	—
Welding, soldering, and brazing workers	26.46	5.9	26.46	5.9	—	—
Laundry and dry-cleaning workers	9.98	5.3	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	20.56	6.1	21.00	6.1	—	—
Miscellaneous production workers	17.55	16.1	17.55	16.1	—	—
Level 4	23.21	16.0	23.21	16.0	—	—
Transportation and material moving occupations	20.62	5.1	22.07	7.1	\$9.27	6.3
Level 1	9.87	7.9	10.51	11.5	8.71	7.1
Level 2	14.29	11.7	15.09	11.8	9.35	5.5
Level 3	21.33	5.7	21.33	5.7	—	—
Level 4	21.53	8.3	21.57	8.3	—	—
Level 5	18.27	1.9	18.27	1.9	—	—
Not able to be leveled	16.42	12.3	16.42	12.3	—	—
Driver/sales workers and truck drivers	20.19	8.5	20.47	7.5	—	—
Level 3	23.24	7.3	23.24	7.3	—	—
Level 4	23.91	13.0	23.91	13.0	—	—
Driver/sales workers	13.36	24.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	21.82	8.1	21.82	8.1	—	—
Level 4	23.64	14.0	23.64	14.0	—	—
Truck drivers, light or delivery services	22.17	15.2	22.17	15.2	—	—
Industrial truck and tractor operators	19.67	6.3	19.67	6.3	—	—
Level 3	20.59	8.8	20.59	8.8	—	—
Laborers and material movers, hand	13.56	11.7	14.98	12.2	9.00	5.4
Level 1	9.36	3.1	9.78	2.8	8.78	7.5
Level 2	15.29	13.0	16.16	13.2	9.94	2.0
Level 3	22.69	4.6	22.69	4.6	—	—
Laborers and freight, stock, and material movers, hand	14.26	14.7	16.53	14.3	9.04	5.4
Level 1	9.50	3.5	10.08	3.7	8.80	7.6
Level 2	17.49	18.4	—	—	9.94	2.0
Packers and packagers, hand	10.31	9.0	10.64	8.6	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$28.98	4.7	\$29.77	4.0	\$21.53	19.7
Management occupations	46.40	10.7	41.91	6.4	—	—
Level 11	45.35	4.9	45.35	4.9	—	—
Not able to be leveled	46.98	22.3	38.44	17.0	—	—
Education administrators	57.02	1.5	49.23	9.6	—	—
Business and financial operations occupations	26.42	7.4	26.42	7.4	—	—
Level 9	23.97	5.9	23.97	5.9	—	—
Computer and mathematical science occupations	31.86	3.9	31.86	3.9	—	—
Life, physical, and social science occupations	24.69	20.2	24.81	20.5	—	—
Community and social services occupations	37.38	17.1	38.14	17.2	—	—
Level 9	34.84	19.9	34.84	19.9	—	—
Social workers	37.18	18.9	37.18	18.9	—	—
Level 9	30.87	17.2	30.87	17.2	—	—
Child, family, and school social workers	42.50	23.1	42.50	23.1	—	—
Education, training, and library occupations	44.95	5.1	46.52	5.1	16.83	14.3
Level 3	15.83	12.0	16.00	9.5	—	—
Level 4	16.06	2.2	16.01	4.3	—	—
Level 9	50.41	1.5	50.44	1.5	—	—
Level 11	65.82	13.3	—	—	—	—
Level 12	48.49	16.5	48.49	16.5	—	—
Not able to be leveled	41.98	26.0	—	—	—	—
Postsecondary teachers	61.11	16.5	62.77	16.8	33.62	27.6
Level 11	65.82	13.3	—	—	—	—
Level 12	48.49	16.5	48.49	16.5	—	—
Arts, communications, and humanities teachers, postsecondary	66.57	8.8	—	—	—	—
Primary, secondary, and special education school teachers	51.15	.6	51.33	.9	—	—
Level 9	51.68	.3	51.68	.3	—	—
Elementary and middle school teachers	52.60	.6	52.99	.4	—	—
Level 9	52.99	.4	52.99	.4	—	—
Elementary school teachers, except special education	52.36	.3	52.87	1.7	—	—
Level 9	52.87	1.7	52.87	1.7	—	—
Middle school teachers, except special and vocational education	53.40	3.6	53.40	3.6	—	—
Level 9	53.40	3.6	53.40	3.6	—	—
Secondary school teachers	52.75	1.9	52.75	1.9	—	—
Level 9	52.88	1.6	52.88	1.6	—	—
Secondary school teachers, except special and vocational education	52.95	1.5	52.95	1.5	—	—
Level 9	52.95	1.5	52.95	1.5	—	—
Special education teachers	44.33	1.8	44.33	1.8	—	—
Level 9	44.33	1.8	44.33	1.8	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.34	5.3	42.34	5.3	—	—
Level 9	42.34	5.3	42.34	5.3	—	—
Other teachers and instructors	20.89	18.7	—	—	13.78	17.4
Librarians	25.88	8.4	25.88	8.4	—	—
Teacher assistants	15.72	1.4	16.23	.6	13.67	13.7
Level 3	15.83	12.0	16.00	9.5	—	—
Level 4	16.06	2.2	16.01	4.3	—	—
Healthcare practitioner and technical occupations	28.29	7.9	26.27	11.3	31.56	5.8
Level 9	31.56	10.3	—	—	—	—
Registered nurses	30.05	1.7	26.84	3.1	—	—
Level 9	28.20	2.3	—	—	—	—
Protective service occupations	23.67	4.0	24.41	5.2	11.92	8.4
Level 6	20.79	2.3	21.65	1.6	—	—
Level 7	24.90	4.0	24.90	4.0	—	—

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations –Continued						
Level 8	\$30.44	0.4	\$30.44	0.4	–	–
Fire fighters	20.59	.1	21.44	4.9	–	–
Level 6	20.33	3.1	21.59	2.8	–	–
Bailiffs, correctional officers, and jailers	22.78	1.3	22.78	1.3	–	–
Correctional officers and jailers	22.93	.7	22.93	.7	–	–
Police officers	27.65	5.5	27.65	5.5	–	–
Level 7	25.84	6.5	25.84	6.5	–	–
Police and sheriff's patrol officers	27.65	5.5	27.65	5.5	–	–
Level 7	25.84	6.5	25.84	6.5	–	–
Miscellaneous protective service workers	15.60	9.5	–	–	–	–
Food preparation and serving related occupations	12.98	13.1	–	–	–	–
Building and grounds cleaning and maintenance occupations	16.08	3.8	16.63	4.8	–	–
Level 1	14.56	6.7	–	–	–	–
Level 2	15.32	8.6	–	–	–	–
Level 3	16.76	6.5	16.76	6.5	–	–
Building cleaning workers	16.01	3.3	16.37	4.6	–	–
Level 2	15.32	8.6	–	–	–	–
Level 3	16.76	6.5	16.76	6.5	–	–
Janitors and cleaners, except maids and housekeeping cleaners	16.01	3.3	16.37	4.6	–	–
Level 2	15.32	8.6	–	–	–	–
Level 3	16.76	6.5	16.76	6.5	–	–
Personal care and service occupations	15.30	4.9	–	–	\$12.95	18.4
Level 2	10.08	4.0	–	–	10.08	4.0
Child care workers	13.46	6.0	–	–	9.38	6.2
Office and administrative support occupations	17.82	2.9	18.09	3.1	–	–
Level 3	16.67	2.4	16.67	2.4	–	–
Level 4	16.22	6.1	16.22	6.1	–	–
Level 5	17.83	6.5	17.83	6.5	–	–
Level 6	21.74	1.1	21.74	1.1	–	–
Not able to be leveled	15.55	7.6	–	–	–	–
Financial clerks	18.95	4.5	18.95	4.5	–	–
Secretaries and administrative assistants	18.84	4.0	18.84	4.0	–	–
Level 5	17.63	4.6	17.63	4.6	–	–
Executive secretaries and administrative assistants	20.17	7.2	20.17	7.2	–	–
Secretaries, except legal, medical, and executive	17.65	4.8	17.65	4.8	–	–
Level 5	17.63	4.6	17.63	4.6	–	–
Office clerks, general	16.14	9.3	16.14	9.3	–	–
Construction and extraction occupations	23.02	2.3	23.02	2.3	–	–
Installation, maintenance, and repair occupations	22.94	8.7	22.94	8.7	–	–
Industrial machinery installation, repair, and maintenance workers	22.70	12.5	22.70	12.5	–	–
Maintenance and repair workers, general	22.70	12.5	22.70	12.5	–	–
Transportation and material moving occupations	16.46	4.8	17.22	4.8	14.91	11.8
Level 3	17.18	5.9	17.30	4.6	–	–

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Bus drivers	\$16.90	4.4	\$17.42	5.2	—	—
Level 3	17.52	4.9	17.80	3.0	—	—
Bus drivers, school	17.78	3.6	17.42	5.2	—	—
Level 3	17.98	3.2	17.80	3.0	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$23.59	3.5	\$25.00	3.4	\$14.21	7.2
Management occupations	43.50	4.2	42.90	4.1	—	—
Group III	40.37	3.9	—	—	—	—
Group IV	70.55	10.0	—	—	—	—
General and operations managers	39.55	18.0	39.55	18.0	—	—
Group III	45.96	16.6	45.96	16.6	—	—
Marketing and sales managers	46.47	12.7	46.47	12.7	—	—
Group III	41.76	10.4	—	—	—	—
Marketing managers	42.57	8.1	42.57	8.1	—	—
Group III	42.86	9.4	42.86	9.4	—	—
Computer and information systems managers	56.06	6.6	56.06	6.6	—	—
Financial managers	35.24	7.8	35.24	7.8	—	—
Group III	33.49	7.8	33.49	7.8	—	—
Industrial production managers	44.77	5.7	44.77	5.7	—	—
Group III	43.66	5.4	43.66	5.4	—	—
Construction managers	29.63	12.0	29.63	12.0	—	—
Education administrators	54.21	5.8	46.62	8.3	—	—
Group III	44.48	15.9	—	—	—	—
Education administrators, postsecondary	52.88	8.4	—	—	—	—
Engineering managers	58.35	7.3	58.35	7.3	—	—
Business and financial operations occupations	31.34	4.4	31.54	4.9	23.75	11.0
Group II	21.27	8.6	—	—	—	—
Group III	35.06	4.5	—	—	—	—
Buyers and purchasing agents	28.42	8.0	28.42	8.0	—	—
Group III	28.95	7.5	—	—	—	—
Purchasing agents, except wholesale, retail, and farm products	28.68	9.3	28.68	9.3	—	—
Human resources, training, and labor relations specialists	34.22	11.9	34.24	12.1	—	—
Group III	40.57	11.3	—	—	—	—
Management analysts	38.04	5.0	38.04	5.0	—	—
Group III	40.79	3.4	40.79	3.4	—	—
Accountants and auditors	30.57	8.7	30.52	8.8	—	—
Group III	32.76	9.4	32.76	9.4	—	—
Computer and mathematical science occupations	35.85	3.4	35.93	3.3	—	—
Group II	24.91	6.1	—	—	—	—
Group III	40.01	3.0	—	—	—	—
Computer programmers	30.63	9.0	30.63	9.0	—	—
Computer software engineers	45.05	2.4	45.05	2.4	—	—
Group III	42.99	2.4	—	—	—	—
Computer software engineers, systems software	46.19	3.5	46.19	3.5	—	—
Computer support specialists	20.60	4.2	20.60	4.2	—	—
Group II	20.40	2.9	20.40	2.9	—	—
Computer systems analysts	38.06	3.9	38.06	3.9	—	—
Group III	39.51	6.3	39.51	6.3	—	—
Network and computer systems administrators	33.95	6.8	33.95	6.8	—	—
Group III	36.64	5.6	36.64	5.6	—	—
Architecture and engineering occupations	36.05	3.1	36.30	3.1	—	—
Group II	25.93	5.9	—	—	—	—
Group III	39.55	2.1	—	—	—	—
Engineers	39.66	4.3	39.70	4.4	—	—
Group III	39.91	2.1	—	—	—	—
Industrial engineers, including health and safety	39.58	2.0	39.95	1.9	—	—
Group III	40.52	1.4	—	—	—	—
Industrial engineers	40.24	1.3	40.68	.9	—	—
Group III	40.52	1.4	41.00	.7	—	—
Mechanical engineers	36.01	.4	36.01	.4	—	—
Group III	35.45	6.0	35.45	6.0	—	—
Drafters	26.40	9.3	24.81	10.1	—	—
Group II	24.99	17.1	—	—	—	—
Engineering technicians, except drafters	25.32	3.3	25.55	3.2	—	—
Group II	24.58	8.6	—	—	—	—
Mechanical engineering technicians	24.39	3.2	24.49	3.3	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Life, physical, and social science occupations	\$24.84	17.4	\$26.27	19.0	—	—
Group II	18.43	6.0	—	—	—	—
Life scientists	26.08	28.1	—	—	—	—
Community and social services occupations	24.58	9.8	25.41	11.8	\$20.98	14.3
Group II	17.16	4.9	—	—	—	—
Group III	27.61	9.1	—	—	—	—
Counselors	31.76	29.5	32.62	33.2	—	—
Educational, vocational, and school counselors	32.62	33.2	32.62	33.2	—	—
Social workers	24.81	6.8	25.70	8.1	—	—
Group II	16.89	5.1	—	—	—	—
Group III	26.39	5.5	—	—	—	—
Child, family, and school social workers	31.46	22.9	31.46	22.9	—	—
Group III	41.18	23.8	41.18	23.8	—	—
Miscellaneous community and social service specialists	16.59	15.0	—	—	—	—
Group II	16.77	16.3	—	—	—	—
Legal occupations	53.82	7.3	53.82	7.3	—	—
Lawyers	57.48	5.9	57.48	5.9	—	—
Education, training, and library occupations	39.38	7.1	40.81	8.0	18.16	13.8
Group I	12.99	4.7	—	—	—	—
Group II	20.57	8.7	—	—	—	—
Group III	49.90	3.3	—	—	—	—
Postsecondary teachers	58.21	14.7	60.27	14.9	32.56	19.2
Group III	53.89	14.5	—	—	—	—
Math and computer teachers, postsecondary	56.26	28.7	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	65.60	9.8	—	—	—	—
Group III	57.16	18.5	—	—	—	—
Primary, secondary, and special education school teachers	47.44	2.1	47.68	2.1	—	—
Group III	50.99	1.3	—	—	—	—
Preschool and kindergarten teachers	24.83	40.0	24.83	40.0	—	—
Elementary and middle school teachers	50.42	4.4	50.77	4.2	—	—
Group III	52.99	.4	—	—	—	—
Elementary school teachers, except special education	49.63	5.3	50.05	5.3	—	—
Group III	52.87	1.7	52.87	1.7	—	—
Middle school teachers, except special and vocational education	53.40	3.6	53.40	3.6	—	—
Group III	53.40	3.6	53.40	3.6	—	—
Secondary school teachers	48.95	6.8	49.27	6.3	—	—
Group III	51.00	3.8	—	—	—	—
Secondary school teachers, except special and vocational education	48.97	7.0	49.30	6.6	—	—
Group III	51.02	3.9	51.45	3.3	—	—
Special education teachers	44.33	1.8	44.33	1.8	—	—
Group III	44.33	1.8	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	42.34	5.3	42.34	5.3	—	—
Group III	42.34	5.3	42.34	5.3	—	—
Other teachers and instructors	20.89	18.7	—	—	13.78	17.4
Librarians	25.88	8.4	25.88	8.4	—	—
Teacher assistants	13.31	5.0	13.46	7.4	12.47	11.8
Group I	12.99	4.7	13.14	6.9	12.09	10.4
Arts, design, entertainment, sports, and media occupations	30.96	6.1	31.06	6.7	30.14	19.1
Group III	35.53	8.3	—	—	—	—
Writers and editors	34.00	3.7	33.44	3.5	—	—
Healthcare practitioner and technical occupations	38.78	20.6	37.84	19.1	42.24	27.4
Group I	13.80	3.2	—	—	—	—
Group II	24.15	6.5	—	—	—	—
Group III	46.88	26.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Physicians and surgeons	\$101.14	13.0	\$92.15	11.9	—	—
Registered nurses	30.31	.4	30.19	2.0	\$30.53	3.0
Group III	30.73	1.5	30.33	2.4	32.02	3.6
Therapists	34.21	8.7	33.85	2.8	34.83	22.9
Group III	37.33	13.0	—	—	—	—
Clinical laboratory technologists and technicians	22.75	2.0	23.03	2.8	—	—
Group II	22.11	3.0	—	—	—	—
Medical and clinical laboratory technologists	25.88	6.2	26.06	5.9	—	—
Group II	25.79	8.4	—	—	—	—
Diagnostic related technologists and technicians	29.72	11.3	26.46	1.5	—	—
Radiologic technologists and technicians	26.11	.2	26.34	.7	—	—
Group II	26.16	.2	26.47	.6	—	—
Health diagnosing and treating practitioner support technicians	15.90	3.0	15.90	3.0	—	—
Group II	17.52	4.7	—	—	—	—
Pharmacy technicians	13.72	1.8	13.72	1.8	—	—
Licensed practical and licensed vocational nurses	21.33	2.8	21.17	2.3	—	—
Group II	21.33	2.8	21.17	2.3	—	—
Healthcare support occupations	12.29	2.5	12.38	3.8	11.87	6.7
Group I	11.92	3.5	—	—	—	—
Group II	15.81	9.1	—	—	—	—
Nursing, psychiatric, and home health aides	11.34	1.7	11.39	2.2	11.06	7.1
Group I	11.29	1.9	—	—	—	—
Home health aides	10.25	4.6	—	—	—	—
Group I	10.25	4.6	—	—	—	—
Nursing aides, orderlies, and attendants	12.44	1.5	12.59	1.4	11.85	3.8
Group I	12.40	1.6	12.59	1.4	11.30	2.6
Miscellaneous healthcare support occupations	14.10	2.9	14.45	2.4	12.64	10.3
Group I	13.61	4.1	—	—	—	—
Medical assistants	12.80	10.3	—	—	—	—
Protective service occupations	19.86	7.8	20.88	8.7	10.67	6.3
Group I	11.85	4.3	—	—	—	—
Group II	23.45	5.4	—	—	—	—
Fire fighters	20.59	.1	21.44	4.9	—	—
Group II	20.59	.1	21.44	4.9	—	—
Bailiffs, correctional officers, and jailers	22.78	1.3	22.78	1.3	—	—
Group II	22.78	1.3	—	—	—	—
Correctional officers and jailers	22.93	.7	22.93	.7	—	—
Group II	22.93	.7	22.93	.7	—	—
Police officers	27.65	5.5	27.65	5.5	—	—
Group II	27.58	5.7	—	—	—	—
Police and sheriff's patrol officers	27.65	5.5	27.65	5.5	—	—
Group II	27.58	5.7	27.58	5.7	—	—
Security guards and gaming surveillance officers	12.39	5.2	12.97	7.7	9.97	5.3
Group I	11.95	4.5	—	—	—	—
Security guards	12.39	5.2	12.97	7.7	9.97	5.3
Group I	11.95	4.5	—	—	9.95	5.4
Miscellaneous protective service workers	12.67	11.9	—	—	10.16	9.7
Group I	11.14	6.5	—	—	—	—
Food preparation and serving related occupations	8.15	6.7	9.44	11.3	7.16	2.1
Group I	7.71	5.2	—	—	—	—
Group II	15.10	6.9	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	14.46	4.6	14.51	4.5	—	—
First-line supervisors/managers of food preparation and serving workers	13.99	2.9	14.03	2.8	—	—
Cooks	10.89	6.6	11.11	10.7	9.97	6.8
Group I	10.62	6.6	—	—	—	—
Cooks, institution and cafeteria	13.59	8.6	13.47	9.0	—	—
Group I	12.65	4.6	—	—	—	—
Cooks, restaurant	10.33	7.8	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Cooks, restaurant —Continued						
Group I	\$10.33	7.8	—	—	—	—
Food preparation workers	8.61	2.4	—	—	\$8.60	2.8
Group I	8.61	2.4	—	—	8.60	2.8
Food service, tipped	4.20	8.1	\$4.56	12.4	3.82	5.9
Group I	4.20	8.1	—	—	—	—
Bartenders	5.05	14.8	4.96	16.0	—	—
Group I	5.05	14.8	4.96	16.0	—	—
Waiters and waitresses	3.49	3.2	—	—	3.38	4.7
Group I	3.49	3.2	—	—	3.38	4.7
Fast food and counter workers	8.02	2.0	9.39	4.8	7.68	.7
Group I	8.02	2.0	—	—	—	—
Combined food preparation and serving workers, including fast food	8.00	1.2	9.22	4.3	7.69	1.0
Group I	8.00	1.2	9.22	4.3	7.69	1.0
Counter attendants, cafeteria, food concession, and coffee shop	8.10	9.7	—	—	7.68	6.1
Group I	8.10	9.7	—	—	7.68	6.1
Food servers, nonrestaurant	10.74	8.5	—	—	—	—
Group I	9.74	8.2	—	—	—	—
Dishwashers	7.98	1.7	—	—	—	—
Group I	7.98	1.7	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	8.80	3.2	—	—	8.05	5.3
Group I	8.80	3.2	—	—	8.05	5.3
Building and grounds cleaning and maintenance occupations	12.24	5.3	12.86	4.8	9.79	10.0
Group I	11.94	4.2	—	—	—	—
Building cleaning workers	12.27	5.8	12.93	5.1	9.80	10.5
Group I	12.04	4.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.59	7.6	13.58	5.9	8.89	3.2
Group I	12.31	6.5	13.36	4.9	8.89	3.2
Maids and housekeeping cleaners	10.90	9.1	10.14	9.9	—	—
Group I	10.98	9.2	10.14	9.9	—	—
Grounds maintenance workers	11.44	10.9	—	—	—	—
Group I	10.25	6.3	—	—	—	—
Landscaping and groundskeeping workers	11.44	10.9	—	—	—	—
Group I	10.25	6.3	—	—	—	—
Personal care and service occupations	11.24	3.6	11.59	5.0	10.45	8.4
Group I	8.82	8.1	—	—	—	—
Group II	15.69	6.9	—	—	—	—
Miscellaneous entertainment attendants and related workers	8.27	4.4	—	—	8.27	4.4
Group I	8.27	4.4	—	—	—	—
Child care workers	10.88	5.5	11.74	10.9	9.53	3.4
Group I	9.88	4.1	10.15	8.4	9.53	3.4
Recreation and fitness workers	15.07	10.9	—	—	15.08	12.8
Sales and related occupations	18.73	9.7	22.07	7.9	8.82	3.9
Group I	10.94	3.6	—	—	—	—
Group II	23.91	9.1	—	—	—	—
Group III	39.19	3.9	—	—	—	—
First-line supervisors/managers, sales workers	24.33	17.4	24.80	17.4	—	—
Group II	21.07	9.3	—	—	—	—
First-line supervisors/managers of retail sales workers	17.54	14.3	18.09	16.1	—	—
Retail sales workers	13.87	6.2	17.64	5.4	8.56	3.7
Group I	10.71	2.3	—	—	—	—
Group II	25.00	19.0	—	—	—	—
Cashiers, all workers	10.08	3.9	12.11	3.7	8.72	2.1
Group I	10.08	3.9	—	—	—	—
Cashiers	10.08	3.9	12.11	3.7	8.72	2.1

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Cashiers —Continued						
Group I	\$10.08	3.9	\$12.11	3.7	\$8.72	2.1
Retail salespersons	14.36	1.9	17.90	5.9	8.39	4.2
Group I	11.17	7.5	14.13	10.5	8.39	4.2
Sales representatives, wholesale and manufacturing	27.86	9.3	27.86	9.3	—	—
Group II	25.97	6.4	—	—	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	25.94	8.5	25.94	8.5	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.59	15.3	29.59	15.3	—	—
Miscellaneous sales and related workers	20.78	37.8	23.93	33.1	—	—
Office and administrative support occupations	16.00	2.3	16.51	2.3	11.57	7.0
Group I	13.16	1.9	—	—	—	—
Group II	20.50	2.6	—	—	—	—
First-line supervisors/managers of office and administrative support workers	21.22	5.9	21.22	5.9	—	—
Financial clerks	16.12	2.3	16.28	2.8	15.27	9.3
Group I	13.93	2.8	—	—	—	—
Group II	19.44	2.8	—	—	—	—
Billing and posting clerks and machine operators	16.28	4.9	15.53	4.0	—	—
Group I	15.09	7.6	15.09	7.6	—	—
Group II	17.49	2.6	—	—	—	—
Bookkeeping, accounting, and auditing clerks	17.91	3.9	18.16	4.1	—	—
Group I	14.90	5.1	14.89	4.2	—	—
Group II	21.13	2.0	21.13	2.0	—	—
Tellers	13.37	.1	13.76	1.2	12.32	3.4
Group I	13.11	.9	13.66	2.4	12.32	3.4
Customer service representatives	16.91	8.3	17.04	8.6	—	—
Group I	14.53	3.7	14.63	4.2	—	—
Group II	21.81	13.9	22.33	14.9	—	—
Interviewers, except eligibility and loan	10.73	14.8	—	—	—	—
Group I	10.00	17.7	—	—	—	—
Receptionists and information clerks	11.67	6.5	11.97	7.5	—	—
Group I	11.00	2.1	11.23	2.0	—	—
Dispatchers	20.19	11.3	20.19	11.3	—	—
Shipping, receiving, and traffic clerks	17.61	10.5	17.61	10.5	—	—
Group I	17.88	13.3	17.88	13.3	—	—
Stock clerks and order fillers	10.36	1.2	11.88	2.6	8.90	.3
Group I	9.83	4.6	11.07	7.5	8.90	.3
Secretaries and administrative assistants	18.64	7.1	18.72	6.2	—	—
Group I	13.93	10.7	—	—	—	—
Group II	20.79	4.8	—	—	—	—
Executive secretaries and administrative assistants	23.25	7.1	22.86	7.1	—	—
Group II	23.41	6.9	23.41	6.9	—	—
Secretaries, except legal, medical, and executive	15.46	7.4	15.69	5.8	—	—
Group I	13.67	11.6	13.91	9.2	—	—
Group II	17.69	3.5	17.70	3.5	—	—
Insurance claims and policy processing clerks	19.14	1.3	19.14	1.3	—	—
Office clerks, general	14.33	4.3	14.43	4.8	—	—
Group I	13.55	4.1	13.64	4.7	—	—
Group II	17.15	9.4	17.15	9.4	—	—
Construction and extraction occupations	24.12	4.9	24.12	4.9	—	—
Group I	16.32	12.5	—	—	—	—
Group II	26.46	5.3	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	26.03	10.9	26.03	10.9	—	—
Construction laborers	18.36	4.6	18.36	4.6	—	—
Electricians	32.65	1.7	32.65	1.7	—	—
Group II	32.65	1.7	32.65	1.7	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	23.11	13.4	23.11	13.4	—	—
Plumbers, pipefitters, and steamfitters	23.11	13.4	23.11	13.4	—	—
Miscellaneous construction and related workers	18.32	17.3	18.32	17.3	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$21.98	4.6	\$22.17	4.6	—	—
Group I	17.83	23.7	—	—	—	—
Group II	24.39	4.3	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	30.82	8.8	30.82	8.8	—	—
Automotive technicians and repairers	16.96	14.8	16.96	14.8	—	—
Automotive service technicians and mechanics	19.42	8.1	19.42	8.1	—	—
Bus and truck mechanics and diesel engine specialists ...	20.18	5.0	20.18	5.0	—	—
Group II	20.70	5.6	20.70	5.6	—	—
Industrial machinery installation, repair, and maintenance workers	25.77	4.8	25.94	4.5	—	—
Group II	26.24	5.1	—	—	—	—
Industrial machinery mechanics	29.85	3.3	29.85	3.3	—	—
Group II	29.85	3.3	29.85	3.3	—	—
Maintenance and repair workers, general	19.62	9.0	19.82	8.8	—	—
Group II	19.42	10.4	19.66	10.2	—	—
Miscellaneous installation, maintenance, and repair workers	15.84	19.0	15.84	19.0	—	—
Production occupations	21.77	2.7	21.91	2.8	\$13.21	10.8
Group I	21.07	3.4	—	—	—	—
Group II	24.74	2.9	—	—	—	—
First-line supervisors/managers of production and operating workers	28.91	6.5	28.91	6.5	—	—
Group II	28.83	5.4	28.83	5.4	—	—
Miscellaneous assemblers and fabricators	25.85	1.3	25.85	1.3	—	—
Group I	25.98	1.7	—	—	—	—
Team assemblers	26.04	6.9	26.04	6.9	—	—
Computer control programmers and operators	25.73	6.0	25.73	6.0	—	—
Computer-controlled machine tool operators, metal and plastic	23.27	1.9	23.27	1.9	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	20.98	7.5	20.93	7.6	—	—
Group I	20.99	7.6	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	20.68	11.0	20.60	11.3	—	—
Group I	20.88	10.5	20.80	10.8	—	—
Machinists	19.51	10.3	19.61	10.5	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	24.39	11.0	24.39	11.0	—	—
Group I	24.37	11.7	24.37	11.7	—	—
Tool and die makers	29.03	2.4	29.03	2.4	—	—
Group II	29.03	2.4	29.03	2.4	—	—
Welding, soldering, and brazing workers	26.46	5.9	26.46	5.9	—	—
Laundry and dry-cleaning workers	9.98	5.3	—	—	—	—
Group I	9.98	5.3	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers	20.56	6.1	21.00	6.1	—	—
Group I	19.31	7.2	19.31	7.2	—	—
Miscellaneous production workers	17.55	16.1	17.55	16.1	—	—
Group I	19.99	18.0	—	—	—	—
Transportation and material moving occupations	20.43	4.8	21.90	6.8	9.97	5.7
Group I	16.81	3.9	—	—	—	—
Group II	18.31	6.0	—	—	—	—
Bus drivers	16.92	4.2	17.42	5.2	16.03	9.6
Group I	16.78	5.2	—	—	—	—
Bus drivers, school	17.76	3.4	17.42	5.2	—	—
Group I	17.63	4.5	17.42	5.2	—	—
Driver/sales workers and truck drivers	20.19	8.5	20.47	7.5	—	—
Group I	21.17	11.6	—	—	—	—
Driver/sales workers	13.36	24.1	—	—	—	—
Truck drivers, heavy and tractor-trailer	21.82	8.1	21.82	8.1	—	—
Group I	23.62	13.2	23.62	13.2	—	—
Truck drivers, light or delivery services	22.17	15.2	22.17	15.2	—	—
Group I	22.77	15.2	22.77	15.2	—	—
Industrial truck and tractor operators	19.67	6.3	19.67	6.3	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
—Continued						
Industrial truck and tractor operators —Continued						
Group I	\$19.79	6.8	\$19.79	6.8	—	—
Laborers and material movers, hand	13.56	11.7	14.98	12.2	\$9.00	5.4
Group I	13.54	12.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	14.26	14.7	16.53	14.3	9.04	5.4
Group I	14.08	16.0	16.45	15.9	9.04	5.4
Packers and packagers, hand	10.31	9.0	10.64	8.6	—	—
Group I	10.31	9.0	10.64	8.6	—	—

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$8.65	\$12.25	\$19.43	\$29.31	\$41.71
Management occupations	23.41	30.60	38.25	53.28	67.74
General and operations managers	14.23	23.53	34.82	61.04	72.12
Marketing and sales managers	30.71	32.89	40.60	48.89	91.55
Marketing managers	30.71	32.66	40.60	48.46	51.43
Computer and information systems managers	41.47	50.02	56.59	67.74	67.74
Financial managers	18.00	28.11	33.11	43.46	51.20
Industrial production managers	27.47	33.51	46.93	55.11	57.80
Construction managers	19.81	22.12	27.71	38.00	38.25
Education administrators	19.97	24.48	50.51	64.58	103.43
Education administrators, postsecondary	19.97	24.48	50.51	68.82	107.85
Engineering managers	42.79	53.22	54.97	66.82	80.40
Business and financial operations occupations	16.83	21.95	30.34	38.46	49.27
Buyers and purchasing agents	20.52	20.75	23.99	34.62	41.54
Purchasing agents, except wholesale, retail, and farm products	20.52	20.75	23.99	36.92	41.54
Human resources, training, and labor relations specialists	22.84	25.19	29.07	44.51	50.79
Management analysts	27.64	31.86	37.22	43.82	50.22
Accountants and auditors	19.23	24.38	27.40	33.65	48.61
Computer and mathematical science occupations	20.33	27.86	35.20	41.76	48.91
Computer programmers	22.60	23.83	30.43	35.09	38.40
Computer software engineers	32.50	37.84	41.50	47.22	67.10
Computer software engineers, systems software	34.84	37.84	41.35	53.00	67.18
Computer support specialists	15.99	17.35	19.72	23.00	24.76
Computer systems analysts	29.22	31.88	37.86	42.83	45.87
Network and computer systems administrators	24.09	24.90	35.10	36.06	44.13
Architecture and engineering occupations	20.08	28.82	36.00	43.38	50.00
Engineers	28.81	32.33	39.35	44.95	52.40
Industrial engineers, including health and safety	31.90	37.54	39.61	43.35	46.57
Industrial engineers	34.47	38.46	40.70	43.58	46.57
Mechanical engineers	25.00	29.35	37.10	40.91	43.58
Drafters	15.26	15.26	25.45	33.18	42.70
Engineering technicians, except drafters	17.15	19.71	23.58	31.10	34.43
Mechanical engineering technicians	18.50	19.24	23.37	28.96	34.43
Life, physical, and social science occupations	12.50	16.70	19.42	23.88	52.71
Life scientists	15.87	17.79	18.82	22.28	55.65
Community and social services occupations	14.11	17.00	20.65	28.00	34.33
Counselors	14.11	15.87	27.30	46.86	63.94
Educational, vocational, and school counselors	14.11	14.11	19.71	47.50	63.94
Social workers	14.45	17.47	20.84	28.21	30.17
Child, family, and school social workers	14.45	16.10	24.06	52.69	62.93
Miscellaneous community and social service specialists	12.40	12.67	15.38	18.48	24.87
Legal occupations	22.96	38.46	54.54	66.47	77.98
Lawyers	38.46	49.39	57.69	69.23	80.90
Education, training, and library occupations	11.31	19.52	40.14	55.83	64.36
Postsecondary teachers	26.74	37.33	59.89	78.70	82.84
Math and computer teachers, postsecondary	32.05	32.69	48.11	82.84	82.84
Arts, communications, and humanities teachers, postsecondary	29.94	51.57	69.71	81.03	94.27
Primary, secondary, and special education school teachers	27.15	37.16	52.01	58.18	62.48
Preschool and kindergarten teachers	13.59	15.12	16.03	18.81	60.76
Elementary and middle school teachers	30.86	44.61	52.74	59.48	62.49
Elementary school teachers, except special education	29.73	44.53	52.74	58.38	62.00
Middle school teachers, except special and vocational education	35.61	46.90	55.99	61.90	64.45
Secondary school teachers	32.99	40.72	52.01	56.99	63.94
Secondary school teachers, except special and vocational education	32.50	40.26	52.01	56.99	63.11
Special education teachers	28.90	34.21	42.56	55.12	60.49

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Education, training, and library occupations —Continued					
Special education teachers, preschool, kindergarten, and elementary school	\$25.83	\$32.32	\$42.56	\$51.53	\$59.48
Other teachers and instructors	11.04	11.06	12.57	20.83	54.07
Librarians	21.78	21.92	24.21	27.24	32.24
Teacher assistants	9.92	10.55	12.47	14.94	19.49
Arts, design, entertainment, sports, and media occupations					
Writers and editors	17.67	21.16	32.59	36.09	43.70
	29.90	31.25	33.49	36.09	39.75
Healthcare practitioner and technical occupations					
Physicians and surgeons	18.00	22.74	28.27	33.62	72.31
Registered nurses	24.94	64.69	107.50	139.86	185.46
Therapists	25.09	27.24	30.00	32.28	33.53
Clinical laboratory technologists and technicians	22.53	23.25	26.08	41.08	59.95
Medical and clinical laboratory technologists	15.22	18.32	23.39	26.50	31.77
Diagnostic related technologists and technicians	20.47	23.11	26.05	28.10	31.77
Radiologic technologists and technicians	21.49	23.65	26.44	34.81	42.86
Health diagnosing and treating practitioner support technicians	21.39	23.44	26.00	26.44	34.26
Pharmacy technicians	11.94	13.00	15.50	17.86	20.83
Licensed practical and licensed vocational nurses	11.94	11.94	13.00	15.32	16.09
	18.00	19.36	21.00	23.10	25.14
Healthcare support occupations					
Nursing, psychiatric, and home health aides	9.00	10.17	12.00	14.00	16.03
Home health aides	8.40	9.60	11.15	12.70	14.30
Nursing aides, orderlies, and attendants	8.25	9.00	10.00	12.00	12.00
Miscellaneous healthcare support occupations	10.25	11.11	12.24	13.70	15.02
Medical assistants	10.50	11.50	14.00	16.15	18.50
	10.50	10.50	12.02	14.12	16.83
Protective service occupations					
Fire fighters	10.99	12.42	20.43	24.85	30.25
Bailiffs, correctional officers, and jailers	14.26	20.10	21.25	23.48	25.04
Correctional officers and jailers	19.77	22.29	22.87	24.26	25.08
Police officers	19.23	22.76	24.26	24.26	25.08
Police and sheriff's patrol officers	23.14	24.63	24.85	30.84	32.99
Security guards and gaming surveillance officers	23.14	24.63	24.85	30.84	32.99
Security guards	9.95	11.10	11.10	14.23	15.86
Miscellaneous protective service workers	9.95	11.10	11.10	14.23	15.86
	9.00	10.00	11.00	16.47	18.04
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	3.50	7.15	7.50	9.49	12.57
First-line supervisors/managers of food preparation and serving workers	12.31	12.57	14.17	15.00	19.23
Cooks	12.31	12.50	13.68	15.00	15.83
Cooks, institution and cafeteria	7.50	8.50	11.46	12.16	14.01
Cooks, restaurant	10.67	12.16	13.14	14.01	21.10
Food preparation workers	7.50	7.50	10.50	11.46	13.00
Food service, tipped	7.15	7.50	8.00	9.44	10.30
Bartenders	2.65	2.65	3.50	5.00	6.67
Waiters and waitresses	4.00	4.00	4.50	5.00	8.00
Fast food and counter workers	2.65	2.65	2.68	3.50	6.50
Combined food preparation and serving workers, including fast food	7.15	7.15	7.40	8.50	9.61
Counter attendants, cafeteria, food concession, and coffee shop	7.15	7.15	7.40	8.50	9.50
Food servers, nonrestaurant	7.00	7.15	7.40	8.00	11.20
Dishwashers	6.54	7.15	12.48	13.37	13.37
Hosts and hostesses, restaurant, lounge, and coffee shop	7.15	7.89	7.89	7.95	9.17
	7.06	7.40	8.00	9.49	11.23
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	8.00	8.48	11.39	14.28	18.29
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.48	11.40	14.28	18.29
Maids and housekeeping cleaners	8.10	8.65	11.58	14.28	18.63
Grounds maintenance workers	7.50	7.76	8.25	15.65	16.46
	8.00	9.00	10.00	12.00	19.19

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations –Continued					
Landscaping and groundskeeping workers	\$8.00	\$9.00	\$10.00	\$12.00	\$19.19
Personal care and service occupations					
Miscellaneous entertainment attendants and related workers	5.15	7.50	9.35	11.09	20.15
Child care workers	7.15	7.25	8.10	9.34	9.34
Recreation and fitness workers	8.08	8.81	9.98	11.87	16.22
	10.00	10.15	15.00	17.31	21.77
Sales and related occupations					
First-line supervisors/managers, sales workers	7.67	10.00	13.98	24.68	36.25
First-line supervisors/managers of retail sales workers	11.35	14.82	22.18	24.85	66.71
Retail sales workers	11.35	14.64	15.91	24.62	24.62
Cashiers, all workers	7.48	8.45	10.55	14.58	23.10
Cashiers	7.15	7.67	9.60	11.75	13.45
Retail salespersons	7.15	7.67	9.60	11.75	13.45
Sales representatives, wholesale and manufacturing	7.48	8.60	10.63	14.89	25.36
Sales representatives, wholesale and manufacturing, technical and scientific products	18.75	20.31	26.44	28.85	39.62
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.76	23.77	25.17	28.85	31.32
Miscellaneous sales and related workers	18.45	20.31	27.25	39.33	44.38
	8.00	10.66	12.06	36.06	44.26
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	10.00	12.03	15.00	19.24	22.84
Financial clerks	17.84	20.05	20.05	21.24	26.51
Billing and posting clerks and machine operators	11.55	12.66	15.50	19.05	21.45
Bookkeeping, accounting, and auditing clerks	12.00	13.88	16.62	17.84	18.58
Tellers	13.28	15.16	18.06	21.33	22.60
Customer service representatives	11.25	12.03	12.77	14.77	15.38
Interviewers, except eligibility and loan	11.75	13.61	15.50	17.98	25.90
Receptionists and information clerks	7.33	7.45	9.25	14.72	15.26
Dispatchers	9.14	11.00	11.00	12.39	13.41
Shipping, receiving, and traffic clerks	16.46	16.46	16.83	22.91	26.40
Stock clerks and order fillers	12.60	14.34	15.15	19.54	28.47
Secretaries and administrative assistants	7.50	8.00	9.72	12.16	13.60
Executive secretaries and administrative assistants	9.68	14.78	17.39	21.98	26.92
Secretaries, except legal, medical, and executive	15.81	17.39	22.28	26.92	33.87
Insurance claims and policy processing clerks	8.51	13.26	15.91	18.60	20.48
Office clerks, general	12.18	17.10	19.31	22.28	24.67
	9.25	11.77	14.07	16.00	19.80
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	14.34	17.35	24.29	32.02	33.81
Construction laborers	15.00	20.25	25.04	31.93	34.88
Electricians	10.00	15.30	17.42	21.65	24.40
Pipelayers, plumbers, pipefitters, and steamfitters	26.80	32.93	33.50	33.81	33.96
Plumbers, pipefitters, and steamfitters	14.34	18.58	24.48	29.32	33.35
Miscellaneous construction and related workers	14.34	18.58	24.48	29.32	33.35
	10.00	10.00	16.00	21.29	31.70
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	10.73	15.17	22.08	27.67	33.13
Automotive technicians and repairers	25.89	25.89	25.89	38.60	40.35
Automotive service technicians and mechanics	9.00	11.50	17.17	22.00	22.68
Bus and truck mechanics and diesel engine specialists	10.73	17.17	21.00	22.00	22.96
Industrial machinery installation, repair, and maintenance workers	16.00	18.48	19.10	22.08	23.09
Industrial machinery mechanics	14.32	20.37	26.15	32.88	33.81
Maintenance and repair workers, general	23.94	26.15	32.84	33.67	33.96
Miscellaneous installation, maintenance, and repair workers	14.25	14.32	18.67	24.05	26.12
	9.59	9.59	13.50	22.19	28.44
Production occupations					
First-line supervisors/managers of production and operating workers	11.00	14.38	22.12	28.93	29.84
Miscellaneous assemblers and fabricators	19.49	20.65	31.01	34.57	35.72
Team assemblers	13.35	28.00	28.64	29.17	29.23
	19.88	22.27	28.64	28.68	29.23

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations —Continued					
Computer control programmers and operators	\$18.00	\$21.00	\$26.72	\$32.55	\$32.55
Computer-controlled machine tool operators, metal and plastic	18.00	20.00	23.00	27.88	28.62
Machine tool cutting setters, operators, and tenders, metal and plastic	14.19	14.85	20.68	28.95	29.84
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.19	14.41	20.68	29.19	29.84
Machinists	14.25	18.51	18.77	21.50	28.47
Multiple machine tool setters, operators, and tenders, metal and plastic	15.85	16.47	28.59	29.41	29.41
Tool and die makers	20.00	25.85	32.08	33.83	33.96
Welding, soldering, and brazing workers	16.75	28.38	28.38	29.10	29.10
Laundry and dry-cleaning workers	8.33	8.33	10.18	10.63	11.90
Inspectors, testers, sorters, samplers, and weighers	12.55	13.36	17.25	28.48	29.44
Miscellaneous production workers	8.75	11.50	16.65	22.12	29.10
Transportation and material moving occupations					
Bus drivers	8.45	10.95	16.80	22.85	28.47
Bus drivers, school	11.76	14.42	18.20	19.28	20.98
Bus drivers, school	13.30	16.91	18.31	19.28	21.00
Driver/sales workers and truck drivers	10.00	15.09	18.72	27.18	29.30
Driver/sales workers	7.15	7.15	12.50	15.09	20.84
Truck drivers, heavy and tractor-trailer	15.40	17.86	20.00	22.56	32.60
Truck drivers, light or delivery services	10.00	13.05	28.37	28.37	28.82
Industrial truck and tractor operators	11.20	13.12	18.13	28.29	28.57
Laborers and material movers, hand	7.45	8.50	10.50	15.70	28.00
Laborers and freight, stock, and material movers, hand	7.40	8.45	10.50	20.38	28.00
Packers and packagers, hand	8.00	8.50	8.50	12.50	15.30

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$8.33	\$11.67	\$18.53	\$29.11	\$39.44
Management occupations	23.53	30.71	38.22	53.25	67.74
General and operations managers	14.23	23.53	34.82	61.04	72.12
Marketing and sales managers	30.71	32.89	40.60	48.89	91.55
Marketing managers	30.71	32.66	40.60	48.46	51.43
Computer and information systems managers	41.47	43.41	56.59	67.74	67.74
Financial managers	18.00	28.11	33.11	38.70	45.61
Industrial production managers	27.47	33.51	46.93	55.11	57.80
Construction managers	19.81	22.12	27.71	38.00	38.25
Business and financial operations occupations	16.83	21.89	30.77	39.23	49.81
Buyers and purchasing agents	20.52	20.75	25.85	36.92	41.54
Purchasing agents, except wholesale, retail, and farm products	20.52	20.75	25.85	36.92	42.00
Human resources, training, and labor relations specialists	22.84	25.19	28.89	49.04	50.79
Management analysts	27.64	31.86	37.22	43.82	50.22
Accountants and auditors	19.67	25.24	31.83	35.34	49.81
Computer and mathematical science occupations	20.55	28.26	36.06	42.79	49.28
Computer programmers	22.60	23.83	30.43	35.09	38.40
Computer software engineers	32.50	37.84	41.50	47.22	67.10
Computer software engineers, systems software	34.84	37.84	41.35	53.00	67.18
Computer support specialists	16.50	17.35	19.69	22.88	24.76
Computer systems analysts	29.22	31.88	39.17	42.83	47.34
Network and computer systems administrators	24.09	24.90	35.10	36.06	44.13
Architecture and engineering occupations	20.08	28.96	36.87	43.58	50.16
Engineers	28.81	32.68	39.44	44.95	52.59
Industrial engineers, including health and safety	31.90	37.54	39.61	43.35	46.57
Industrial engineers	34.47	38.46	40.70	43.58	46.57
Mechanical engineers	25.00	29.35	37.10	40.91	43.58
Drafters	15.26	15.26	25.45	33.18	42.70
Engineering technicians, except drafters	17.15	19.71	23.70	31.63	34.43
Mechanical engineering technicians	18.50	19.24	23.37	28.96	34.43
Life, physical, and social science occupations	11.32	14.99	19.00	23.98	55.65
Community and social services occupations	13.88	15.76	19.70	24.68	30.17
Social workers	14.45	17.29	20.65	26.76	30.17
Legal occupations	30.22	45.24	55.82	68.51	80.90
Lawyers	38.46	50.35	57.69	70.50	80.90
Education, training, and library occupations	9.92	11.25	15.42	30.50	37.33
Postsecondary teachers	17.05	17.05	37.33	82.84	82.84
Teacher assistants	9.00	9.92	11.01	12.26	13.75
Arts, design, entertainment, sports, and media occupations	17.67	21.16	32.59	36.09	43.70
Writers and editors	29.90	31.25	33.49	36.09	39.75
Healthcare practitioner and technical occupations	18.00	22.65	29.11	34.26	75.18
Physicians and surgeons	38.46	64.69	111.24	140.00	185.97
Registered nurses	25.27	27.39	30.25	32.28	33.31
Therapists	22.53	23.25	26.08	34.46	53.82
Clinical laboratory technologists and technicians	15.22	19.47	23.39	27.36	31.77
Medical and clinical laboratory technologists	20.47	23.11	26.05	28.10	31.77
Radiologic technologists and technicians	20.62	22.00	24.72	29.90	34.77
Health diagnosing and treating practitioner support technicians	11.94	13.00	15.72	18.00	20.83
Pharmacy technicians	11.94	11.94	13.00	15.32	16.09
Licensed practical and licensed vocational nurses	18.00	19.51	21.00	23.33	25.17
Healthcare support occupations	9.00	10.00	11.85	13.92	15.81
Nursing, psychiatric, and home health aides	8.35	9.59	11.11	12.47	14.00
Home health aides	8.25	9.00	10.00	12.00	12.00
Nursing aides, orderlies, and attendants	10.25	11.11	12.24	13.70	15.00
Miscellaneous healthcare support occupations	10.50	11.50	14.00	16.15	18.50

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Healthcare support occupations –Continued					
Medical assistants	\$10.50	\$10.50	\$12.02	\$14.12	\$16.83
Protective service occupations					
Security guards and gaming surveillance officers	8.50	10.99	11.10	13.63	15.75
Security guards	8.50	11.10	11.10	13.79	15.75
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	3.50	7.10	7.45	9.25	12.50
First-line supervisors/managers of food preparation and serving workers	12.31	12.57	14.17	15.00	19.23
Cooks	12.31	12.50	13.68	15.00	15.83
Cooks, restaurant	7.50	8.50	11.46	12.16	13.75
Food preparation workers	7.50	7.50	10.50	11.46	13.00
Food service, tipped	7.15	7.50	8.00	9.44	10.30
Bartenders	2.65	2.65	3.50	5.00	6.67
Waiters and waitresses	4.00	4.00	4.50	5.00	8.00
Fast food and counter workers	2.65	2.65	2.68	3.50	6.50
Combined food preparation and serving workers, including fast food	7.15	7.15	7.40	8.50	9.50
Counter attendants, cafeteria, food concession, and coffee shop	7.15	7.15	7.40	8.50	9.50
Food servers, nonrestaurant	7.00	7.15	7.40	7.40	10.00
Dishwashers	5.76	7.15	9.00	13.30	13.30
Hosts and hostesses, restaurant, lounge, and coffee shop	7.15	7.89	7.89	7.95	9.17
Hosts and hostesses, restaurant, lounge, and coffee shop	7.06	7.40	8.00	9.49	11.23
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	7.76	8.17	10.05	12.94	16.00
Janitors and cleaners, except maids and housekeeping cleaners	7.76	8.10	10.07	12.78	16.00
Maids and housekeeping cleaners	8.10	8.48	10.37	12.60	15.30
Grounds maintenance workers	7.50	7.76	8.25	15.65	16.46
Landscaping and groundskeeping workers	8.00	8.25	9.50	12.00	13.00
Landscaping and groundskeeping workers	8.00	8.25	9.50	12.00	13.00
Personal care and service occupations					
Miscellaneous entertainment attendants and related workers	5.15	7.28	9.05	10.25	16.15
Child care workers	7.15	7.25	8.10	9.34	9.34
Child care workers	8.60	8.73	9.58	10.00	10.50
Sales and related occupations					
First-line supervisors/managers, sales workers	7.67	10.00	13.53	24.62	36.25
First-line supervisors/managers of retail sales workers	11.35	14.82	22.18	24.85	66.71
Retail sales workers	11.35	14.64	15.91	24.62	24.62
Cashiers, all workers	7.48	8.40	10.55	14.58	23.10
Cashiers	7.15	7.67	9.55	11.75	13.45
Retail salespersons	7.15	7.67	9.55	11.75	13.45
Sales representatives, wholesale and manufacturing	7.48	8.60	10.63	14.89	25.36
Sales representatives, wholesale and manufacturing, technical and scientific products	18.75	20.31	26.44	28.85	39.62
Sales representatives, wholesale and manufacturing, except technical and scientific products	19.76	23.77	25.17	28.85	31.32
Miscellaneous sales and related workers	18.45	20.31	27.25	39.33	44.38
Miscellaneous sales and related workers	7.80	10.31	10.66	14.40	39.86
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	9.85	11.75	14.54	18.83	22.64
Financial clerks	17.84	20.05	20.05	21.24	26.51
Billing and posting clerks and machine operators	11.50	12.50	15.07	18.18	21.09
Bookkeeping, accounting, and auditing clerks	12.00	13.88	16.62	17.84	18.58
Tellers	13.28	15.00	18.03	21.09	22.60
Customer service representatives	11.25	12.03	12.60	14.29	15.56
Interviewers, except eligibility and loan	11.54	13.50	15.50	18.38	26.25
Receptionists and information clerks	7.33	7.45	9.25	14.72	15.26
Shipping, receiving, and traffic clerks	9.14	10.27	11.00	12.02	12.55
Stock clerks and order fillers	12.60	14.34	15.15	19.54	28.47
Secretaries and administrative assistants	7.50	8.00	9.72	12.16	13.60
Secretaries and administrative assistants	8.51	13.54	17.31	23.03	28.74

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
-Continued					
Executive secretaries and administrative assistants	\$15.81	\$17.39	\$24.37	\$29.44	\$34.77
Secretaries, except legal, medical, and executive	8.51	9.68	14.54	17.01	19.64
Insurance claims and policy processing clerks	12.18	17.10	19.31	22.28	24.67
Office clerks, general	9.00	11.00	13.50	15.25	18.83
Construction and extraction occupations					
14.00	17.00	24.40	32.33	33.81	
First-line supervisors/managers of construction trades and extraction workers	15.00	20.25	25.04	31.93	34.88
Construction laborers	10.00	15.30	17.42	21.65	24.40
Electricians	32.77	33.19	33.81	33.81	33.96
Pipelayers, plumbers, pipefitters, and steamfitters	14.34	20.48	24.48	29.32	33.35
Plumbers, pipefitters, and steamfitters	14.34	20.48	24.48	29.32	33.35
Miscellaneous construction and related workers	10.00	10.00	16.00	21.29	31.70
Installation, maintenance, and repair occupations					
10.42	15.11	22.00	27.67	33.20	
First-line supervisors/managers of mechanics, installers, and repairers	25.89	25.89	25.89	38.97	40.35
Automotive technicians and repairers	9.00	11.50	17.17	22.00	22.68
Industrial machinery installation, repair, and maintenance workers	14.31	22.42	26.15	33.13	33.81
Industrial machinery mechanics	23.94	26.15	32.84	33.67	33.96
Maintenance and repair workers, general	14.00	14.31	18.23	24.05	25.60
Miscellaneous installation, maintenance, and repair workers	9.59	9.59	12.50	22.19	29.18
Production occupations					
11.00	14.38	22.12	28.93	29.84	
First-line supervisors/managers of production and operating workers	19.49	20.65	31.01	34.57	35.72
Miscellaneous assemblers and fabricators	13.35	28.00	28.64	29.17	29.23
Team assemblers	19.88	22.27	28.64	28.68	29.23
Computer control programmers and operators	18.00	21.00	26.72	32.55	32.55
Computer-controlled machine tool operators, metal and plastic	18.00	20.00	23.00	27.88	28.62
Machine tool cutting setters, operators, and tenders, metal and plastic	14.19	14.85	20.68	28.95	29.84
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.19	14.41	20.68	29.19	29.84
Machinists	14.25	18.51	18.77	21.50	28.47
Multiple machine tool setters, operators, and tenders, metal and plastic	15.85	16.47	28.59	29.41	29.41
Tool and die makers	20.00	25.85	32.08	33.83	33.96
Welding, soldering, and brazing workers	16.75	28.38	28.38	29.10	29.10
Laundry and dry-cleaning workers	8.33	8.33	10.18	10.63	11.90
Inspectors, testers, sorters, samplers, and weighers	12.55	13.36	17.25	28.48	29.44
Miscellaneous production workers	8.75	11.50	16.65	22.12	29.10
Transportation and material moving occupations					
8.24	10.50	16.66	22.85	28.49	
Driver/sales workers and truck drivers	10.00	15.09	18.72	27.18	29.30
Driver/sales workers	7.15	7.15	12.50	15.09	20.84
Truck drivers, heavy and tractor-trailer	15.40	17.86	20.00	22.56	32.60
Truck drivers, light or delivery services	10.00	13.05	28.37	28.37	28.82
Industrial truck and tractor operators	11.20	13.12	18.13	28.29	28.57
Laborers and material movers, hand	7.45	8.50	10.50	15.70	28.00
Laborers and freight, stock, and material movers, hand	7.40	8.45	10.50	20.38	28.00
Packers and packagers, hand	8.00	8.50	8.50	12.50	15.30

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or 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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$13.47	\$17.36	\$23.20	\$33.86	\$56.16
Management occupations	20.02	28.73	47.12	54.60	68.82
Education administrators	19.97	45.67	51.28	67.48	103.43
Business and financial operations occupations	19.23	23.99	24.62	28.52	31.09
Computer and mathematical science occupations	19.33	25.31	32.60	36.94	39.54
Life, physical, and social science occupations	15.25	17.31	20.09	23.88	52.71
Community and social services occupations	24.06	24.06	26.61	52.69	63.94
Social workers	24.06	24.06	26.61	52.69	62.93
Child, family, and school social workers	24.06	24.51	41.08	59.56	64.70
Education, training, and library occupations	15.28	28.52	49.53	58.85	67.24
Postsecondary teachers	32.05	44.87	61.15	78.70	85.29
Arts, communications, and humanities teachers, postsecondary	26.74	55.83	69.71	81.03	94.27
Primary, secondary, and special education school teachers	34.21	45.01	52.74	59.48	62.93
Elementary and middle school teachers	37.01	47.04	53.79	60.14	62.49
Elementary school teachers, except special education	37.72	47.10	52.74	58.97	62.49
Middle school teachers, except special and vocational education	35.61	46.90	55.99	61.90	64.45
Secondary school teachers	39.53	48.71	52.01	59.89	64.36
Secondary school teachers, except special and vocational education	40.90	49.41	52.01	59.89	64.36
Special education teachers	28.90	34.21	42.56	55.12	60.49
Special education teachers, preschool, kindergarten, and elementary school	25.83	32.32	42.56	51.53	59.48
Other teachers and instructors	11.04	11.06	12.57	20.83	54.07
Librarians	21.78	21.92	24.21	27.24	32.24
Teacher assistants	11.31	13.23	14.94	18.93	20.28
Healthcare practitioner and technical occupations	16.59	23.29	26.44	30.49	37.49
Registered nurses	23.29	26.59	29.19	34.59	37.49
Protective service occupations	15.86	20.30	24.26	27.89	30.80
Fire fighters	14.26	20.10	21.25	23.48	25.04
Bailiffs, correctional officers, and jailers	19.77	22.29	22.87	24.26	25.08
Correctional officers and jailers	19.23	22.76	24.26	24.26	25.08
Police officers	23.14	24.63	24.85	30.84	32.99
Police and sheriff's patrol officers	23.14	24.63	24.85	30.84	32.99
Miscellaneous protective service workers	9.04	13.43	16.47	17.43	20.70
Food preparation and serving related occupations	7.11	11.75	13.37	13.37	17.00
Building and grounds cleaning and maintenance occupations	11.00	13.74	15.88	18.37	20.52
Building cleaning workers	11.58	13.81	15.88	18.29	20.28
Janitors and cleaners, except maids and housekeeping cleaners	11.58	13.81	15.88	18.29	20.28
Personal care and service occupations	8.19	10.52	15.09	19.55	22.09
Child care workers	7.82	9.24	12.64	19.16	19.55
Office and administrative support occupations	12.51	14.39	17.58	20.70	22.91
Financial clerks	13.47	15.10	18.51	21.94	26.70
Secretaries and administrative assistants	14.39	15.91	18.84	20.84	23.15
Executive secretaries and administrative assistants	15.14	17.83	20.84	22.28	24.39
Secretaries, except legal, medical, and executive	13.63	15.91	17.32	19.74	20.74
Office clerks, general	12.48	12.73	16.12	19.41	20.02
Construction and extraction occupations	17.35	19.24	21.90	26.80	32.83
Installation, maintenance, and repair occupations	15.38	18.05	23.86	27.75	27.75
Industrial machinery installation, repair, and maintenance workers	14.95	18.00	24.71	27.75	27.75

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles¹, Detroit-Warren-Flint, MI CSA, May 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations —Continued					
Maintenance and repair workers, general	\$14.95	\$18.00	\$24.71	\$27.75	\$27.75
Transportation and material moving occupations	11.76	13.30	17.00	19.28	20.85
Bus drivers	11.76	13.95	18.30	19.28	20.98
Bus drivers, school	13.30	14.81	18.62	19.28	21.00

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Detroit-Warren-Flint, MI CSA, May 2008

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.35	\$14.00	\$20.65	\$30.41	\$43.51
Management occupations	23.08	30.60	38.22	53.14	66.73
General and operations managers	14.23	23.53	34.82	61.04	72.12
Marketing and sales managers	30.71	32.89	40.60	48.89	91.55
Marketing managers	30.71	32.66	40.60	48.46	51.43
Computer and information systems managers	41.47	50.02	56.59	67.74	67.74
Financial managers	18.00	28.11	33.11	43.46	51.20
Industrial production managers	27.47	33.51	46.93	55.11	57.80
Construction managers	19.81	22.12	27.71	38.00	38.25
Education administrators	19.97	24.48	50.51	58.42	67.48
Engineering managers	42.79	53.22	54.97	66.82	80.40
Business and financial operations occupations	17.16	22.14	30.34	38.46	49.59
Buyers and purchasing agents	20.52	20.75	23.99	34.62	41.54
Purchasing agents, except wholesale, retail, and farm products	20.52	20.75	23.99	36.92	41.54
Human resources, training, and labor relations specialists	22.84	25.19	28.89	49.04	50.79
Management analysts	27.64	31.86	37.22	43.82	50.22
Accountants and auditors	19.23	24.38	27.40	32.69	48.61
Computer and mathematical science occupations	20.33	27.86	35.35	41.83	48.91
Computer programmers	22.60	23.83	30.43	35.09	38.40
Computer software engineers	32.50	37.84	41.50	47.22	67.10
Computer software engineers, systems software	34.84	37.84	41.35	53.00	67.18
Computer support specialists	15.99	17.35	19.72	23.00	24.76
Computer systems analysts	29.22	31.88	37.86	42.83	45.87
Network and computer systems administrators	24.09	24.90	35.10	36.06	44.13
Architecture and engineering occupations	20.32	28.96	36.86	43.58	50.16
Engineers	28.81	32.38	39.40	44.95	52.46
Industrial engineers, including health and safety	31.90	37.95	39.98	43.58	46.57
Industrial engineers	35.35	38.46	40.71	43.58	46.66
Mechanical engineers	25.00	29.35	37.10	40.91	43.58
Drafters	15.02	15.26	19.48	32.95	42.70
Engineering technicians, except drafters	17.15	19.71	23.85	31.61	34.43
Mechanical engineering technicians	18.50	19.24	23.37	28.96	34.43
Life, physical, and social science occupations	13.74	16.70	20.29	23.98	52.71
Community and social services occupations	13.73	17.17	20.65	30.17	47.50
Counselors	14.11	14.11	19.71	47.50	63.94
Educational, vocational, and school counselors	14.11	14.11	19.71	47.50	63.94
Social workers	14.45	18.45	20.65	30.17	32.39
Child, family, and school social workers	14.45	16.10	24.06	52.69	62.93
Legal occupations	22.96	38.46	54.54	66.47	77.98
Lawyers	38.46	49.39	57.69	69.23	80.90
Education, training, and library occupations	13.52	21.78	42.56	56.91	65.38
Postsecondary teachers	32.05	40.14	61.15	78.70	82.84
Primary, secondary, and special education school teachers	28.68	37.39	52.01	58.38	62.48
Preschool and kindergarten teachers	13.59	15.12	16.03	18.81	60.76
Elementary and middle school teachers	30.98	44.61	52.74	59.48	62.49
Elementary school teachers, except special education	29.73	44.61	52.74	58.38	62.05
Middle school teachers, except special and vocational education	35.61	46.90	55.99	61.90	64.45
Secondary school teachers	32.99	40.41	52.01	57.22	63.94
Secondary school teachers, except special and vocational education	32.99	39.57	52.01	57.22	63.87
Special education teachers	28.90	34.21	42.56	55.12	60.49
Special education teachers, preschool, kindergarten, and elementary school	25.83	32.32	42.56	51.53	59.48
Librarians	21.78	21.92	24.21	27.24	32.24
Teacher assistants	9.92	11.01	13.52	14.61	19.49

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Arts, design, entertainment, sports, and media occupations					
Writers and editors	\$17.67 29.90	\$24.04 29.90	\$32.59 32.59	\$36.09 36.09	\$43.59 36.09
Healthcare practitioner and technical occupations					
Physicians and surgeons	16.40 24.94	21.50 60.82	27.90 90.91	33.35 130.62	74.24 144.07
Registered nurses	25.09	27.90	30.01	32.28	33.30
Therapists	22.53	23.25	26.08	36.00	60.76
Clinical laboratory technologists and technicians	15.22	16.20	24.95	28.00	31.77
Medical and clinical laboratory technologists	20.47	24.00	26.22	28.48	31.77
Diagnostic related technologists and technicians	21.49	23.49	26.00	27.26	34.26
Radiologic technologists and technicians	21.49	23.49	26.00	26.44	34.77
Health diagnosing and treating practitioner support technicians	11.94	13.00	15.50	17.86	20.83
Pharmacy technicians	11.94	11.94	13.00	15.32	16.09
Licensed practical and licensed vocational nurses	18.00	19.00	21.00	22.40	25.12
Healthcare support occupations	9.00	10.25	12.00	14.03	16.10
Nursing, psychiatric, and home health aides	8.40	9.59	11.30	12.73	14.30
Nursing aides, orderlies, and attendants	10.43	11.26	12.35	13.84	15.25
Miscellaneous healthcare support occupations	10.50	11.85	14.12	16.94	18.50
Protective service occupations	11.10	14.36	21.52	24.85	30.64
Fire fighters	17.77	20.10	21.25	23.92	25.04
Bailiffs, correctional officers, and jailers	19.77	22.29	22.87	24.26	25.08
Correctional officers and jailers	19.23	22.76	24.26	24.26	25.08
Police officers	23.14	24.63	24.85	30.84	32.99
Police and sheriff's patrol officers	23.14	24.63	24.85	30.84	32.99
Security guards and gaming surveillance officers	11.10	11.10	12.22	15.75	16.01
Security guards	11.10	11.10	12.22	15.75	16.01
Food preparation and serving related occupations	3.50	7.12	9.10	12.50	14.44
First-line supervisors/managers, food preparation and serving workers	12.31	12.57	14.44	15.00	19.23
First-line supervisors/managers of food preparation and serving workers	12.31	12.50	13.68	15.00	15.83
Cooks	7.50	9.00	11.46	12.20	14.01
Cooks, institution and cafeteria	10.67	12.04	12.34	14.01	21.10
Food service, tipped	2.70	3.50	4.00	5.00	7.00
Bartenders	3.50	4.00	5.00	5.00	6.67
Fast food and counter workers	7.15	8.23	9.10	10.18	12.00
Combined food preparation and serving workers, including fast food	7.15	8.23	9.10	10.18	11.00
Building and grounds cleaning and maintenance occupations	7.76	8.75	11.66	15.56	20.00
Building cleaning workers	7.76	8.65	11.66	15.65	20.14
Janitors and cleaners, except maids and housekeeping cleaners	8.62	10.45	12.60	15.88	20.14
Maids and housekeeping cleaners	7.50	7.76	8.17	10.42	16.46
Personal care and service occupations	5.15	5.96	9.00	12.00	21.48
Child care workers	8.08	9.00	9.98	14.00	19.55
Sales and related occupations	10.48	12.35	18.19	25.76	39.66
First-line supervisors/managers, sales workers	14.64	14.82	22.18	24.85	66.71
First-line supervisors/managers of retail sales workers	11.35	14.64	15.91	24.62	24.62
Retail sales workers	9.65	11.00	13.12	19.78	30.39
Cashiers, all workers	9.53	10.40	12.09	13.19	17.00
Cashiers	9.53	10.40	12.09	13.19	17.00
Retail salespersons	9.61	10.96	13.68	19.78	25.48
Sales representatives, wholesale and manufacturing	18.75	20.31	26.44	28.85	39.62
Sales representatives, wholesale and manufacturing, technical and scientific products	19.76	23.77	25.17	28.85	31.32
Sales representatives, wholesale and manufacturing, except technical and scientific products	18.45	20.31	27.25	39.33	44.38
Miscellaneous sales and related workers	10.66	10.66	15.39	39.86	44.71

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Office and administrative support occupations	\$11.00	\$12.66	\$15.38	\$19.80	\$23.11
First-line supervisors/managers of office and administrative support workers	17.84	20.05	20.05	21.24	26.51
Financial clerks	12.00	12.66	16.00	19.05	21.45
Billing and posting clerks and machine operators	12.00	12.85	16.53	17.84	18.00
Bookkeeping, accounting, and auditing clerks	14.12	16.36	18.18	21.33	22.53
Tellers	12.03	12.41	13.76	14.77	15.62
Customer service representatives	11.54	13.72	15.50	18.50	26.25
Receptionists and information clerks	10.13	11.00	11.00	12.50	13.92
Dispatchers	16.46	16.46	16.83	22.91	26.40
Shipping, receiving, and traffic clerks	12.60	14.34	15.15	19.54	28.47
Stock clerks and order fillers	7.75	9.97	11.50	13.45	17.11
Secretaries and administrative assistants	12.65	15.39	17.39	21.98	26.92
Executive secretaries and administrative assistants	15.67	17.39	22.28	26.92	32.33
Secretaries, except legal, medical, and executive	8.51	13.26	15.91	18.60	20.48
Insurance claims and policy processing clerks	12.18	17.10	19.31	22.28	24.67
Office clerks, general	9.25	12.00	14.15	16.00	19.80
Construction and extraction occupations	14.34	17.35	24.29	32.02	33.81
First-line supervisors/managers of construction trades and extraction workers	15.00	20.25	25.04	31.93	34.88
Construction laborers	10.00	15.30	17.42	21.65	24.40
Electricians	26.80	32.93	33.50	33.81	33.96
Pipelayers, plumbers, pipefitters, and steamfitters	14.34	18.58	24.48	29.32	33.35
Plumbers, pipefitters, and steamfitters	14.34	18.58	24.48	29.32	33.35
Miscellaneous construction and related workers	10.00	10.00	16.00	21.29	31.70
Installation, maintenance, and repair occupations	11.50	15.45	22.19	27.67	33.20
First-line supervisors/managers of mechanics, installers, and repairers	25.89	25.89	25.89	38.60	40.35
Automotive technicians and repairers	9.00	11.50	17.17	22.00	22.68
Automotive service technicians and mechanics	10.73	17.17	21.00	22.00	22.96
Bus and truck mechanics and diesel engine specialists	16.00	18.48	19.10	22.08	23.09
Industrial machinery installation, repair, and maintenance workers	14.32	22.42	26.15	32.88	33.81
Industrial machinery mechanics	23.94	26.15	32.84	33.67	33.96
Maintenance and repair workers, general	14.00	14.32	19.97	24.71	26.12
Miscellaneous installation, maintenance, and repair workers	9.59	9.59	13.50	22.19	28.44
Production occupations	11.00	14.48	22.12	28.95	29.84
First-line supervisors/managers of production and operating workers	19.49	20.65	31.01	34.57	35.72
Miscellaneous assemblers and fabricators	13.35	28.00	28.64	29.17	29.23
Team assemblers	19.88	22.27	28.64	28.68	29.23
Computer control programmers and operators	18.00	21.00	26.72	32.55	32.55
Computer-controlled machine tool operators, metal and plastic	18.00	20.00	23.00	27.88	28.62
Machine tool cutting setters, operators, and tenders, metal and plastic	14.19	14.85	20.68	28.95	29.84
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.19	14.41	16.16	29.19	29.84
Machinists	14.25	18.51	18.77	21.50	28.47
Multiple machine tool setters, operators, and tenders, metal and plastic	15.85	16.47	28.59	29.41	29.41
Tool and die makers	20.00	25.85	32.08	33.83	33.96
Welding, soldering, and brazing workers	16.75	28.38	28.38	29.10	29.10
Inspectors, testers, sorters, samplers, and weighers	13.00	14.40	17.25	28.48	29.44
Miscellaneous production workers	8.75	11.50	16.65	22.12	29.10
Transportation and material moving occupations	9.47	12.95	18.16	23.50	28.70
Bus drivers	13.30	14.42	18.20	19.37	21.00
Bus drivers, school	13.30	14.42	18.20	19.37	21.00
Driver/sales workers and truck drivers	10.00	15.09	18.72	28.07	29.50
Truck drivers, heavy and tractor-trailer	15.40	17.86	20.00	22.56	32.60
Truck drivers, light or delivery services	10.00	13.05	28.37	28.37	28.82
Industrial truck and tractor operators	11.20	13.12	18.13	28.29	28.57

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations					
—Continued					
Laborers and material movers, hand	\$8.24	\$9.50	\$12.40	\$20.38	\$28.33
Laborers and freight, stock, and material movers, hand	8.24	10.00	15.35	20.38	28.33
Packers and packagers, hand	8.00	8.50	10.00	13.52	15.30

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Detroit-Warren-Flint, MI CSA, May 2008

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.15	\$7.40	\$9.18	\$13.78	\$26.92
Business and financial operations occupations	14.28	15.00	23.00	33.00	33.24
Community and social services occupations	15.38	16.82	20.84	25.00	27.30
Education, training, and library occupations	10.27	10.55	13.23	20.79	41.04
Postsecondary teachers	19.71	23.40	26.08	38.76	62.07
Other teachers and instructors	10.27	11.04	11.06	14.87	20.83
Teacher assistants	9.28	10.55	10.65	15.00	17.85
Arts, design, entertainment, sports, and media occupations	15.00	15.00	21.16	38.27	43.70
Healthcare practitioner and technical occupations	22.44	26.50	30.49	37.49	53.82
Registered nurses	25.42	26.50	30.00	32.55	35.50
Therapists	20.04	22.44	25.37	53.82	53.82
Healthcare support occupations	8.50	10.15	11.11	13.82	15.08
Nursing, psychiatric, and home health aides	8.25	9.80	10.90	12.09	13.73
Nursing aides, orderlies, and attendants	10.25	10.55	11.11	13.06	14.28
Miscellaneous healthcare support occupations	9.00	10.50	11.85	13.82	18.05
Protective service occupations	7.87	9.25	10.75	10.99	13.43
Security guards and gaming surveillance officers	7.67	9.95	10.75	10.75	10.99
Security guards	7.67	9.95	10.75	10.75	10.99
Miscellaneous protective service workers	7.50	9.00	9.00	11.00	13.43
Food preparation and serving related occupations	2.68	7.15	7.30	8.00	9.44
Cooks	7.40	8.00	9.50	11.50	13.00
Food preparation workers	7.25	7.50	8.00	9.23	10.30
Food service, tipped	2.65	2.65	2.68	4.50	6.50
Waiters and waitresses	2.65	2.65	2.65	2.72	6.50
Fast food and counter workers	7.15	7.15	7.35	8.00	9.00
Combined food preparation and serving workers, including fast food	7.15	7.15	7.30	8.08	9.00
Counter attendants, cafeteria, food concession, and coffee shop	7.00	7.15	7.40	7.40	8.25
Hosts and hostesses, restaurant, lounge, and coffee shop	7.06	7.15	7.50	9.49	9.49
Building and grounds cleaning and maintenance occupations	8.10	8.10	8.57	10.37	16.00
Building cleaning workers	8.10	8.10	8.41	10.37	16.00
Janitors and cleaners, except maids and housekeeping cleaners	8.10	8.10	8.10	10.00	10.37
Personal care and service occupations	7.50	8.60	9.50	10.25	15.09
Miscellaneous entertainment attendants and related workers	7.15	7.25	8.10	9.34	9.34
Child care workers	8.00	8.60	10.00	10.00	11.24
Recreation and fitness workers	10.00	10.15	15.09	20.00	21.77
Sales and related occupations	7.15	7.48	8.29	9.57	11.19
Retail sales workers	7.15	7.48	8.00	9.25	11.00
Cashiers, all workers	7.15	7.37	7.90	9.70	11.14
Cashiers	7.15	7.37	7.90	9.70	11.14
Retail salespersons	7.20	7.48	7.95	9.00	10.00
Office and administrative support occupations	7.33	8.08	10.00	12.61	17.82
Financial clerks	10.50	11.25	13.88	16.62	25.00
Tellers	9.95	10.50	11.64	13.88	14.75
Stock clerks and order fillers	7.15	7.65	8.78	9.60	11.14
Production occupations	8.73	8.85	10.60	17.50	23.95
Transportation and material moving occupations	7.15	7.35	9.19	11.41	13.85
Bus drivers	11.00	11.76	17.39	19.28	19.28

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², Detroit-Warren-Flint, MI CSA, May 2008** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Laborers and material movers, hand	\$6.82	\$7.15	\$7.70	\$10.30	\$12.84
Laborers and freight, stock, and material movers, hand	6.85	7.25	7.70	10.30	12.84

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$25.00	\$20.65	\$986	\$824	39.4	\$49,954	\$42,224	1,998
Management occupations	42.90	38.22	1,737	1,600	40.5	89,936	83,200	2,096
General and operations managers	39.55	34.82	1,709	1,600	43.2	88,850	83,200	2,247
Marketing and sales managers	46.47	40.60	1,843	1,624	39.7	95,822	84,448	2,062
Marketing managers	42.57	40.60	1,680	1,624	39.5	87,354	84,448	2,052
Computer and information systems managers	56.06	56.59	2,164	2,263	38.6	112,541	117,701	2,008
Financial managers	35.24	33.11	1,469	1,335	41.7	75,986	69,419	2,156
Industrial production managers	44.77	46.93	1,791	1,877	40.0	93,127	97,606	2,080
Construction managers	29.63	27.71	1,208	1,108	40.8	62,826	57,631	2,120
Education administrators	46.62	50.51	1,829	2,020	39.2	90,041	100,000	1,932
Engineering managers	58.35	54.97	2,334	2,199	40.0	121,363	114,333	2,080
Business and financial operations occupations	31.54	30.34	1,262	1,231	40.0	65,554	64,000	2,079
Buyers and purchasing agents	28.42	23.99	1,137	960	40.0	59,114	49,899	2,080
Purchasing agents, except wholesale, retail, and farm products	28.68	23.99	1,147	960	40.0	59,646	49,899	2,080
Human resources, training, and labor relations specialists	34.24	28.89	1,366	1,156	39.9	71,014	60,100	2,074
Management analysts	38.04	37.22	1,519	1,486	39.9	78,981	77,282	2,076
Accountants and auditors	30.52	27.40	1,221	1,096	40.0	63,489	57,000	2,080
Computer and mathematical science occupations	35.93	35.35	1,444	1,448	40.2	74,805	75,200	2,082
Computer programmers	30.63	30.43	1,225	1,217	40.0	63,702	63,301	2,080
Computer software engineers	45.05	41.50	1,802	1,660	40.0	93,694	86,318	2,080
Computer software engineers, systems software	46.19	41.35	1,848	1,654	40.0	96,075	86,008	2,080
Computer support specialists	20.60	19.72	819	789	39.8	41,841	41,001	2,031
Computer systems analysts	38.06	37.86	1,523	1,514	40.0	79,172	78,753	2,080
Network and computer systems administrators	33.95	35.10	1,427	1,442	42.0	73,616	74,996	2,168
Architecture and engineering occupations	36.30	36.86	1,468	1,490	40.4	76,309	77,501	2,102
Engineers	39.70	39.40	1,611	1,582	40.6	83,770	82,266	2,110
Industrial engineers, including health and safety	39.95	39.98	1,598	1,599	40.0	83,089	83,163	2,080
Industrial engineers	40.68	40.71	1,627	1,628	40.0	84,619	84,681	2,080
Mechanical engineers	36.01	37.10	1,527	1,505	42.4	79,405	78,250	2,205
Drafters	24.81	19.48	992	779	40.0	51,603	40,527	2,080
Engineering technicians, except drafters	25.55	23.85	1,022	954	40.0	53,100	49,608	2,078
Mechanical engineering technicians	24.49	23.37	979	935	40.0	50,933	48,614	2,080
Life, physical, and social science occupations	26.27	20.29	1,024	835	39.0	51,201	44,000	1,949
Community and social services occupations	25.41	20.65	988	826	38.9	48,271	42,950	1,900
Counselors	32.62	19.71	1,203	904	36.9	51,710	51,613	1,585
Educational, vocational, and school counselors	32.62	19.71	1,203	904	36.9	51,710	51,613	1,585
Social workers	25.70	20.65	1,010	875	39.3	49,952	45,510	1,943
Child, family, and school social workers	31.46	24.06	1,188	962	37.8	54,403	53,789	1,729
Legal occupations	53.82	54.54	2,105	2,181	39.1	109,477	113,433	2,034
Lawyers	57.48	57.69	2,256	2,308	39.2	117,287	120,001	2,040
Education, training, and library occupations	40.81	42.56	1,451	1,543	35.6	57,544	60,549	1,410
Postsecondary teachers	60.27	61.15	2,301	2,412	38.2	89,428	85,394	1,484

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Education, training, and library occupations –Continued								
Primary, secondary, and special education school teachers	\$47.68	\$52.01	\$1,640	\$1,713	34.4	\$62,131	\$65,891	1,303
Preschool and kindergarten teachers	24.83	16.03	945	641	38.1	40,788	30,758	1,643
Elementary and middle school teachers	50.77	52.74	1,713	1,784	33.7	64,167	66,847	1,264
Elementary school teachers, except special education	50.05	52.74	1,698	1,751	33.9	63,678	66,847	1,272
Middle school teachers, except special and vocational education	53.40	55.99	1,763	1,799	33.0	65,914	66,938	1,234
Secondary school teachers	49.27	52.01	1,677	1,690	34.0	62,751	65,921	1,274
Secondary school teachers, except special and vocational education	49.30	52.01	1,676	1,690	34.0	62,839	65,921	1,275
Special education teachers	44.33	42.56	1,598	1,543	36.0	61,851	61,095	1,395
Special education teachers, preschool, kindergarten, and elementary school	42.34	42.56	1,528	1,543	36.1	60,172	61,095	1,421
Librarians	25.88	24.21	999	964	38.6	50,862	50,107	1,966
Teacher assistants	13.46	13.52	492	455	36.5	21,058	20,462	1,564
Arts, design, entertainment, sports, and media occupations								
Writers and editors	31.06	32.59	1,228	1,304	39.5	61,659	67,263	1,985
Writers and editors	33.44	32.59	1,301	1,304	38.9	67,659	67,789	2,023
Healthcare practitioner and technical occupations								
Physicians and surgeons	37.84	27.90	1,502	1,066	39.7	77,877	55,428	2,058
Physicians and surgeons	92.15	90.91	3,987	4,072	43.3	207,341	211,723	2,250
Registered nurses	30.19	30.01	1,175	1,155	38.9	61,121	60,050	2,024
Therapists	33.85	26.08	1,289	939	38.1	61,298	51,730	1,811
Clinical laboratory technologists and technicians	23.03	24.95	902	960	39.2	46,923	49,920	2,037
Medical and clinical laboratory technologists	26.06	26.22	1,013	998	38.9	52,700	51,888	2,022
Diagnostic related technologists and technicians	26.46	26.00	1,041	989	39.3	54,111	51,418	2,045
Radiologic technologists and technicians	26.34	26.00	1,033	986	39.2	53,708	51,251	2,039
Health diagnosing and treating practitioner support technicians	15.90	15.50	636	620	40.0	33,066	32,240	2,080
Pharmacy technicians	13.72	13.00	549	520	40.0	28,532	27,040	2,080
Licensed practical and licensed vocational nurses	21.17	21.00	813	840	38.4	42,265	43,680	1,997
Healthcare support occupations								
Nursing, psychiatric, and home health aides	11.39	11.30	449	451	39.5	23,361	23,442	2,051
Nursing aides, orderlies, and attendants	12.59	12.35	489	481	38.8	25,406	25,010	2,018
Miscellaneous healthcare support occupations	14.45	14.12	550	540	38.1	28,608	28,080	1,980
Protective service occupations								
Fire fighters	20.88	21.52	864	915	41.4	44,799	47,570	2,146
Fire fighters	21.44	21.25	1,036	1,013	48.3	53,871	52,691	2,513
Bailiffs, correctional officers, and jailers	22.78	22.87	911	915	40.0	47,378	47,570	2,080
Correctional officers and jailers	22.93	24.26	917	970	40.0	47,693	50,461	2,080
Police officers	27.65	24.85	1,112	994	40.2	57,817	51,688	2,091
Police and sheriff's patrol officers	27.65	24.85	1,112	994	40.2	57,817	51,688	2,091
Security guards and gaming surveillance officers	12.97	12.22	519	489	40.0	26,970	25,418	2,080
Security guards	12.97	12.22	519	489	40.0	26,970	25,418	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations	\$9.44	\$9.10	\$364	\$345	38.6	\$18,768	\$17,653	1,988
First-line supervisors/managers, food preparation and serving workers ..	14.51	14.44	607	600	41.8	31,160	31,200	2,148
First-line supervisors/managers of food preparation and serving workers	14.03	13.68	590	600	42.0	30,655	31,200	2,185
Cooks	11.11	11.46	400	401	36.0	20,506	20,384	1,846
Cooks, institution and cafeteria	13.47	12.34	500	480	37.1	24,615	24,544	1,828
Food service, tipped	4.56	4.00	172	160	37.8	8,852	8,320	1,940
Bartenders	4.96	5.00	185	197	37.4	9,641	10,234	1,944
Fast food and counter workers	9.39	9.10	366	364	39.0	19,041	18,928	2,028
Combined food preparation and serving workers, including fast food	9.22	9.10	363	364	39.4	18,884	18,928	2,047
Building and grounds cleaning and maintenance occupations	12.86	11.66	496	466	38.6	24,704	23,712	1,921
Building cleaning workers	12.93	11.66	497	466	38.4	25,726	24,240	1,989
Janitors and cleaners, except maids and housekeeping cleaners	13.58	12.60	537	504	39.6	27,884	26,208	2,053
Maids and housekeeping cleaners	10.14	8.17	346	327	34.1	17,761	17,000	1,752
Personal care and service occupations	11.59	9.00	447	360	38.6	22,679	18,183	1,957
Child care workers	11.74	9.98	459	399	39.1	21,551	19,926	1,836
Sales and related occupations	22.07	18.19	895	754	40.6	46,462	39,200	2,105
First-line supervisors/managers, sales workers	24.80	22.18	1,041	916	42.0	54,113	47,638	2,182
First-line supervisors/managers of retail sales workers	18.09	15.91	751	668	41.5	39,052	34,756	2,158
Retail sales workers	17.64	13.12	715	528	40.5	37,038	27,290	2,099
Cashiers, all workers	12.11	12.09	482	484	39.8	25,064	25,147	2,070
Cashiers	12.11	12.09	482	484	39.8	25,064	25,147	2,070
Retail salespersons	17.90	13.68	731	559	40.9	38,017	29,078	2,124
Sales representatives, wholesale and manufacturing	27.86	26.44	1,124	1,058	40.4	58,359	54,995	2,094
Sales representatives, wholesale and manufacturing, technical and scientific products	25.94	25.17	1,037	1,007	40.0	53,947	52,362	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	29.59	27.25	1,203	1,120	40.7	62,363	58,225	2,108
Miscellaneous sales and related workers	23.93	15.39	957	615	40.0	49,778	32,001	2,080
Office and administrative support occupations	16.51	15.38	649	610	39.3	33,624	31,595	2,037
First-line supervisors/managers of office and administrative support workers	21.22	20.05	849	802	40.0	44,138	41,704	2,080
Financial clerks	16.28	16.00	639	612	39.3	33,236	31,824	2,042
Billing and posting clerks and machine operators	15.53	16.53	604	612	38.9	31,389	31,824	2,021
Bookkeeping, accounting, and auditing clerks	18.16	18.18	702	721	38.6	36,484	37,496	2,009
Tellers	13.76	13.76	551	550	40.0	28,630	28,621	2,080
Customer service representatives	17.04	15.50	678	620	39.8	35,273	32,242	2,071
Receptionists and information clerks ..	11.97	11.00	448	385	37.4	23,281	20,020	1,945
Dispatchers	20.19	16.83	807	673	40.0	41,988	34,996	2,080
Shipping, receiving, and traffic clerks ..	17.61	15.15	704	606	40.0	36,567	31,512	2,077
Stock clerks and order fillers	11.88	11.50	471	460	39.7	24,515	23,920	2,063

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Secretaries and administrative assistants	\$18.72	\$17.39	\$732	\$696	39.1	\$37,410	\$35,999	1,999
Executive secretaries and administrative assistants	22.86	22.28	900	836	39.4	46,818	43,446	2,048
Secretaries, except legal, medical, and executive	15.69	15.91	609	597	38.8	30,714	31,026	1,958
Insurance claims and policy processing clerks	19.14	19.31	748	748	39.1	38,914	38,900	2,033
Office clerks, general	14.43	14.15	568	560	39.4	29,532	29,126	2,047
Construction and extraction occupations								
First-line supervisors/managers of construction trades and extraction workers	24.12	24.29	955	952	39.6	43,336	40,560	1,797
Construction laborers	26.03	25.04	1,041	1,002	40.0	49,200	51,043	1,890
Electricians	18.36	17.42	717	697	39.1	33,444	31,824	1,822
Pipelayers, plumbers, pipefitters, and steamfitters	32.65	33.50	1,306	1,340	40.0	67,922	69,680	2,080
Plumbers, pipefitters, and steamfitters	23.11	24.48	924	979	40.0	39,409	27,858	1,705
Miscellaneous construction and related workers	23.11	24.48	924	979	40.0	39,409	27,858	1,705
Miscellaneous construction and related workers	18.32	16.00	717	640	39.1	34,095	28,953	1,861
Installation, maintenance, and repair occupations								
First-line supervisors/managers of mechanics, installers, and repairers	22.17	22.19	900	883	40.6	46,800	45,926	2,111
Automotive technicians and repairers	30.82	25.89	1,352	1,295	43.9	70,320	67,319	2,282
Automotive service technicians and mechanics	16.96	17.17	712	819	42.0	37,016	42,583	2,183
Bus and truck mechanics and diesel engine specialists	19.42	21.00	830	840	42.8	43,174	43,680	2,223
Industrial machinery installation, repair, and maintenance workers	20.18	19.10	807	764	40.0	41,981	39,728	2,080
Industrial machinery mechanics	25.94	26.15	1,038	1,046	40.0	53,928	54,392	2,079
Maintenance and repair workers, general	29.85	32.84	1,194	1,314	40.0	62,098	68,307	2,080
Miscellaneous installation, maintenance, and repair workers	19.82	19.97	793	799	40.0	41,158	40,000	2,077
Miscellaneous installation, maintenance, and repair workers	15.84	13.50	634	540	40.0	32,945	28,080	2,080
Production occupations								
First-line supervisors/managers of production and operating workers	21.91	22.12	873	885	39.8	45,337	46,010	2,070
Miscellaneous assemblers and fabricators	28.91	31.01	1,181	1,283	40.9	61,429	66,726	2,125
Team assemblers	25.85	28.64	1,034	1,146	40.0	53,749	59,571	2,080
Computer control programmers and operators	26.04	28.64	1,041	1,146	40.0	54,157	59,571	2,080
Computer-controlled machine tool operators, metal and plastic	25.73	26.72	1,029	1,069	40.0	53,516	55,578	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	23.27	23.00	931	920	40.0	48,394	47,840	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	20.93	20.68	837	827	40.0	43,382	42,187	2,073
Machinists	20.60	16.16	824	646	40.0	42,735	35,880	2,075
Multiple machine tool setters, operators, and tenders, metal and plastic	19.61	18.77	784	751	40.0	40,793	39,042	2,080
Tool and die makers	24.39	28.59	976	1,144	40.0	50,738	59,467	2,080
Tool and die makers	29.03	32.08	1,161	1,283	40.0	60,296	66,726	2,077

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Welding, soldering, and brazing workers	\$26.46	\$28.38	\$1,058	\$1,135	40.0	\$55,034	\$59,030	2,080
Inspectors, testers, sorters, samplers, and weighers	21.00	17.25	840	690	40.0	43,680	35,880	2,080
Miscellaneous production workers	17.55	16.65	702	666	40.0	36,497	34,632	2,080
Transportation and material moving occupations								
Bus drivers	17.42	18.20	585	558	33.6	22,685	23,229	1,303
Bus drivers, school	17.42	18.20	585	558	33.6	22,685	23,229	1,303
Driver/sales workers and truck drivers	20.47	18.72	805	749	39.3	40,896	36,400	1,998
Truck drivers, heavy and tractor-trailer	21.82	20.00	847	749	38.8	42,350	37,128	1,941
Truck drivers, light or delivery services	22.17	28.37	887	1,135	40.0	46,111	59,010	2,080
Industrial truck and tractor operators ..	19.67	18.13	787	725	40.0	40,923	37,710	2,080
Laborers and material movers, hand ..	14.98	12.40	599	496	40.0	31,125	25,792	2,077
Laborers and freight, stock, and material movers, hand	16.53	15.35	660	612	39.9	34,341	31,824	2,077
Packers and packagers, hand	10.64	10.00	426	400	40.0	22,131	20,800	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$24.31	\$20.05	\$963	\$802	39.6	\$49,561	\$41,350	2,039
Management occupations	43.04	38.22	1,752	1,600	40.7	91,092	83,200	2,116
General and operations managers	39.55	34.82	1,709	1,600	43.2	88,850	83,200	2,247
Marketing and sales managers	46.47	40.60	1,843	1,624	39.7	95,822	84,448	2,062
Marketing managers	42.57	40.60	1,680	1,624	39.5	87,354	84,448	2,052
Computer and information systems managers	57.05	56.59	2,213	2,263	38.8	115,085	117,701	2,017
Financial managers	34.41	33.11	1,439	1,335	41.8	74,776	69,419	2,173
Industrial production managers	44.77	46.93	1,791	1,877	40.0	93,127	97,606	2,080
Construction managers	29.63	27.71	1,208	1,108	40.8	62,826	57,631	2,120
Business and financial operations occupations	32.03	30.77	1,283	1,273	40.0	66,694	66,200	2,082
Buyers and purchasing agents	29.24	25.85	1,170	1,034	40.0	60,823	53,764	2,080
Purchasing agents, except wholesale, retail, and farm products	29.68	25.85	1,187	1,034	40.0	61,741	53,764	2,080
Human resources, training, and labor relations specialists	34.06	28.89	1,359	1,151	39.9	70,647	59,850	2,074
Management analysts	38.04	37.22	1,519	1,486	39.9	78,981	77,282	2,076
Accountants and auditors	32.71	31.01	1,308	1,240	40.0	68,029	64,501	2,080
Computer and mathematical science occupations	36.36	36.06	1,464	1,476	40.3	76,146	76,752	2,094
Computer programmers	30.63	30.43	1,225	1,217	40.0	63,702	63,301	2,080
Computer software engineers	45.05	41.50	1,802	1,660	40.0	93,694	86,318	2,080
Computer software engineers, systems software	46.19	41.35	1,848	1,654	40.0	96,075	86,008	2,080
Computer support specialists	20.77	19.69	825	788	39.7	42,898	40,955	2,065
Computer systems analysts	38.31	39.17	1,532	1,567	40.0	79,680	81,474	2,080
Network and computer systems administrators	32.97	35.10	1,390	1,442	42.1	72,257	74,996	2,192
Architecture and engineering occupations	36.49	37.54	1,476	1,510	40.4	76,745	78,497	2,103
Engineers	39.85	39.44	1,617	1,586	40.6	84,094	82,447	2,110
Industrial engineers, including health and safety	39.95	39.98	1,598	1,599	40.0	83,089	83,163	2,080
Industrial engineers	40.68	40.71	1,627	1,628	40.0	84,619	84,681	2,080
Mechanical engineers	36.01	37.10	1,527	1,505	42.4	79,405	78,250	2,205
Drafters	24.81	19.48	992	779	40.0	51,603	40,527	2,080
Engineering technicians, except drafters	25.68	24.36	1,027	974	40.0	53,371	50,669	2,078
Mechanical engineering technicians	24.49	23.37	979	935	40.0	50,933	48,614	2,080
Life, physical, and social science occupations	28.94	21.64	1,153	865	39.9	59,975	45,001	2,072
Community and social services occupations	20.15	18.99	798	758	39.6	41,514	39,399	2,061
Social workers	21.30	20.65	850	826	39.9	44,190	42,950	2,074
Legal occupations	55.96	55.82	2,186	2,233	39.1	113,653	116,110	2,031
Lawyers	60.17	57.69	2,358	2,308	39.2	122,603	120,001	2,038
Education, training, and library occupations	22.52	15.75	879	641	39.1	40,476	30,000	1,797
Arts, design, entertainment, sports, and media occupations	31.31	32.59	1,240	1,304	39.6	62,099	67,789	1,983
Writers and editors	33.44	32.59	1,301	1,304	38.9	67,659	67,789	2,023
Healthcare practitioner and technical occupations	38.81	28.06	1,541	1,094	39.7	80,148	56,864	2,065
Physicians and surgeons	99.11	105.16	4,325	4,162	43.6	224,907	216,445	2,269

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare practitioner and technical occupations –Continued								
Registered nurses	\$30.39	\$30.32	\$1,181	\$1,166	38.9	\$61,416	\$60,615	2,021
Clinical laboratory technologists and technicians	23.65	24.95	925	989	39.1	48,096	51,418	2,034
Medical and clinical laboratory technologists	26.06	26.22	1,013	998	38.9	52,700	51,888	2,022
Diagnostic related technologists and technicians	26.61	25.82	1,042	975	39.1	54,169	50,700	2,036
Radiologic technologists and technicians	26.47	24.72	1,032	975	39.0	53,656	50,700	2,027
Health diagnosing and treating practitioner support technicians	15.94	15.72	637	629	40.0	33,147	32,698	2,080
Pharmacy technicians	13.72	13.00	549	520	40.0	28,532	27,040	2,080
Licensed practical and licensed vocational nurses	21.34	21.00	818	840	38.3	42,553	43,680	1,994
Healthcare support occupations	12.24	12.00	477	474	38.9	24,787	24,648	2,025
Nursing, psychiatric, and home health aides	11.30	11.30	446	449	39.4	23,186	23,359	2,051
Nursing aides, orderlies, and attendants	12.59	12.35	489	481	38.8	25,406	25,010	2,018
Miscellaneous healthcare support occupations	14.45	14.12	547	540	37.8	28,418	28,080	1,966
Food preparation and serving related occupations	9.24	9.10	357	336	38.6	18,407	17,497	1,992
First-line supervisors/managers, food preparation and serving workers ..	14.51	14.44	607	600	41.8	31,160	31,200	2,148
First-line supervisors/managers of food preparation and serving workers	14.03	13.68	590	600	42.0	30,655	31,200	2,185
Cooks	10.78	11.46	387	401	35.9	19,820	20,301	1,838
Food service, tipped	4.47	4.00	169	160	37.9	8,771	8,320	1,963
Bartenders	4.96	5.00	185	197	37.4	9,641	10,234	1,944
Fast food and counter workers	9.39	9.10	366	364	39.0	19,041	18,928	2,028
Combined food preparation and serving workers, including fast food	9.22	9.10	363	364	39.4	18,884	18,928	2,047
Building and grounds cleaning and maintenance occupations	11.68	10.78	446	420	38.2	21,956	20,758	1,879
Building cleaning workers	11.76	10.78	446	426	37.9	23,084	21,736	1,963
Janitors and cleaners, except maids and housekeeping cleaners	12.31	11.59	485	462	39.4	25,175	23,941	2,045
Maids and housekeeping cleaners	10.14	8.17	346	327	34.1	17,761	17,000	1,752
Personal care and service occupations	10.93	8.93	423	349	38.7	21,947	18,158	2,008
Sales and related occupations	21.68	17.88	880	737	40.6	45,663	38,250	2,106
First-line supervisors/managers, sales workers	24.80	22.18	1,041	916	42.0	54,113	47,638	2,182
First-line supervisors/managers of retail sales workers	18.09	15.91	751	668	41.5	39,052	34,756	2,158
Retail sales workers	17.64	13.12	715	528	40.5	37,038	27,290	2,099
Cashiers, all workers	12.11	12.09	482	484	39.8	25,064	25,147	2,070
Cashiers	12.11	12.09	482	484	39.8	25,064	25,147	2,070
Retail salespersons	17.90	13.68	731	559	40.9	38,017	29,078	2,124
Sales representatives, wholesale and manufacturing	27.86	26.44	1,124	1,058	40.4	58,359	54,995	2,094
Sales representatives, wholesale and manufacturing, technical and scientific products	25.94	25.17	1,037	1,007	40.0	53,947	52,362	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$29.59	\$27.25	\$1,203	\$1,120	40.7	\$62,363	\$58,225	2,108
Office and administrative support occupations	16.27	15.00	640	593	39.3	33,260	30,846	2,044
First-line supervisors/managers of office and administrative support workers	21.22	20.05	849	802	40.0	44,138	41,704	2,080
Financial clerks	16.02	15.41	628	606	39.2	32,677	31,535	2,040
Billing and posting clerks and machine operators	15.53	16.53	604	612	38.9	31,389	31,824	2,021
Bookkeeping, accounting, and auditing clerks	17.88	18.03	689	721	38.5	35,804	37,496	2,002
Tellers	13.65	12.85	546	514	40.0	28,394	26,728	2,080
Customer service representatives	17.09	15.50	680	620	39.8	35,380	32,242	2,070
Receptionists and information clerks	11.82	11.00	440	385	37.2	22,893	20,020	1,937
Shipping, receiving, and traffic clerks	17.61	15.15	704	606	40.0	36,567	31,512	2,077
Stock clerks and order fillers	11.88	11.50	471	460	39.7	24,515	23,920	2,063
Secretaries and administrative assistants	18.67	17.31	730	692	39.1	37,985	35,999	2,035
Executive secretaries and administrative assistants	23.94	23.90	945	962	39.5	49,155	49,999	2,054
Secretaries, except legal, medical, and executive	14.70	14.54	570	581	38.8	29,644	30,233	2,017
Insurance claims and policy processing clerks	19.14	19.31	748	748	39.1	38,914	38,900	2,033
Office clerks, general	13.92	13.50	546	540	39.2	28,380	28,080	2,039
Construction and extraction occupations	24.24	24.40	960	976	39.6	42,915	37,440	1,770
First-line supervisors/managers of construction trades and extraction workers	26.03	25.04	1,041	1,002	40.0	49,200	51,043	1,890
Construction laborers	18.36	17.42	717	697	39.1	33,444	31,824	1,822
Electricians	33.52	33.81	1,341	1,352	40.0	69,722	70,325	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	23.56	24.48	942	979	40.0	39,564	27,858	1,679
Plumbers, pipefitters, and steamfitters	23.56	24.48	942	979	40.0	39,564	27,858	1,679
Miscellaneous construction and related workers	18.32	16.00	717	640	39.1	34,095	28,953	1,861
Installation, maintenance, and repair occupations	22.12	22.08	899	883	40.6	46,739	45,926	2,113
First-line supervisors/managers of mechanics, installers, and repairers	30.84	25.89	1,356	1,295	44.0	70,517	67,319	2,286
Automotive technicians and repairers	16.70	17.17	702	819	42.0	36,489	42,583	2,185
Industrial machinery installation, repair, and maintenance workers	26.31	26.15	1,052	1,046	40.0	54,683	54,392	2,078
Industrial machinery mechanics	29.85	32.84	1,194	1,314	40.0	62,098	68,307	2,080
Maintenance and repair workers, general	18.87	18.23	755	729	40.0	39,171	37,916	2,076
Miscellaneous installation, maintenance, and repair workers	15.87	12.50	635	500	40.0	33,010	26,000	2,080
Production occupations	21.91	22.12	873	885	39.8	45,339	46,010	2,070
First-line supervisors/managers of production and operating workers	28.91	31.01	1,181	1,283	40.9	61,429	66,726	2,125
Miscellaneous assemblers and fabricators	25.85	28.64	1,034	1,146	40.0	53,749	59,571	2,080
Team assemblers	26.04	28.64	1,041	1,146	40.0	54,157	59,571	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Computer control programmers and operators	\$25.73	\$26.72	\$1,029	\$1,069	40.0	\$53,516	\$55,578	2,080
Computer-controlled machine tool operators, metal and plastic	23.27	23.00	931	920	40.0	48,394	47,840	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	20.93	20.68	837	827	40.0	43,382	42,187	2,073
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	20.60	16.16	824	646	40.0	42,735	35,880	2,075
Machinists	19.61	18.77	784	751	40.0	40,793	39,042	2,080
Multiple machine tool setters, operators, and tenders, metal and plastic	24.39	28.59	976	1,144	40.0	50,738	59,467	2,080
Tool and die makers	29.03	32.08	1,161	1,283	40.0	60,296	66,726	2,077
Welding, soldering, and brazing workers	26.46	28.38	1,058	1,135	40.0	55,034	59,030	2,080
Inspectors, testers, sorters, samplers, and weighers	21.00	17.25	840	690	40.0	43,680	35,880	2,080
Miscellaneous production workers	17.55	16.65	702	666	40.0	36,497	34,632	2,080
Transportation and material moving occupations								
Driver/sales workers and truck drivers	22.07	18.16	845	725	38.3	43,667	36,400	1,978
Truck drivers, heavy and tractor-trailer	20.47	18.72	805	749	39.3	40,896	36,400	1,998
Truck drivers, light or delivery services	21.82	20.00	847	749	38.8	42,350	37,128	1,941
Industrial truck and tractor operators ..	22.17	28.37	887	1,135	40.0	46,111	59,010	2,080
Laborers and material movers, hand ..	19.67	18.13	787	725	40.0	40,923	37,710	2,080
Laborers and freight, stock, and material movers, hand	14.98	12.40	599	496	40.0	31,125	25,792	2,077
Packers and packagers, hand	16.53	15.35	660	612	39.9	34,341	31,824	2,077
	10.64	10.00	426	400	40.0	22,131	20,800	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$29.77	\$23.99	\$1,138	\$965	38.2	\$52,318	\$50,244	1,757
Management occupations	41.91	36.00	1,634	1,440	39.0	82,337	74,880	1,965
Education administrators	49.23	50.51	1,927	2,020	39.1	94,295	102,824	1,915
Business and financial operations occupations	26.42	24.62	1,051	985	39.8	54,014	51,210	2,045
Computer and mathematical science occupations	31.86	32.60	1,259	1,222	39.5	62,864	63,566	1,973
Life, physical, and social science occupations	24.81	19.87	956	805	38.5	46,823	43,466	1,887
Community and social services occupations	38.14	27.81	1,417	1,235	37.2	60,954	53,789	1,598
Social workers	37.18	26.61	1,404	1,064	37.8	62,033	57,845	1,669
Child, family, and school social workers	42.50	41.08	1,560	1,712	36.7	66,383	66,763	1,562
Education, training, and library occupations	46.52	51.17	1,609	1,690	34.6	61,461	65,668	1,321
Postsecondary teachers	62.77	66.03	2,371	2,446	37.8	88,917	85,394	1,417
Primary, secondary, and special education school teachers	51.33	52.74	1,738	1,729	33.9	64,968	65,921	1,266
Elementary and middle school teachers	52.99	53.85	1,782	1,799	33.6	66,169	66,847	1,249
Elementary school teachers, except special education	52.87	52.78	1,788	1,785	33.8	66,248	66,847	1,253
Middle school teachers, except special and vocational education	53.40	55.99	1,763	1,799	33.0	65,914	66,938	1,234
Secondary school teachers	52.75	52.01	1,756	1,713	33.3	65,115	65,921	1,234
Secondary school teachers, except special and vocational education	52.95	52.01	1,758	1,713	33.2	65,330	65,921	1,234
Special education teachers	44.33	42.56	1,598	1,543	36.0	61,851	61,095	1,395
Special education teachers, preschool, kindergarten, and elementary school	42.34	42.56	1,528	1,543	36.1	60,172	61,095	1,421
Librarians	25.88	24.21	999	964	38.6	50,862	50,107	1,966
Teacher assistants	16.23	15.28	542	522	33.4	20,694	18,667	1,275
Healthcare practitioner and technical occupations	26.27	24.94	1,039	997	39.5	51,947	51,867	1,977
Registered nurses	26.84	28.27	1,074	1,131	40.0	55,825	58,802	2,080
Protective service occupations	24.41	24.26	1,025	994	42.0	53,085	51,688	2,174
Fire fighters	21.44	21.25	1,036	1,013	48.3	53,871	52,691	2,513
Bailiffs, correctional officers, and jailers	22.78	22.87	911	915	40.0	47,378	47,570	2,080
Correctional officers and jailers	22.93	24.26	917	970	40.0	47,693	50,461	2,080
Police officers	27.65	24.85	1,112	994	40.2	57,817	51,688	2,091
Police and sheriff's patrol officers	27.65	24.85	1,112	994	40.2	57,817	51,688	2,091
Building and grounds cleaning and maintenance occupations	16.63	16.54	665	662	40.0	34,451	34,403	2,072
Building cleaning workers	16.37	16.07	655	643	40.0	33,901	33,426	2,071
Janitors and cleaners, except maids and housekeeping cleaners	16.37	16.07	655	643	40.0	33,901	33,426	2,071
Office and administrative support occupations	18.09	17.58	712	693	39.4	36,056	35,256	1,993
Financial clerks	18.95	18.51	753	740	39.8	39,179	38,501	2,067

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Secretaries and administrative assistants	\$18.84	\$18.84	\$735	\$754	39.0	\$36,085	\$36,026	1,915
Executive secretaries and administrative assistants	20.17	20.84	789	793	39.1	41,040	41,215	2,035
Secretaries, except legal, medical, and executive	17.65	17.32	687	693	38.9	32,672	33,193	1,851
Office clerks, general	16.14	16.12	643	649	39.8	33,433	33,729	2,072
Construction and extraction occupations	23.02	21.90	914	880	39.7	47,554	45,760	2,065
Installation, maintenance, and repair occupations	22.94	23.86	918	955	40.0	47,719	49,637	2,080
Industrial machinery installation, repair, and maintenance workers	22.70	24.71	908	988	40.0	47,225	51,397	2,080
Maintenance and repair workers, general	22.70	24.71	908	988	40.0	47,225	51,397	2,080
Transportation and material moving occupations	17.22	18.20	601	608	34.9	24,645	23,436	1,431
Bus drivers	17.42	18.20	585	558	33.6	22,685	23,229	1,303
Bus drivers, school	17.42	18.20	585	558	33.6	22,685	23,229	1,303

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Detroit-Warren-Flint, MI CSA, May 2008**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$22.85	\$19.78	\$19.27	\$30.55
Management, professional, and related	36.29	37.83	31.06	38.18
Management, business, and financial	37.25	29.50	37.77	44.36
Professional and related	35.79	44.04	28.76	35.20
Service	9.91	8.95	10.13	12.59
Sales and office	16.59	16.43	15.63	18.77
Sales and related	18.40	18.83	16.18	24.37
Office and administrative support	15.75	14.94	15.38	18.11
Natural resources, construction, and maintenance	22.83	19.62	23.32	28.45
Construction and extraction	24.24	20.53	—	—
Installation, maintenance, and repair	21.92	18.76	21.81	26.51
Production, transportation, and material moving	21.29	15.03	16.98	30.27
Production	21.77	14.86	17.60	28.26
Transportation and material moving	20.62	15.16	16.22	35.19
	Relative error ³ (percent)			
All workers	3.9	8.9	2.1	3.0
Management, professional, and related	6.4	16.9	4.2	1.9
Management, business, and financial	3.9	6.6	5.7	4.6
Professional and related	9.8	25.9	3.7	3.2
Service	3.3	6.8	4.4	4.2
Sales and office	3.8	4.3	7.4	7.1
Sales and related	9.7	10.4	17.7	16.6
Office and administrative support	2.6	3.6	4.5	5.7
Natural resources, construction, and maintenance	3.8	3.5	6.3	6.3
Construction and extraction	5.6	3.7	—	—
Installation, maintenance, and repair	4.9	5.7	8.0	9.0
Production, transportation, and material moving	2.6	3.7	8.1	4.1
Production	2.7	4.6	12.1	1.7
Transportation and material moving	5.1	6.0	11.6	14.8

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.85	\$16.50	\$825	\$641	39.5	\$42,323	\$32,500	2,029
Management occupations	34.42	30.94	1,420	1,294	41.2	73,801	67,299	2,144
General and operations managers	37.85	31.79	1,620	1,272	42.8	84,265	66,132	2,227
Financial managers	34.46	33.11	1,458	1,335	42.3	75,717	69,419	2,197
Construction managers	29.63	27.71	1,208	1,108	40.8	62,826	57,631	2,120
Business and financial operations occupations ...	24.22	20.67	975	821	40.2	50,687	42,686	2,093
Computer and mathematical science occupations	32.90	33.57	1,316	1,343	40.0	68,433	69,821	2,080
Architecture and engineering occupations	28.53	28.82	1,147	1,153	40.2	59,636	59,946	2,091
Engineers	32.77	32.74	1,321	1,310	40.3	68,685	68,101	2,096
Healthcare practitioner and technical occupations	70.18	50.37	2,911	2,015	41.5	151,367	104,770	2,157
Food preparation and serving related occupations	8.13	7.89	312	300	38.4	16,087	15,600	1,978
Cooks	10.15	9.75	358	320	35.3	18,154	16,640	1,789
Food service, tipped	4.55	4.00	173	160	38.1	8,959	8,320	1,970
Bartenders	4.76	4.25	177	160	37.2	9,211	8,320	1,937
Building and grounds cleaning and maintenance occupations	10.23	8.65	364	335	35.6	17,260	15,943	1,687
Building cleaning workers	10.14	8.17	348	327	34.3	18,056	17,000	1,781
Janitors and cleaners, except maids and housekeeping cleaners	10.01	8.65	376	346	37.6	19,468	17,992	1,945
Sales and related occupations	21.59	19.68	881	800	40.8	45,686	41,601	2,116
First-line supervisors/managers, sales workers	20.40	24.62	876	994	43.0	45,562	51,684	2,234
Retail sales workers	20.00	14.70	815	581	40.8	42,167	30,207	2,109
Retail salespersons	19.09	12.76	784	520	41.1	40,791	27,040	2,137
Sales representatives, wholesale and manufacturing	27.17	26.44	1,099	1,058	40.4	57,000	54,995	2,098
Sales representatives, wholesale and manufacturing, technical and scientific products	25.94	25.17	1,037	1,007	40.0	53,947	52,362	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	28.95	27.25	1,190	1,226	41.1	61,511	63,763	2,125
Office and administrative support occupations	15.28	14.50	593	568	38.8	30,853	29,536	2,019
Financial clerks	16.03	15.00	619	591	38.6	32,200	30,722	2,008
Bookkeeping, accounting, and auditing clerks ...	17.64	18.03	672	670	38.1	34,918	34,840	1,980
Customer service representatives	15.33	15.00	612	600	39.9	31,811	31,200	2,075
Secretaries and administrative assistants	15.14	15.67	579	588	38.3	30,130	30,562	1,990
Executive secretaries and administrative assistants	21.15	19.24	827	770	39.1	43,030	40,023	2,035
Secretaries, except legal, medical, and executive	11.69	9.68	440	387	37.7	22,893	20,139	1,959
Office clerks, general	13.19	13.25	513	530	38.9	26,686	27,560	2,024
Construction and extraction occupations	20.53	20.25	809	800	39.4	38,104	34,320	1,856
First-line supervisors/managers of construction trades and extraction workers	26.03	25.04	1,041	1,002	40.0	49,200	51,043	1,890
Construction laborers	18.36	17.42	717	697	39.1	33,444	31,824	1,822
Installation, maintenance, and repair occupations	18.79	21.00	779	840	41.5	40,507	43,680	2,156
Industrial machinery installation, repair, and maintenance workers	21.43	24.00	857	960	40.0	44,568	49,920	2,080
Production occupations	14.83	14.90	584	590	39.3	30,332	30,680	2,045
Machine tool cutting setters, operators, and tenders, metal and plastic	16.89	14.90	676	596	40.0	35,034	30,992	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-time¹ private industry workers, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$15.63	\$15.00	\$616	\$600	39.4	\$31,605	\$31,200	2,022
Driver/sales workers and truck drivers	18.50	18.57	722	677	39.0	36,310	33,840	1,962
Truck drivers, heavy and tractor-trailer	19.13	19.29	732	700	38.3	35,998	35,101	1,881
Laborers and material movers, hand	10.79	10.00	430	400	39.9	22,383	20,800	2,075
Laborers and freight, stock, and material movers, hand	11.39	10.25	453	410	39.8	23,570	21,320	2,070

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Detroit-Warren-Flint, MI CSA, May 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$26.71	\$24.78	\$1,059	\$990	39.7	\$54,622	\$50,918	2,045
Management occupations	49.28	47.03	1,987	1,904	40.3	103,343	99,027	2,097
Marketing and sales managers	46.36	38.97	1,844	1,551	39.8	95,903	80,640	2,069
Marketing managers	42.02	36.06	1,666	1,442	39.7	86,646	74,996	2,062
Computer and information systems managers	57.68	58.67	2,267	2,403	39.3	117,874	124,966	2,044
Industrial production managers	48.77	48.76	1,951	1,950	40.0	101,437	101,421	2,080
Business and financial operations occupations ...	36.63	34.62	1,462	1,385	39.9	76,036	72,005	2,076
Buyers and purchasing agents	33.91	33.12	1,356	1,325	40.0	70,537	68,879	2,080
Human resources, training, and labor relations specialists	35.38	29.07	1,410	1,163	39.9	73,329	60,466	2,073
Management analysts	38.58	38.94	1,540	1,558	39.9	80,092	81,001	2,076
Accountants and auditors	34.96	31.83	1,398	1,273	40.0	72,712	66,200	2,080
Computer and mathematical science occupations	36.94	37.22	1,489	1,514	40.3	77,452	78,716	2,097
Computer software engineers	45.66	41.50	1,827	1,660	40.0	94,978	86,320	2,080
Computer software engineers, systems software	46.19	41.35	1,848	1,654	40.0	96,075	86,008	2,080
Computer support specialists	20.58	18.37	817	735	39.7	42,481	38,203	2,064
Computer systems analysts	40.30	40.66	1,612	1,627	40.0	83,824	84,579	2,080
Network and computer systems administrators	32.48	35.10	1,398	1,280	43.1	72,708	66,581	2,239
Architecture and engineering occupations	38.68	39.16	1,567	1,578	40.5	81,472	82,054	2,106
Engineers	41.47	41.31	1,686	1,686	40.7	87,668	87,647	2,114
Industrial engineers, including health and safety	39.87	39.98	1,595	1,599	40.0	82,921	83,163	2,080
Mechanical engineers	36.97	37.62	1,577	1,524	42.7	81,989	79,271	2,218
Engineering technicians, except drafters	27.51	28.44	1,100	1,138	40.0	57,145	59,164	2,077
Community and social services occupations	17.77	16.83	705	673	39.7	36,663	35,006	2,063
Social workers	18.80	18.45	747	738	39.8	38,867	38,376	2,068
Education, training, and library occupations	25.38	17.05	1,002	682	39.5	46,952	31,012	1,850
Arts, design, entertainment, sports, and media occupations	32.47	32.59	1,285	1,304	39.6	63,870	67,789	1,967
Healthcare practitioner and technical occupations	27.27	25.67	1,066	998	39.1	55,439	51,888	2,033
Physicians and surgeons	48.28	23.36	1,931	934	40.0	100,418	48,589	2,080
Registered nurses	30.32	30.32	1,177	1,160	38.8	61,229	60,320	2,020
Clinical laboratory technologists and technicians ...	23.65	24.95	925	989	39.1	48,096	51,418	2,034
Medical and clinical laboratory technologists	26.06	26.22	1,013	998	38.9	52,700	51,888	2,022
Diagnostic related technologists and technicians ...	26.73	24.72	1,055	989	39.5	54,879	51,418	2,053
Radiologic technologists and technicians	26.59	24.64	1,046	986	39.4	54,414	51,251	2,047
Health diagnosing and treating practitioner support technicians	16.75	16.68	670	667	40.0	34,840	34,694	2,080
Pharmacy technicians	13.99	14.23	560	569	40.0	29,104	29,598	2,080
Licensed practical and licensed vocational nurses	21.34	21.00	818	840	38.3	42,553	43,680	1,994
Healthcare support occupations	11.85	11.85	466	461	39.4	24,251	23,955	2,047
Nursing, psychiatric, and home health aides	11.30	11.30	446	449	39.4	23,186	23,359	2,051
Nursing aides, orderlies, and attendants	12.59	12.35	489	481	38.8	25,406	25,010	2,018
Miscellaneous healthcare support occupations	14.39	14.12	561	540	39.0	29,165	28,072	2,027
Food preparation and serving related occupations	10.98	11.23	428	407	38.9	22,119	21,174	2,014
Fast food and counter workers	10.31	10.18	403	407	39.1	20,970	21,174	2,033
Building and grounds cleaning and maintenance occupations	12.61	11.66	504	466	40.0	25,562	24,240	2,027
Building cleaning workers	12.58	11.66	503	466	40.0	26,007	24,240	2,068
Janitors and cleaners, except maids and housekeeping cleaners	13.05	11.66	522	466	40.0	27,154	24,242	2,080
Sales and related occupations	21.89	15.39	877	615	40.1	45,607	32,001	2,083
Retail sales workers	12.90	12.35	516	494	40.0	26,822	25,688	2,080

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Detroit-Warren-Flint, MI CSA, May 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations –Continued								
Cashiers, all workers	\$12.37	\$12.35	\$495	\$494	40.0	\$25,720	\$25,688	2,080
Cashiers	12.37	12.35	495	494	40.0	25,720	25,688	2,080
Retail salespersons	13.61	14.00	544	560	40.0	28,303	29,120	2,080
Office and administrative support occupations								
Financial clerks	17.27	15.55	687	620	39.8	35,733	32,242	2,069
Financial clerks	16.01	16.13	639	623	39.9	33,204	32,398	2,075
Billing and posting clerks and machine operators	16.10	16.53	636	633	39.5	33,052	32,926	2,052
Customer service representatives	18.00	15.66	716	620	39.8	37,223	32,242	2,068
Receptionists and information clerks	12.23	12.50	489	500	40.0	25,442	26,000	2,080
Shipping, receiving, and traffic clerks	18.43	14.38	737	575	40.0	38,263	29,910	2,076
Stock clerks and order fillers	12.57	12.40	503	496	40.0	26,144	25,792	2,080
Secretaries and administrative assistants	20.61	18.60	817	744	39.6	42,476	38,688	2,061
Executive secretaries and administrative assistants	25.30	25.66	1,004	1,037	39.7	52,199	53,899	2,063
Secretaries, except legal, medical, and executive	16.83	16.65	667	654	39.6	34,660	34,008	2,059
Office clerks, general	15.81	15.05	632	602	40.0	32,888	31,304	2,080
Construction and extraction occupations								
Electricians	31.57	33.21	1,263	1,328	40.0	51,205	66,643	1,622
Electricians	33.52	33.81	1,341	1,352	40.0	69,722	70,325	2,080
Installation, maintenance, and repair occupations								
Industrial machinery installation, repair, and maintenance workers	24.84	24.05	994	962	40.0	51,645	50,024	2,079
Industrial machinery mechanics	29.40	32.84	1,176	1,314	40.0	61,082	68,307	2,078
Industrial machinery mechanics	32.33	33.20	1,293	1,328	40.0	67,242	69,056	2,080
Maintenance and repair workers, general	20.94	20.37	838	815	40.0	43,363	42,370	2,071
Production occupations								
First-line supervisors/managers of production and operating workers	24.29	28.47	972	1,139	40.0	50,487	59,218	2,078
Miscellaneous assemblers and fabricators	30.23	32.99	1,209	1,320	40.0	62,881	68,621	2,080
Miscellaneous assemblers and fabricators	26.27	28.64	1,051	1,146	40.0	54,636	59,571	2,080
Team assemblers	26.04	28.64	1,041	1,146	40.0	54,157	59,571	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic	22.51	21.91	901	876	40.0	46,658	44,696	2,072
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	22.09	21.91	884	876	40.0	45,795	44,696	2,073
Multiple machine tool setters, operators, and tenders, metal and plastic	26.00	28.98	1,040	1,159	40.0	54,074	60,278	2,080
Tool and die makers	30.72	33.13	1,229	1,325	40.0	63,792	68,910	2,077
Inspectors, testers, sorters, samplers, and weighers	25.01	28.48	1,000	1,139	40.0	52,024	59,238	2,080
Miscellaneous production workers	17.75	16.65	710	666	40.0	36,926	34,632	2,080
Transportation and material moving occupations								
Driver/sales workers and truck drivers	26.93	19.87	1,009	815	37.4	52,430	42,390	1,947
Driver/sales workers and truck drivers	24.84	27.18	994	1,087	40.0	51,677	56,534	2,080
Industrial truck and tractor operators	21.56	28.20	862	1,128	40.0	44,842	58,656	2,080
Laborers and material movers, hand	17.53	15.05	701	602	40.0	36,429	31,304	2,078
Laborers and freight, stock, and material movers, hand	18.59	20.38	744	815	40.0	38,672	42,390	2,080

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Detroit-Warren-Flint, MI CSA, May 2008

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$26.65	\$25.02	\$30.03	\$22.47	\$22.29	\$26.23
Management, professional, and related	39.57	32.54	41.53	36.17	36.46	32.50
Management, business, and financial	42.74	—	39.46	37.17	37.07	38.31
Professional and related	39.29	30.39	41.69	35.61	36.13	28.39
Service	17.53	12.06	20.98	9.80	9.64	13.87
Sales and office	17.96	17.61	18.42	16.63	16.50	19.73
Sales and related	—	—	—	19.00	18.65	—
Office and administrative support	18.56	18.65	18.46	15.52	15.45	16.74
Natural resources, construction, and maintenance	27.53	28.29	22.84	17.67	17.59	—
Construction and extraction	27.41	28.12	22.87	16.83	16.55	—
Installation, maintenance, and repair	27.68	28.49	22.82	17.97	17.95	—
Production, transportation, and material moving	26.03	26.35	17.38	15.76	15.78	—
Production	25.73	25.75	—	16.63	16.63	—
Transportation and material moving	26.49	27.35	17.16	14.80	14.83	—
	Relative error ⁴ (percent)					
All workers	2.0	2.3	3.4	4.9	5.0	12.6
Management, professional, and related	4.0	11.4	4.2	6.5	6.9	17.7
Management, business, and financial	12.5	—	14.8	4.0	3.9	20.1
Professional and related	4.0	10.0	4.0	10.1	10.7	15.3
Service	5.4	6.7	4.5	3.4	3.6	6.8
Sales and office	4.5	7.7	3.7	4.0	4.1	9.7
Sales and related	—	—	—	10.1	10.0	—
Office and administrative support	4.7	8.3	3.6	2.4	2.5	6.3
Natural resources, construction, and maintenance	1.7	2.0	4.7	5.5	5.5	—
Construction and extraction	3.0	3.8	2.8	16.1	16.7	—
Installation, maintenance, and repair	2.3	2.9	9.0	6.0	6.0	—
Production, transportation, and material moving	2.6	2.7	3.5	4.5	4.5	—
Production	1.2	1.2	—	7.9	7.9	—
Transportation and material moving	5.8	6.3	4.7	8.1	8.2	—

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

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Detroit-Warren-Flint, MI CSA, May 2008

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$23.14	\$22.29	\$31.81	\$31.81
Management, professional, and related	35.36	34.58	70.05	70.05
Management, business, and financial	37.74	37.63	—	—
Professional and related	34.29	33.02	93.13	93.13
Service	11.55	9.67	—	—
Sales and office	16.43	16.16	20.45	20.45
Sales and related	17.74	17.27	21.56	21.56
Office and administrative support	16.02	15.77	14.95	14.95
Natural resources, construction, and maintenance	23.08	23.09	—	—
Construction and extraction	—	24.24	—	—
Installation, maintenance, and repair	22.27	22.22	—	—
Production, transportation, and material moving	21.10	21.19	—	—
Production	21.77	21.77	—	—
Transportation and material moving	20.17	20.36	—	—
	Relative error ⁴ (percent)			
All workers	2.3	2.5	28.1	28.1
Management, professional, and related	2.5	2.8	44.5	44.5
Management, business, and financial	3.1	2.9	—	—
Professional and related	3.3	4.0	46.1	46.1
Service	3.2	3.7	—	—
Sales and office	4.5	4.9	6.5	6.5
Sales and related	14.8	15.1	6.7	6.7
Office and administrative support	2.2	2.5	20.7	20.7
Natural resources, construction, and maintenance	3.7	4.0	—	—
Construction and extraction	—	5.6	—	—
Installation, maintenance, and repair	5.7	6.2	—	—
Production, transportation, and material moving	2.8	2.8	—	—
Production	2.7	2.7	—	—
Transportation and material moving	5.1	5.4	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Detroit-Warren-Flint, MI CSA, May 2008

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	–	\$26.96	–	–	\$21.50	–	\$25.69	\$9.07	–
Management, professional, and related	–	38.18	–	–	34.70	–	36.60	25.26	–
Management, business, and financial	–	39.84	–	–	35.26	–	38.26	–	–
Professional and related	–	36.83	–	–	33.20	–	36.42	–	–
Service	–	19.80	–	–	11.65	–	11.64	8.26	–
Sales and office	–	20.14	–	–	16.79	–	15.13	11.74	–
Sales and related	–	22.51	–	–	20.13	–	–	–	–
Office and administrative support	–	18.55	–	–	15.76	–	15.13	11.74	–
Natural resources, construction, and maintenance	–	29.95	–	–	–	–	–	–	–
Construction and extraction	–	–	–	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	30.05	–	–	–	–	–	–	–
Production, transportation, and material moving	–	23.35	–	–	–	–	12.71	8.98	–
Production	–	23.74	–	–	–	–	12.32	–	–
Transportation and material moving ...	–	20.74	–	–	–	–	–	8.22	–
	Relative error ⁴ (percent)								
All workers	–	1.9	–	–	10.4	–	18.8	6.7	–
Management, professional, and related	–	3.9	–	–	7.9	–	21.1	21.9	–
Management, business, and financial	–	3.8	–	–	9.2	–	18.3	–	–
Professional and related	–	5.8	–	–	9.2	–	23.6	–	–
Service	–	10.1	–	–	7.8	–	2.5	5.6	–
Sales and office	–	5.3	–	–	5.1	–	4.2	9.9	–
Sales and related	–	11.0	–	–	17.6	–	–	–	–
Office and administrative support	–	6.7	–	–	4.4	–	4.2	11.4	–
Natural resources, construction, and maintenance	–	2.0	–	–	–	–	–	–	–
Construction and extraction	–	–	–	–	–	–	–	–	–
Installation, maintenance, and repair ..	–	1.3	–	–	–	–	–	–	–
Production, transportation, and material moving	–	2.7	–	–	–	–	7.4	.4	–
Production	–	2.6	–	–	–	–	8.6	–	–
Transportation and material moving ...	–	5.8	–	–	–	–	–	2.1	–

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The 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 private industry sample is reselected each year. The sampling frame for State and local government establishments is revised every 10 years.

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

Exceptions include State and local government units, for which up to 20 jobs may be selected, and the aircraft manufacturing industry units (those matching NAICS code 336411) for which up to 32 jobs may be selected.

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job,

depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical

environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

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

Collection period

Survey data were collected over a 13-month period for the larger metropolitan areas in the NCS program. For the smaller 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.

The earnings estimates for aircraft pilots and flight engineers (SOC code 53-2010) and detailed occupations within this group, and the earnings estimates for flight attendants (SOC code 39-6031), included flight pay and flight hours only; these estimates may not reflect the total earnings and hours worked.

Union workers

The NCS defines a union worker as any employee 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 collection bargaining or negotiations; and settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement. A nonunion worker is an employee in an occupation not meeting the conditions for union coverage.

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Detroit-Warren-Flint, MI CSA, May 2008**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	2,078,200	1,792,900	285,300
Management, professional, and related	656,900	507,000	149,900
Management, business, and financial	176,300	154,500	21,800
Professional and related	480,600	352,500	128,100
Service	427,100	355,000	72,100
Sales and office	465,000	425,700	39,300
Sales and related	146,800	144,700	–
Office and administrative support	318,200	281,000	37,200
Natural resources, construction, and maintenance	134,600	124,600	9,900
Construction and extraction	59,100	53,800	5,400
Installation, maintenance, and repair	75,400	70,900	4,600
Production, transportation, and material moving	394,600	380,600	14,000
Production	207,400	207,100	–
Transportation and material moving	187,200	173,500	13,700

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Detroit-Warren-Flint, MI CSA, May 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	61,364	59,531	1,833
Total in sample	709	638	71
Responding	443	378	65
Refused or unable to provide data	166	160	6
Out of business or not in survey scope	100	100	0

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix B. Standard Occupational Classification System

The Standard Occupational Classification (SOC) system is used by all Federal statistical agencies. Workers are classified into one of approximately 800 detailed occupations. To facilitate classification, occupations are combined to form major groups, minor groups, and broad occupations. Each item in the hierarchy is designated by a six-digit code. Major group codes end with 0000, minor groups end with 000, and broad occupations end with 0. The following list is used by the National Compensation Survey (NCS) for publication.

11-0000	Management Occupations	11-9121	Natural Sciences Managers
11-1011	Chief Executives	11-9141	Property, Real Estate, and Community Association Managers
11-1021	General and Operations Managers	11-9151	Social and Community Service Managers
11-1031	Legislators		
11-2011	Advertising and Promotions Managers	13-0000	Business and Financial Operations Occupations
11-2020	Marketing and Sales Managers	13-1011	Agents and Business Managers of Artists, Performers, and Athletes
11-2021	Marketing Managers	13-1020	Buyers and Purchasing Agents
11-2022	Sales Managers	13-1021	Purchasing Agents and Buyers, Farm Products
11-2031	Public Relations Managers	13-1022	Wholesale and Retail Buyers, Except Farm Products
11-3011	Administrative Services Managers	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
11-3021	Computer and Information Systems Managers	13-1030	Claims Adjusters, Appraisers, Examiners, and Investigators
11-3031	Financial Managers	13-1031	Claims Adjusters, Examiners, and Investigators
11-3040	Human Resources Managers	13-1032	Insurance Appraisers, Auto Damage Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
11-3041	Compensation and Benefits Managers	13-1041	Cost Estimators
11-3042	Training and Development Managers	13-1051	Emergency Management Specialists
11-3051	Industrial Production Managers	13-1061	Human Resources, Training, and Labor Relations Specialists
11-3061	Purchasing Managers	13-1070	Employment, Recruitment, and Placement Specialists
11-3071	Transportation, Storage, and Distribution Managers	13-1071	Compensation, Benefits, and Job Analysis Specialists
11-9010	Agricultural Managers	13-1072	Training and Development Specialists
11-9011	Farm, Ranch, and Other Agricultural Managers	13-1073	Logisticians
11-9012	Farmers and Ranchers	13-1081	Management Analysts
11-9021	Construction Managers	13-1111	Meeting and Convention Planners
11-9030	Education Administrators	13-1121	Accountants and Auditors
11-9031	Education Administrators, Preschool and Child Care Center/Program	13-2011	
11-9032	Education Administrators, Elementary and Secondary School		
11-9033	Education Administrators, Postsecondary		
11-9041	Engineering Managers		
11-9051	Food Service Managers		
11-9061	Funeral Directors		
11-9071	Gaming Managers		
11-9081	Lodging Managers		
11-9111	Medical and Health Services Managers		

13-2021	Appraisers and Assessors of Real Estate	17-2041	Chemical Engineers
13-2031	Budget Analysts	17-2051	Civil Engineers
13-2041	Credit Analysts	17-2061	Computer Hardware Engineers
13-2050	Financial Analysts and Advisors	17-2070	Electrical and Electronics Engineers
13-2051	Financial Analysts	17-2071	Electrical Engineers
13-2052	Personal Financial Advisors	17-2072	Electronics Engineers, Except Computer
13-2053	Insurance Underwriters	17-2081	Environmental Engineers
13-2061	Financial Examiners	17-2110	Industrial Engineers, Including Health and Safety
13-2070	Loan Counselors and Officers		
13-2071	Loan Counselors	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
13-2072	Loan Officers		
13-2080	Tax Examiners, Collectors, Preparers, and Revenue Agents	17-2112	Industrial Engineers
13-2081	Tax Examiners, Collectors, and Revenue Agents	17-2121	Marine Engineers and Naval Architects
13-2082	Tax Preparers	17-2131	Materials Engineers
		17-2141	Mechanical Engineers
		17-2151	Mining and Geological Engineers, Including Mining Safety Engineers
15-0000	Computer and Mathematical Science Occupations	17-2161	Nuclear Engineers
15-1011	Computer and Information Scientists, Research	17-2171	Petroleum Engineers
15-1021	Computer Programmers	17-3010	Drafters
15-1030	Computer Software Engineers	17-3011	Architectural and Civil Drafters
15-1031	Computer Software Engineers, Applications	17-3012	Electrical and Electronics Drafters
15-1032	Computer Software Engineers, Systems Software	17-3013	Mechanical Drafters
15-1041	Computer Support Specialists	17-3020	Engineering Technicians, Except Drafters
15-1051	Computer Systems Analysts	17-3021	Aerospace Engineering and Operations Technicians
15-1061	Database Administrators	17-3022	Civil Engineering Technicians
15-1071	Network and Computer Systems Administrators	17-3023	Electrical and Electronic Engineering Technicians
15-1081	Network Systems and Data Communications Analysts	17-3024	Electro-Mechanical Technicians
15-2011	Actuaries	17-3025	Environmental Engineering Technicians
15-2021	Mathematicians	17-3026	Industrial Engineering Technicians
15-2031	Operations Research Analysts	17-3027	Mechanical Engineering Technicians
15-2041	Statisticians	17-3031	Surveying and Mapping Technicians
15-2090	Miscellaneous Mathematical Science Occupations	19-0000	Life, Physical, and Social Science Occupations
15-2091	Mathematical Technicians	19-1000	Life Scientists
17-0000	Architecture and Engineering Occupations	19-1010	Agricultural and Food Scientists
17-1010	Architects, Except Naval	19-1011	Animal Scientists
17-1011	Architects, Except Landscape and Naval	19-1012	Food Scientists and Technologists
17-1012	Landscape Architects	19-1013	Soil and Plant Scientists
17-1020	Surveyors, Cartographers, and Photogrammetrists	19-1020	Biological Scientists
17-1021	Cartographers and Photogrammetrists	19-1021	Biochemists and Biophysicists
17-1022	Surveyors	19-1022	Microbiologists
17-2000	Engineers	19-1023	Zoologists and Wildlife Biologists
17-2011	Aerospace Engineers	19-1030	Conservation Scientists and Foresters
17-2021	Agricultural Engineers	19-1031	Conservation Scientists
17-2031	Biomedical Engineers	19-1032	Foresters
		19-1040	Medical Scientists
		19-1041	Epidemiologists
		19-1042	Medical Scientists, Except Epidemiologists
		19-2000	Physical Scientists
		19-2010	Astronomers and Physicists

19-2011	Astronomers	21-1023	Mental Health and Substance Abuse Social Workers
19-2012	Physicists	21-1090	Miscellaneous Community and Social Service Specialists
19-2021	Atmospheric and Space Scientists	21-1091	Health Educators
19-2030	Chemists and Materials Scientists	21-1092	Probation Officers and Correctional Treatment Specialists
19-2031	Chemists	21-1093	Social and Human Service Assistants
19-2032	Materials Scientists	21-2011	Clergy
19-2040	Environmental Scientists and Geoscientists	21-2021	Directors, Religious Activities and Education
19-2041	Environmental Scientists and Specialists, Including Health		
19-2042	Geoscientists, Except Hydrologists and Geographers	23-0000	Legal Occupations
19-2043	Hydrologists	23-1011	Lawyers
19-3011	Economists	23-1020	Judges, Magistrates, and Other Judicial Workers
19-3020	Market and Survey Researchers	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
19-3021	Market Research Analysts	23-1022	Arbitrators, Mediators, and Conciliators
19-3022	Survey Researchers	23-1023	Judges, Magistrate Judges, and Magistrates
19-3030	Psychologists	23-2011	Paralegals and Legal Assistants
19-3031	Clinical, Counseling, and School Psychologists	23-2090	Miscellaneous Legal Support Workers
19-3032	Industrial-Organizational Psychologists	23-2091	Court Reporters
19-3041	Sociologists	23-2092	Law Clerks
19-3051	Urban and Regional Planners	23-2093	Title Examiners, Abstractors, and Searchers
19-3090	Miscellaneous Social Scientists and Related Workers		
19-3091	Anthropologists and Archeologists	25-0000	Education, Training and Library Occupations
19-3092	Geographers	25-1000	Postsecondary Teachers
19-3093	Historians	25-1011	Business Teachers, Postsecondary
19-3094	Political Scientists	25-1020	Math and Computer Teachers, Postsecondary
19-4011	Agricultural and Food Science Technicians	25-1021	Computer Science Teachers, Postsecondary
19-4021	Biological Technicians	25-1022	Mathematical Science Teachers, Postsecondary
19-4031	Chemical Technicians	25-1030	Engineering and Architecture Teachers, Postsecondary
19-4041	Geological and Petroleum Technicians	25-1031	Architecture Teachers, Postsecondary
19-4051	Nuclear Technicians	25-1032	Engineering Teachers, Postsecondary
19-4061	Social Science Research Assistants	25-1040	Life Sciences Teachers, Postsecondary
19-4090	Miscellaneous Life, Physical, and Social Science Technicians	25-1041	Agricultural Sciences Teachers, Postsecondary
19-4091	Environmental Science and Protection Technicians, Including Health	25-1042	Biological Science Teachers, Postsecondary
19-4092	Forensic Science Technicians	25-1043	Forestry and Conservation Science Teachers, Postsecondary
19-4093	Forest and Conservation Technicians	25-1050	Physical Sciences Teachers, Postsecondary
21-0000	Community and Social Services Occupations	25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary
21-1010	Counselors	25-1052	Chemistry Teachers, Postsecondary
21-1011	Substance Abuse and Behavioral Disorder Counselors	25-1053	Environmental Science Teachers, Postsecondary
21-1012	Educational, Vocational, and School Counselors	25-1054	Physics Teachers, Postsecondary
21-1013	Marriage and Family Therapists	25-1060	Social Sciences Teachers, Postsecondary
21-1014	Mental Health Counselors	25-1061	Anthropology and Archeology Teachers, Postsecondary
21-1015	Rehabilitation Counselors		
21-1020	Social Workers		
21-1021	Child, Family, and School Social Workers		
21-1022	Medical and Public Health Social Workers		

25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-2030	Secondary School Teachers
25-1063	Economics Teachers, Postsecondary	25-2031	Secondary School Teachers, Except Special and Vocational Education
25-1064	Geography Teachers, Postsecondary	25-2032	Vocational Education Teachers, Secondary School
25-1065	Political Science Teachers, Postsecondary	25-2040	Special Education Teachers
25-1066	Psychology Teachers, Postsecondary	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-1067	Sociology Teachers, Postsecondary	25-2042	Special Education Teachers, Middle School
25-1070	Health Teachers, Postsecondary	25-2043	Special Education Teachers, Secondary School
25-1071	Health Specialties Teachers, Postsecondary	25-3000	Other Teachers and Instructors
25-1072	Nursing Instructors and Teachers, Postsecondary	25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors
25-1080	Education and Library Science Teachers, Postsecondary	25-3021	Self-Enrichment Education Teachers
25-1081	Education Teachers, Postsecondary	25-4010	Archivists, Curators, and Museum Technicians
25-1082	Library Science Teachers, Postsecondary	25-4011	Archivists
25-1110	Law, Criminal Justice, and Social Work Teachers, Postsecondary	25-4012	Curators
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	25-4013	Museum Technicians and Conservators
25-1112	Law Teachers, Postsecondary	25-4021	Librarians
25-1113	Social Work Teachers, Postsecondary	25-4031	Library Technicians
25-1120	Arts, Communications, and Humanities Teachers, Postsecondary	25-9011	Audio-Visual Collections Specialists
25-1121	Art, Drama, and Music Teachers, Postsecondary	25-9021	Farm and Home Management Advisors
25-1122	Communications Teachers, Postsecondary	25-9031	Instructional Coordinators
25-1123	English Language and Literature Teachers, Postsecondary	25-9041	Teacher Assistants
25-1124	Foreign Language and Literature Teachers, Postsecondary	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
25-1125	History Teachers, Postsecondary	27-1010	Artists and Related Workers
25-1126	Philosophy and Religion Teachers, Postsecondary	27-1011	Art Directors
25-1190	Miscellaneous Postsecondary Teachers	27-1012	Craft Artists
25-1191	Graduate Teaching Assistants	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators
25-1192	Home Economics Teachers, Postsecondary	27-1014	Multi-Media Artists and Animators
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	27-1020	Designers
25-1194	Vocational Education Teachers, Postsecondary	27-1021	Commercial and Industrial Designers
25-2000	Primary, Secondary, and Special Education School Teachers	27-1022	Fashion Designers
25-2010	Preschool and Kindergarten Teachers	27-1023	Floral Designers
25-2011	Preschool Teachers, Except Special Education	27-1024	Graphic Designers
25-2012	Kindergarten Teachers, Except Special Education	27-1025	Interior Designers
25-2020	Elementary and Middle School Teachers	27-1026	Merchandise Displayers and Window Trimmers
25-2021	Elementary School Teachers, Except Special Education	27-1027	Set and Exhibit Designers
25-2022	Middle School Teachers, Except Special and Vocational Education	27-2010	Actors, Producers, and Directors
25-2023	Vocational Education Teachers, Middle School	27-2011	Actors
		27-2012	Producers and Directors
		27-2020	Athletes, Coaches, Umpires, and Related Workers
		27-2021	Athletes and Sports Competitors
		27-2022	Coaches and Scouts
		27-2023	Umpires, Referees, and Other Sports Officials
		27-2030	Dancers and Choreographers

27-2031	Dancers	29-1081	Podiatrists
27-2032	Choreographers	29-1111	Registered Nurses
27-2040	Musicians, Singers, and Related Workers	29-1120	Therapists
27-2041	Music Directors and Composers	29-1121	Audiologists
27-2042	Musicians and Singers	29-1122	Occupational Therapists
27-3010	Announcers	29-1123	Physical Therapists
27-3011	Radio and Television Announcers	29-1124	Radiation Therapists
27-3012	Public Address System and Other Announcers	29-1125	Recreational Therapists
27-3020	News Analysts, Reporters and Correspondents	29-1126	Respiratory Therapists
27-3021	Broadcast News Analysts	29-1127	Speech-Language Pathologists
27-3022	Reporters and Correspondents	29-1131	Veterinarians
27-3031	Public Relations Specialists	29-2010	Clinical Laboratory Technologists and Technicians
27-3040	Writers and Editors	29-2011	Medical and Clinical Laboratory Technologists
27-3041	Editors	29-2012	Medical and Clinical Laboratory Technicians
27-3042	Technical Writers	29-2021	Dental Hygienists
27-3043	Writers and Authors	29-2030	Diagnostic Related Technologists and Technicians
27-3090	Miscellaneous Media and Communication Workers	29-2031	Cardiovascular Technologists and Technicians
27-3091	Interpreters and Translators	29-2032	Diagnostic Medical Sonographers
27-4010	Broadcast and Sound Engineering Technicians and Radio Operators	29-2033	Nuclear Medicine Technologists
27-4011	Audio and Video Equipment Technicians	29-2034	Radiologic Technologists and Technicians
27-4012	Broadcast Technicians	29-2041	Emergency Medical Technicians and Paramedics
27-4013	Radio Operators	29-2050	Health Diagnosing and Treating Practitioner Support Technicians
27-4014	Sound Engineering Technicians	29-2051	Dietetic Technicians
27-4021	Photographers	29-2052	Pharmacy Technicians
27-4030	Television, Video, and Motion Picture Camera Operators and Editors	29-2053	Psychiatric Technicians
27-4031	Camera Operators, Television, Video, and Motion Picture	29-2054	Respiratory Therapy Technicians
27-4032	Film and Video Editors	29-2055	Surgical Technologists
		29-2056	Veterinary Technologists and Technicians
29-0000	Healthcare Practitioner and Technical Occupations	29-2061	Licensed Practical and Licensed Vocational Nurses
29-1011	Chiropractors	29-2071	Medical Records and Health Information Technicians
29-1020	Dentists	29-2081	Opticians, Dispensing
29-1021	Dentists, General	29-2090	Miscellaneous Health Technologists and Technicians
29-1022	Oral and Maxillofacial Surgeons	29-2091	Orthotists and Prosthetists
29-1023	Orthodontists	29-9010	Occupational Health and Safety Specialists and Technicians
29-1024	Prosthodontists	29-9011	Occupational Health and Safety Specialists
29-1031	Dietitians and Nutritionists	29-9012	Occupational Health and Safety Technicians
29-1041	Optometrists	29-9090	Miscellaneous Healthcare Practitioner and Technical Workers
29-1051	Pharmacists	29-9091	Athletic Trainers
29-1060	Physicians and Surgeons		
29-1061	Anesthesiologists	31-0000	Healthcare Support Occupations
29-1062	Family and General Practitioners	31-1010	Nursing, Psychiatric, and Home Health Aides
29-1063	Internists, General	31-1011	Home Health Aides
29-1064	Obstetricians and Gynecologists		
29-1065	Pediatricians, General		
29-1066	Psychiatrists		
29-1067	Surgeons		
29-1071	Physician Assistants		

31-1012	Nursing Aides, Orderlies, and Attendants	35-0000	Food Preparation and Serving Related Occupations
31-1013	Psychiatric Aides		
31-2010	Occupational Therapist Assistants and Aides	35-1010	First-Line Supervisors/Managers, Food Preparation and Serving Workers
31-2011	Occupational Therapist Assistants		
31-2012	Occupational Therapist Aides	35-1011	Chefs and Head Cooks
31-2020	Physical Therapist Assistants and Aides	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers
31-2021	Physical Therapist Assistants		
31-2022	Physical Therapist Aides	35-2010	Cooks
31-9011	Massage Therapists	35-2011	Cooks, Fast Food
31-9090	Miscellaneous Healthcare Support Occupations	35-2012	Cooks, Institution and Cafeteria
		35-2014	Cooks, Restaurant
31-9091	Dental Assistants	35-2015	Cooks, Short Order
31-9092	Medical Assistants	35-2021	Food Preparation Workers
31-9093	Medical Equipment Preparers	35-3011	Bartenders
31-9094	Medical Transcriptionists	35-3020	Fast Food and Counter Workers
31-9095	Pharmacy Aides	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	35-3022	Counter Attendants, Cafeteria, Food
		35-3031	Waiters and Waitresses
33-0000	Protective Service Occupations	35-3041	Food Servers, Nonrestaurant
33-1010	First-Line Supervisors/Managers, Law Enforcement Workers	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers
33-1011	First-Line Supervisors/Managers of Correctional Officers	35-9021	Dishwashers
33-1012	First-Line Supervisors/Managers of Police and Detectives	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers		Note: NCS tables may include the special group Food Service, Tipped, combining Bartenders, Waiters and Waitresses, and Dining Room and Cafeteria Attendants and Bartender Helpers.
33-2011	Fire Fighters		
33-2020	Fire Inspectors		
33-2021	Fire Inspectors and Investigators	37-0000	Building and Grounds Cleaning and Maintenance Occupations
33-2022	Forest Fire Inspectors and Prevention Specialists	37-1010	First-Line Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers
33-3010	Bailiffs, Correctional Officers, and Jailers		
33-3011	Bailiffs	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers
33-3012	Correctional Officers and Jailers		
33-3021	Detectives and Criminal Investigators	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
33-3031	Fish and Game Wardens		
33-3041	Parking Enforcement Workers	37-2010	Building Cleaning Workers
33-3050	Police Officers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
33-3051	Police and Sheriff's Patrol Officers	37-2012	Maids and Housekeeping Cleaners
33-3052	Transit and Railroad Police	37-2021	Pest Control Workers
33-9011	Animal Control Workers	37-3010	Grounds Maintenance Workers
33-9021	Private Detectives and Investigators	37-3011	Landscaping and Groundskeeping Workers
33-9030	Security Guards and Gaming Surveillance Officers	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
33-9031	Gaming Surveillance Officers and Gaming Investigators	37-3013	Tree Trimmers and Pruners
33-9032	Security Guards		
33-9090	Miscellaneous Protective Service Workers	39-0000	Personal Care and Service Occupations
33-9091	Crossing Guards	39-1010	First-Line Supervisors/Managers of Gaming Workers
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers		

39-1011	Gaming Supervisors	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers
39-1012	Slot Key Persons		
39-1021	First-Line Supervisors/Managers of Personal Service Workers	41-2000	Retail Sales Workers
		41-2010	Cashiers, All Workers
39-2011	Animal Trainers	41-2011	Cashiers
39-2021	Nonfarm Animal Caretakers	41-2012	Gaming Change Persons and Booth Cashiers
39-3010	Gaming Services Workers	41-2020	Counter and Rental Clerks and Parts Salespersons
39-3011	Gaming Dealers		
39-3012	Gaming and Sports Book Writers and Runners	41-2021	Counter and Rental Clerks
		41-2022	Parts Salespersons
39-3021	Motion Picture Projectionists	41-2031	Retail Salespersons
39-3031	Ushers, Lobby Attendants, and Ticket Takers	41-3011	Advertising Sales Agents
		41-3021	Insurance Sales Agents
39-3090	Miscellaneous Entertainment Attendants and Related Workers	41-3031	Securities, Commodities, and Financial Services Sales Agents
39-3091	Amusement and Recreation Attendants	41-3041	Travel Agents
39-3092	Costume Attendants	41-4010	Sales Representatives, Wholesale and Manufacturing
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
39-4011	Embalmers		
39-4021	Funeral Attendants		
39-5010	Barbers and Cosmetologists	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
39-5011	Barbers		
39-5012	Hairdressers, Hairstylists, and Cosmetologists	41-9010	Models, Demonstrators, and Product Promoters
39-5090	Miscellaneous Personal Appearance Workers	41-9011	Demonstrators and Product Promoters
		41-9012	Models
39-5091	Makeup Artists, Theatrical and Performance	41-9020	Real Estate Brokers and Sales Agents
39-5092	Manicurists and Pedicurists	41-9021	Real Estate Brokers
39-5093	Shampooers	41-9022	Real Estate Sales Agents
39-5094	Skin Care Specialists	41-9031	Sales Engineers
39-6010	Baggage Porters, Bellhops, and Concierges	41-9041	Telemarketers
39-6011	Baggage Porters and Bellhops	41-9090	Miscellaneous Sales and Related Workers
39-6012	Concierges	41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
39-6020	Tour and Travel Guides		
39-6021	Tour Guides and Escorts		
39-6022	Travel Guides		
39-6030	Transportation Attendants	43-0000	Office and Administrative Support Occupations
39-6031	Flight Attendants		
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers
39-9011	Child Care Workers	43-2011	Switchboard Operators, Including Answering Service
39-9021	Personal and Home Care Aides		
39-9030	Recreation and Fitness Workers	43-2021	Telephone Operators
39-9031	Fitness Trainers and Aerobics Instructors	43-3000	Financial Clerks
39-9032	Recreation Workers	43-3011	Bill and Account Collectors
39-9041	Residential Advisors	43-3021	Billing and Posting Clerks and Machine Operators
41-0000	Sales and Related Occupations	43-3031	Bookkeeping, Accounting, and Auditing Clerks
41-1010	First-Line Supervisors/Managers, Sales Workers	43-3041	Gaming Cage Workers
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	43-3051	Payroll and Timekeeping Clerks
		43-3061	Procurement Clerks

43-3071	Tellers	45-0000	Farming, Fishing, and Forestry Occupations
43-4011	Brokerage Clerks	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
43-4021	Correspondence Clerks	45-2011	Agricultural Inspectors
43-4031	Court, Municipal, and License Clerks	45-2021	Animal Breeders
43-4041	Credit Authorizers, Checkers, and Clerks	45-2041	Graders and Sorters, Agricultural Products
43-4051	Customer Service Representatives	45-2090	Miscellaneous Agricultural Workers
43-4061	Eligibility Interviewers, Government Programs	45-2091	Agricultural Equipment Operators
43-4071	File Clerks	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
43-4081	Hotel, Motel, and Resort Desk Clerks	45-2093	Farmworkers, Farm and Ranch Animals
43-4111	Interviewers, Except Eligibility and Loan	45-3011	Fishers and Related Fishing Workers
43-4121	Library Assistants, Clerical	45-3021	Hunters and Trappers
43-4131	Loan Interviewers and Clerks	45-4011	Forest and Conservation Workers
43-4141	New Accounts Clerks	45-4020	Logging Workers
43-4151	Order Clerks	45-4021	Fallers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	45-4022	Logging Equipment Operators
43-4171	Receptionists and Information Clerks	45-4023	Log Graders and Scalars
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	47-0000	Construction and Extraction Occupations
43-5011	Cargo and Freight Agents	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
43-5021	Couriers and Messengers	47-2011	Boilermakers
43-5030	Dispatchers	47-2020	Brickmasons, Blockmasons, and Stonemasons
43-5031	Police, Fire, and Ambulance Dispatchers	47-2021	Brickmasons and Blockmasons
43-5032	Dispatchers, Except Police, Fire, and Ambulance	47-2022	Stonemasons
43-5041	Meter Readers, Utilities	47-2031	Carpenters
43-5061	Production, Planning, and Expediting Clerks	47-2040	Carpet, Floor, and Tile Installers and Finishers
43-5071	Shipping, Receiving, and Traffic Clerks	47-2041	Carpet Installers
43-5081	Stock Clerks and Order Fillers	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47-2043	Floor Sanders and Finishers
43-6010	Secretaries and Administrative Assistants	47-2044	Tile and Marble Setters
43-6011	Executive Secretaries and Administrative Assistants	47-2050	Cement Masons, Concrete Finishers, and Terrazzo Workers
43-6012	Legal Secretaries	47-2051	Cement Masons and Concrete Finishers
43-6013	Medical Secretaries	47-2053	Terrazzo Workers and Finishers
43-6014	Secretaries, Except Legal, Medical, and Executive	47-2061	Construction Laborers
43-9011	Computer Operators	47-2070	Construction Equipment Operators
43-9020	Data Entry and Information Processing Workers	47-2071	Paving, Surfacing, and Tamping Equipment Operators
43-9021	Data Entry Keyers	47-2072	Pile-Driver Operators
43-9022	Word Processors and Typists	47-2073	Operating Engineers and Other Construction Equipment Operators
43-9031	Desktop Publishers	47-2080	Drywall Installers, Ceiling Tile Installers, and Tapers
43-9041	Insurance Claims and Policy Processing Clerks	47-2081	Drywall and Ceiling Tile Installers
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	47-2082	Tapers
43-9061	Office Clerks, General	47-2111	Electricians
43-9071	Office Machine Operators, Except Computer	47-2121	Glaziers
43-9081	Proofreaders and Copy Markers		
43-9111	Statistical Assistants		

47-2130	Insulation Workers	49-0000	Installation, Maintenance, and Repair Occupations
47-2131	Insulation Workers, Floor, Ceiling, and Wall		
47-2132	Insulation Workers, Mechanical	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
47-2140	Painters and Paperhangers		
47-2141	Painters, Construction and Maintenance	49-2011	Computer, Automated Teller, and Office Machine Repairers
47-2142	Paperhangers		
47-2150	Pipelayers, Plumbers, Pipefitters, and Steamfitters	49-2020	Radio and Telecommunications Equipment Installers and Repairers
47-2151	Pipelayers	49-2021	Radio Mechanics
47-2152	Plumbers, Pipefitters, and Steamfitters	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
47-2161	Plasterers and Stucco Masons		
47-2171	Reinforcing Iron and Rebar Workers	49-2090	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers
47-2181	Roofers		
47-2211	Sheet Metal Workers		
47-2221	Structural Iron and Steel Workers	49-2091	Avionics Technicians
47-3010	Helpers, Construction Trades	49-2092	Electric Motor, Power Tool, and Related Repairers
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
47-3012	Helpers--Carpenters		
47-3013	Helpers--Electricians	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
47-3016	Helpers--Roofers		
47-4011	Construction and Building Inspectors	49-2097	Electronic Home Entertainment Equipment Installers and Repairers
47-4021	Elevator Installers and Repairers		
47-4031	Fence Erectors	49-2098	Security and Fire Alarm Systems Installers
47-4041	Hazardous Materials Removal Workers	49-3011	Aircraft Mechanics and Service Technicians
47-4051	Highway Maintenance Workers	49-3020	Automotive Technicians and Repairers
47-4061	Rail-Track Laying and Maintenance Equipment Operators	49-3021	Automotive Body and Related Repairers
		49-3022	Automotive Glass Installers and Repairers
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	49-3023	Automotive Service Technicians and Mechanics
47-4090	Miscellaneous Construction and Related Workers	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
47-4091	Segmental Pavers	49-3040	Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics
47-5010	Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining	49-3041	Farm Equipment Mechanics
47-5011	Derrick Operators, Oil and Gas	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
47-5012	Rotary Drill Operators, Oil and Gas		
47-5013	Service Unit Operators, Oil, Gas, and Mining	49-3043	Rail Car Repairers
		49-3050	Small Engine Mechanics
47-5021	Earth Drillers, Except Oil and Gas	49-3051	Motorboat Mechanics
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	49-3052	Motorcycle Mechanics
		49-3053	Outdoor Power Equipment and Other Small Engine Mechanics
47-5040	Mining Machine Operators		
47-5041	Continuous Mining Machine Operators	49-3090	Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers
47-5042	Mine Cutting and Channeling Machine Operators		
47-5051	Rock Splitters, Quarry	49-3091	Bicycle Repairers
47-5061	Roof Bolters, Mining	49-3092	Recreational Vehicle Service Technicians
47-5071	Roustabouts, Oil and Gas	49-3093	Tire Repairers and Changers
47-5081	Helpers--Extraction Workers	49-9010	Control and Valve Installers and Repairers

49-9011	Mechanical Door Repairers	51-2091	Fiberglass Laminators and Fabricators
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	51-2092	Team Assemblers
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	51-2093	Timing Device Assemblers, Adjusters, and Calibrators
49-9031	Home Appliance Repairers	51-3011	Bakers
49-9040	Industrial Machinery Installation, Repair, and Maintenance Workers	51-3020	Butchers and Other Meat, Poultry, and Fish Processing Workers
49-9041	Industrial Machinery Mechanics	51-3021	Butchers and Meat Cutters
49-9042	Maintenance and Repair Workers, General	51-3022	Meat, Poultry, and Fish Cutters and Trimmers
49-9043	Maintenance Workers, Machinery	51-3023	Slaughterers and Meat Packers
49-9044	Millwrights	51-3090	Miscellaneous Food Processing Workers
49-9045	Refractory Materials Repairers, Except Brickmasons	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
49-9050	Line Installers and Repairers	51-3092	Food Batchmakers
49-9051	Electrical Power-Line Installers and Repairers	51-3093	Food Cooking Machine Operators and Tenders
49-9052	Telecommunications Line Installers and Repairers	51-4010	Computer Control Programmers and Operators
49-9060	Precision Instrument and Equipment Repairers	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
49-9061	Camera and Photographic Equipment Repairers	51-4012	Numerical Tool and Process Control Programmers
49-9062	Medical Equipment Repairers	51-4020	Forming Machine Setters, Operators, and Tenders, Metal and Plastic
49-9063	Musical Instrument Repairers and Tuners	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9064	Watch Repairers	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
49-9090	Miscellaneous Installation, Maintenance, and Repair Workers	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic
49-9092	Commercial Divers	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
49-9093	Fabric Menders, Except Garment	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9094	Locksmiths and Safe Repairers	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9095	Manufactured Building and Mobile Home Installers	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9096	Riggers	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9097	Signal and Track Switch Repairers	51-4041	Machinists
49-9098	Helpers--Installation, Maintenance, and Repair Workers	51-4050	Metal Furnace and Kiln Operators and Tenders
51-0000	Production Occupations	51-4051	Metal-Refining Furnace Operators and Tenders
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	51-4052	Pourers and Casters, Metal
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-4060	Model Makers and Patternmakers, Metal and Plastic
51-2020	Electrical, Electronics, and Electromechanical Assemblers	51-4061	Model Makers, Metal and Plastic
51-2021	Coil Winders, Tapers, and Finishers		
51-2022	Electrical and Electronic Equipment Assemblers		
51-2023	Electromechanical Equipment Assemblers		
51-2031	Engine and Other Machine Assemblers		
51-2041	Structural Metal Fabricators and Fitters		
51-2090	Miscellaneous Assemblers and Fabricators		

51-4062	Patternmakers, Metal and Plastic	51-6092	Fabric and Apparel Patternmakers
51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	51-6093	Upholsterers
51-4071	Foundry Mold and Coremakers	51-7011	Cabinetmakers and Bench Carpenters
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-7021	Furniture Finishers
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-7030	Model Makers and Patternmakers, Wood
51-4111	Tool and Die Makers	51-7031	Model Makers, Wood
51-4120	Welding, Soldering, and Brazing Workers	51-7032	Patternmakers, Wood
51-4121	Welders, Cutters, Solderers, and Brazers	51-7040	Woodworking Machine Setters, Operators, and Tenders
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-4190	Miscellaneous Metalworkers and Plastic Workers	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-8010	Power Plant Operators, Distributors, and Dispatchers
51-4192	Lay-Out Workers, Metal and Plastic	51-8011	Nuclear Power Reactor Operators
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-8012	Power Distributors and Dispatchers
51-4194	Tool Grinders, Filers, and Sharpeners	51-8013	Power Plant Operators
51-5010	Bookbinders and Bindery Workers	51-8021	Stationary Engineers and Boiler Operators
51-5011	Bindery Workers	51-8031	Water and Liquid Waste Treatment Plant and System Operators
51-5012	Bookbinders	51-8090	Miscellaneous Plant and System Operators
51-5020	Printers	51-8091	Chemical Plant and System Operators
51-5021	Job Printers	51-8092	Gas Plant Operators
51-5022	Prepress Technicians and Workers	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
51-5023	Printing Machine Operators	51-9010	Chemical Processing Machine Setters, Operators, and Tenders
51-6011	Laundry and Dry-Cleaning Workers	51-9011	Chemical Equipment Operators and Tenders
51-6021	Pressers, Textile, Garment, and Related Materials	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-6031	Sewing Machine Operators	51-9020	Crushing, Grinding, Polishing, Mixing, and Blending Workers
51-6040	Shoe and Leather Workers	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-6041	Shoe and Leather Workers and Repairers	51-9022	Grinding and Polishing Workers, Hand
51-6042	Shoe Machine Operators and Tenders	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-6050	Tailors, Dressmakers, and Sewers	51-9030	Cutting Workers
51-6051	Sewers, Hand	51-9031	Cutters and Trimmers, Hand
51-6052	Tailors, Dressmakers, and Custom Sewers	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-6060	Textile Machine Setters, Operators, and Tenders	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-9071	Jewelers and Precious Stone and Metal Workers
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-9080	Medical, Dental, and Ophthalmic Laboratory Technicians
51-6090	Miscellaneous Textile, Apparel, and Furnishings Workers		
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers		

51-9081	Dental Laboratory Technicians	53-3030	Driver/Sales Workers and Truck Drivers
51-9082	Medical Appliance Technicians	53-3031	Driver/Sales Workers
51-9083	Ophthalmic Laboratory Technicians	53-3032	Truck Drivers, Heavy and Tractor-Trailer
51-9111	Packaging and Filling Machine Operators and Tenders	53-3033	Truck Drivers, Light or Delivery Services
51-9120	Painting Workers	53-3041	Taxi Drivers and Chauffeurs
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	53-4010	Locomotive Engineers and Operators
51-9122	Painters, Transportation Equipment	53-4011	Locomotive Engineers
51-9123	Painting, Coating, and Decorating Workers	53-4012	Locomotive Firers
51-9130	Photographic Process Workers and Processing Machine Operators	53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers
51-9131	Photographic Process Workers	53-4021	Railroad Brake, Signal, and Switch Operators
51-9132	Photographic Processing Machine Operators	53-4031	Railroad Conductors and Yardmasters
51-9141	Semiconductor Processors	53-4041	Subway and Streetcar Operators
51-9190	Miscellaneous Production Workers	53-5011	Sailors and Marine Oilers
51-9191	Cementing and Gluing Machine Operators and Tenders	53-5020	Ship and Boat Captains and Operators
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	53-5021	Captains, Mates, and Pilots of Water Vessels
51-9193	Cooling and Freezing Equipment Operators and Tenders	53-5022	Motorboat Operators
51-9194	Etchers and Engravers	53-5031	Ship Engineers
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	53-6011	Bridge and Lock Tenders
51-9196	Paper Goods Machine Setters, Operators, and Tenders	53-6021	Parking Lot Attendants
51-9197	Tire Builders	53-6031	Service Station Attendants
51-9198	Helpers--Production Workers	53-6041	Traffic Technicians
53-0000	Transportation and Material Moving Occupations	53-6051	Transportation Inspectors
53-1011	Aircraft Cargo Handling Supervisors	53-7011	Conveyor Operators and Tenders
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-7021	Crane and Tower Operators
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-7030	Dredge, Excavating, and Loading Machine Operators
53-2010	Aircraft Pilots and Flight Engineers	53-7031	Dredge Operators
53-2011	Airline Pilots, Copilots, and Flight Engineers	53-7032	Excavating and Loading Machine and Dragline Operators
53-2012	Commercial Pilots	53-7033	Loading Machine Operators, Underground Mining
53-2020	Air Traffic Controllers and Airfield Operations Specialists	53-7041	Hoist and Winch Operators
53-2021	Air Traffic Controllers	53-7051	Industrial Truck and Tractor Operators
53-2022	Airfield Operations Specialists	53-7060	Laborers and Material Movers, Hand
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-7061	Cleaners of Vehicles and Equipment
53-3020	Bus Drivers	53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-3021	Bus Drivers, Transit and Intercity	53-7063	Machine Feeders and Offbearers
53-3022	Bus Drivers, School	53-7064	Packers and Packagers, Hand
		53-7070	Pumping Station Operators
		53-7071	Gas Compressor and Gas Pumping Station Operators
		53-7072	Pump Operators, Except Wellhead Pumpers
		53-7073	Wellhead Pumpers
		53-7081	Refuse and Recyclable Material Collectors
		53-7111	Shuttle Car Operators
		53-7121	Tank Car, Truck, and Ship Loaders