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## HIGHLIGHTS OF KALAMAZOO-BATTLE CREEK, MI NATIONAL COMPENSATION SURVEY SEPTEMBER 2003

Workers in the Kalamazoo-Battle Creek metropolitan area averaged \$18.20 per hour during September 2003, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Jay A. Mousa reported that white-collar workers averaged \$22.35 per hour and accounted for 52 percent of the workers in the area. Blue-collar employees averaged \$15.57 per hour and represented 29 percent of the workforce, while the remaining 19 percent worked in service occupations and earned \$10.56 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 184 firms representing 97,600 workers in the Kalamazoo-Battle Creek metropolitan area, which is comprised of Calhoun, Kalamazoo, and Van Buren Counties in Michigan. Seventy-eight percent of those represented worked in private industry.

In the Kalamazoo-Battle Creek metropolitan area, average hourly wages were published for 24 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$24.29 per hour; accountants and auditors, \$20.38; and general office clerks, \$11.50. Blue-collar occupations included industrial machinery repairers earning \$19.48 per hour; industrial truck and tractor equipment operators at \$14.57; and stock handlers and baggers at \$9.40. In the service occupations, nursing aides, orderlies and attendants averaged \$10.77 per hour and cooks, \$10.02.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Kalamazoo-Battle Creek area averaged \$19.27 per hour and part-timers earned \$9.88. Union workers in blue-collar jobs averaged \$17.48 per hour, while their non-union counterparts made \$14.08. Private industry workers in establishments employing 50-99 workers averaged \$13.36 per hour and those in establishments with 500 or more employees earned \$21.96.

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

**Survey Availability**

Complete survey results are contained in the Kalamazoo-Battle Creek, MI National Compensation Survey September 2003 (Bulletin 3120-64). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling (312) 353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at [www.bls.gov/ncs/ocs/compub.htm](http://www.bls.gov/ncs/ocs/compub.htm). Survey tables can also be obtained from the Bureau's fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to five documents at a time may be selected and faxed to you within minutes, 24 hours a day.

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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 9:00 a.m. to 5:00 p.m. ET.

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Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$18.20	4.0	\$16.82	4.9	\$24.02	3.1
All excluding sales .....	18.79	4.6	17.45	5.7	24.02	3.1
<b>White collar</b> .....	22.35	7.7	20.69	10.7	26.70	1.5
White collar excluding sales .....	24.22	6.8	23.07	10.3	26.70	1.5
<b>Professional specialty and technical</b> .....	27.63	5.7	24.50	8.3	32.88	1.5
Professional specialty .....	30.28	4.3	27.63	7.6	33.41	.4
Engineers, architects, and surveyors .....	32.77	7.3	33.72	6.4	—	—
Mathematical and computer scientists .....	23.56	8.8	23.00	10.5	—	—
Computer systems analysts and scientists .....	23.32	9.9	22.58	12.0	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	25.40	2.5	25.68	2.7	—	—
Registered nurses .....	24.29	.8	24.48	.9	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	31.83	8.3	14.72	2.9	35.37	2.4
Elementary school teachers .....	35.50	6.9	—	—	36.90	5.8
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	21.79	9.5	—	—	—	—
Social workers .....	22.00	9.7	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	19.82	5.8	19.53	7.0	—	—
Technical .....	18.15	7.0	17.97	7.3	—	—
Licensed practical nurses .....	17.28	2.1	17.28	2.1	—	—
<b>Executive, administrative, and managerial</b> .....	30.43	15.5	30.36	18.8	30.76	10.1
Executives, administrators, and managers .....	33.65	19.5	33.58	23.6	33.95	19.2
Financial managers .....	36.98	15.3	36.98	15.3	—	—
Managers and administrators, n.e.c. ....	41.12	16.0	44.49	11.8	—	—
Management related .....	20.86	2.4	21.10	2.5	—	—
Accountants and auditors .....	20.38	2.8	21.16	2.8	—	—
Management related, n.e.c. ....	24.30	1.7	24.30	1.7	—	—
<b>Sales</b> .....	9.82	17.6	9.82	17.6	—	—
<b>Administrative support, including clerical</b> .....	13.83	2.8	13.55	4.7	14.34	1.6
Secretaries .....	14.40	5.1	—	—	13.90	4.3
Bookkeepers, accounting and auditing clerks .....	14.67	5.0	—	—	—	—
General office clerks .....	11.50	4.3	11.32	5.1	—	—
Teachers' aides .....	10.61	2.1	—	—	—	—
<b>Blue collar</b> .....	15.57	3.2	15.53	3.4	16.29	4.3
<b>Precision production, craft, and repair</b> .....	20.82	4.8	21.06	5.2	18.19	3.3
Industrial machinery repairers .....	19.48	2.4	19.48	2.5	—	—
Mechanics and repairers, n.e.c. ....	15.78	12.7	15.78	12.7	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	13.71	4.1	13.71	4.1	—	—
Miscellaneous machine operators, n.e.c. ....	15.46	7.9	15.46	7.9	—	—
Assemblers .....	11.39	5.5	11.39	5.5	—	—
<b>Transportation and material moving</b> .....	16.44	8.2	16.77	9.1	—	—
Truck drivers .....	17.68	11.5	17.68	11.5	—	—
Industrial truck and tractor equipment operators ..	14.57	3.6	14.57	3.6	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	11.61	7.4	11.33	7.7	—	—
Stock handlers and baggers .....	9.40	3.9	9.40	3.9	—	—
Freight, stock, and material handlers, n.e.c. ....	10.34	5.3	10.34	5.3	—	—
<b>Service</b> .....	10.56	4.8	9.36	3.1	16.01	9.4
Protective service .....	16.62	19.7	—	—	—	—
Food service .....	8.50	3.5	8.35	3.3	—	—
Waiters, waitresses, and bartenders .....	4.55	26.3	4.55	26.3	—	—
Other food service .....	9.02	2.5	8.90	2.8	—	—
Cooks .....	10.02	2.2	10.01	2.8	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2003 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Health service .....	\$10.82	1.5	\$10.55	1.5	—	—
Nursing aides, orderlies and attendants .....	10.77	1.6	10.47	1.8	—	—
Cleaning and building service .....	11.45	6.1	10.82	7.7	—	—
Janitors and cleaners .....	11.63	6.3	11.00	8.2	—	—
Personal service .....	10.93	6.7	9.52	2.2	\$13.01	2.3

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

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-64.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2003

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$19.27	\$9.88	\$20.99	\$17.15	\$18.12	\$24.75
All excluding sales .....	19.83	10.19	21.25	17.82	18.74	—
<b>White collar</b> .....	23.12	13.27	28.02	21.02	22.26	27.83
White-collar excluding sales .....	24.72	16.27	29.26	22.92	24.10	—
Professional specialty and technical .....	28.10	21.29	33.73	24.61	27.63	—
Professional specialty .....	31.01	22.06	34.75	27.36	30.28	—
Technical .....	18.29	—	—	18.01	18.15	—
Executive, administrative, and managerial .....	30.46	—	—	30.69	30.01	—
Sales .....	—	7.64	—	9.77	8.56	20.71
Administrative support, including clerical .....	14.21	9.72	14.61	13.69	13.83	—
<b>Blue collar</b> .....	16.01	9.33	17.48	14.08	15.58	—
Precision production, craft, and repair .....	20.90	—	23.13	18.62	20.92	—
Machine operators, assemblers, and inspectors .....	13.72	—	15.34	12.57	13.71	—
Transportation and material moving .....	16.73	—	17.03	15.72	16.44	—
Handlers, equipment cleaners, helpers, and laborers .....	12.52	8.82	12.34	11.20	11.61	—
<b>Service</b> .....	11.91	7.53	15.34	9.26	10.57	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	5.4	10.4	3.4	5.2	3.9	30.3
All excluding sales .....	5.1	12.0	3.4	5.9	4.3	—
<b>White collar</b> .....	8.3	11.3	5.9	9.6	7.7	30.8
White-collar excluding sales .....	7.2	10.3	5.8	8.9	6.4	—
Professional specialty and technical .....	6.4	9.3	3.4	8.0	5.7	—
Professional specialty .....	4.8	9.0	1.9	7.0	4.3	—
Technical .....	7.2	—	—	7.7	7.0	—
Executive, administrative, and managerial .....	15.5	—	—	15.6	14.9	—
Sales .....	—	3.0	—	20.4	8.5	42.6
Administrative support, including clerical .....	2.4	7.7	5.9	3.4	2.8	—
<b>Blue collar</b> .....	3.3	8.4	2.9	5.2	3.2	—
Precision production, craft, and repair .....	4.8	—	2.3	10.4	4.5	—
Machine operators, assemblers, and inspectors .....	4.1	—	4.4	9.6	4.1	—
Transportation and material moving .....	8.5	—	3.9	15.3	8.2	—
Handlers, equipment cleaners, helpers, and laborers .....	8.9	8.7	7.4	10.8	7.4	—
<b>Service</b> .....	6.3	10.7	4.8	2.9	4.8	—

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

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-64.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>6</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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

Table 3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, September 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
<b>All occupations</b> .....	\$16.82	\$13.36	\$17.66	\$15.79	\$21.96
All excluding sales .....	17.45	13.42	18.48	16.73	21.98
<b>White collar</b> .....	20.69	16.80	21.47	18.41	25.57
White-collar excluding sales .....	23.07	17.41	24.32	22.88	25.60
Professional specialty and technical .....	24.50	15.21	25.58	26.33	24.91
Professional specialty .....	27.63	15.52	29.72	30.37	29.18
Technical .....	17.97	—	18.11	19.86	16.31
Executive, administrative, and managerial .....	30.36	21.09	34.97	30.38	37.79
Sales .....	9.82	—	9.53	9.53	—
Administrative support, including clerical .....	13.55	11.40	13.92	14.00	13.83
<b>Blue collar</b> .....	15.53	16.50	15.41	15.27	16.04
Precision production, craft, and repair .....	21.06	19.40	21.71	21.19	—
Machine operators, assemblers, and inspectors .....	13.71	—	13.77	13.59	14.70
Transportation and material moving .....	16.77	—	16.80	17.13	—
Handlers, equipment cleaners, helpers, and laborers .....	11.33	8.38	11.65	12.16	9.48
<b>Service</b> .....	9.36	8.49	10.09	9.98	10.54
	Relative error <sup>4</sup> (percent)				
<b>All occupations</b> .....	4.9	10.9	6.3	6.2	5.8
All excluding sales .....	5.7	11.3	6.1	5.3	5.8
<b>White collar</b> .....	10.7	10.7	11.7	14.0	13.3
White-collar excluding sales .....	10.3	11.2	10.3	8.5	13.3
Professional specialty and technical .....	8.3	5.5	7.5	7.2	13.5
Professional specialty .....	7.6	6.3	5.9	5.9	10.1
Technical .....	7.3	—	8.3	7.2	11.6
Executive, administrative, and managerial .....	18.8	22.2	14.5	8.6	16.2
Sales .....	17.6	—	21.3	21.4	—
Administrative support, including clerical .....	4.7	5.3	4.4	5.2	7.8
<b>Blue collar</b> .....	3.4	21.6	4.6	4.9	13.1
Precision production, craft, and repair .....	5.2	21.8	6.0	7.0	—
Machine operators, assemblers, and inspectors .....	4.1	—	4.2	3.5	6.2
Transportation and material moving .....	9.1	—	9.1	10.5	—
Handlers, equipment cleaners, helpers, and laborers .....	7.7	7.5	8.5	10.1	3.6
<b>Service</b> .....	3.1	1.2	3.0	4.3	3.5

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

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-64.

<sup>3</sup> Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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