

Holland–Grand Haven, MI National Compensation Survey June 2009



U.S. Department of Labor
U.S. Bureau of Labor Statistics
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This summary provides results of a June 2009 survey of occupational pay in the Holland–Grand Haven, MI, Metropolitan Statistical Area (MSA). The MSA consists of Ottawa County. Data shown in this summary were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The NCS provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. This summary is limited to data on occupational wages and salaries.

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.

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.

Tables 5 through 7 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, and State and local government.

Table 8 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 9 provides the same type of information for private industry workers. Table 10 provides similar data for State and local government workers.

The survey could not have been conducted without the cooperation of the many government agencies that provided pay data included in this summary. 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.

Where to find more information

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

For additional information regarding this survey, including a list of occupational classifications, please contact any BLS regional office at the address and telephone number listed on the back cover of this summary. 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, telephone (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

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Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Holland-Grand Haven, MI, June 2009

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	\$18.82	2.9	34.7	\$17.32	3.2	34.5	\$32.07	4.5	36.4
Worker characteristics^{4,5}									
Management, professional, and related	33.65	3.2	36.2	31.24	3.3	36.4	40.85	9.9	35.5
Management, business, and financial	34.93	3.5	40.4	33.75	4.4	40.5	42.15	8.3	40.0
Professional and related	32.44	7.2	32.9	28.10	8.6	32.3	40.36	11.3	34.1
Service	13.06	7.8	27.9	10.60	4.5	26.6	25.79	6.8	37.3
Sales and office	15.12	3.3	31.8	14.95	3.7	31.4	17.26	6.9	38.4
Sales and related	14.93	7.8	31.3	14.93	7.8	31.3	—	—	—
Office and administrative support	15.21	4.7	32.0	14.97	5.2	31.4	17.26	6.9	38.4
Natural resources, construction, and maintenance	17.70	7.5	40.0	17.63	7.6	40.0	—	—	—
Construction and extraction	—	—	—	—	—	—	—	—	—
Installation, maintenance, and repair	17.48	8.3	40.0	17.44	8.4	40.0	—	—	—
Production, transportation, and material moving	14.02	1.0	38.4	13.96	1.0	38.5	—	—	—
Production	14.85	1.9	39.3	14.85	1.9	39.3	—	—	—
Transportation and material moving	11.87	2.8	36.1	11.48	3.2	36.2	—	—	—
Full time	20.29	3.4	39.7	18.64	3.8	40.0	32.45	4.6	37.4
Part time	11.51	5.5	21.4	11.44	5.7	21.4	—	—	—
Union	20.99	9.9	33.0	—	—	—	32.78	2.1	34.7
Nonunion	18.51	2.9	34.9	17.73	3.1	34.7	31.33	10.1	38.4
Time	18.88	2.8	34.6	17.36	3.2	34.4	32.07	4.5	36.4
Incentive	—	—	—	—	—	—	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.34	3.8	40.0	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	16.48	5.5	31.0	(⁶)	(⁶)	(⁶)
1-99 workers	17.35	6.4	35.4	17.35	6.4	35.4	—	—	—
100-499 workers	18.61	6.6	33.5	15.73	5.2	32.7	29.98	12.3	37.0
500 workers or more	20.93	8.2	34.6	18.34	7.8	34.3	33.82	8.3	36.0

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 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 2007 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, Holland-Grand Haven, MI, June 2009**

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	\$18.82	2.9	\$20.29	3.4	\$11.51	5.5
Management occupations	36.18	4.7	36.18	4.7	–	–
Business and financial operations occupations	32.43	8.4	32.43	8.4	–	–
Level 9	29.88	4.7	29.88	4.7	–	–
Architecture and engineering occupations	30.55	4.6	30.81	4.5	–	–
Engineers	32.75	6.3	33.18	7.2	–	–
Education, training, and library occupations	40.45	3.5	40.61	3.4	–	–
Level 9	49.62	6.8	49.67	6.9	–	–
Primary, secondary, and special education school teachers	51.28	4.3	51.35	4.2	–	–
Level 9	53.47	.0	53.59	.2	–	–
Healthcare practitioner and technical occupations	28.32	19.9	–	–	25.58	2.3
Registered nurses	25.57	1.9	–	–	26.03	2.2
Healthcare support occupations	12.58	3.1	–	–	–	–
Protective service occupations	28.74	5.4	29.04	4.3	–	–
Food preparation and serving related occupations	9.14	7.1	–	–	8.01	3.0
Level 2	7.76	2.9	–	–	7.76	2.9
Fast food and counter workers	8.22	6.4	–	–	7.69	.9
Level 2	7.68	3.2	–	–	7.68	3.2
Combined food preparation and serving workers, including fast food	8.22	6.4	–	–	7.69	.9
Level 2	7.68	3.2	–	–	7.68	3.2
Building and grounds cleaning and maintenance occupations	–	–	12.62	13.8	–	–
Sales and related occupations	14.93	7.8	17.68	7.8	9.12	5.1
Retail sales workers	11.63	12.1	–	–	9.12	5.1
Cashiers, all workers	10.58	8.3	–	–	9.12	5.1
Cashiers	10.58	8.3	–	–	9.12	5.1
Office and administrative support occupations	15.21	4.7	16.42	5.0	12.41	5.4
Level 4	13.99	2.9	15.01	4.2	–	–
Level 5	17.09	3.7	17.09	3.7	–	–
Financial clerks	14.54	5.6	15.05	7.6	–	–
Bookkeeping, accounting, and auditing clerks	15.04	7.3	–	–	–	–
Installation, maintenance, and repair occupations	17.48	8.3	17.48	8.3	–	–
Level 5	18.60	2.7	18.60	2.7	–	–
Industrial machinery installation, repair, and maintenance workers	20.90	5.3	20.90	5.3	–	–
Production occupations	14.85	1.9	14.93	1.9	–	–
Level 2	11.82	.4	11.82	.4	–	–
Level 3	13.60	2.4	13.60	2.4	–	–
Level 4	13.57	3.5	13.57	3.5	–	–
Level 5	16.35	3.3	16.35	3.3	–	–
Miscellaneous assemblers and fabricators	14.35	2.2	14.48	2.7	–	–
Level 3	14.44	1.3	14.44	1.3	–	–
Team assemblers	13.71	3.0	13.71	3.0	–	–
Painting workers	14.56	8.0	14.56	8.0	–	–
Coating, painting, and spraying machine setters, operators, and tenders	16.21	5.2	16.21	5.2	–	–
Transportation and material moving occupations	11.87	2.8	12.53	3.1	–	–
Level 1	10.54	8.1	–	–	–	–
Level 2	11.00	3.6	11.00	3.6	–	–
Level 3	14.73	5.8	14.73	5.8	–	–
Industrial truck and tractor operators	14.03	3.4	14.03	3.4	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Holland-Grand Haven, MI, June 2009** — 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						
Laborers and material movers, hand	\$10.90	3.2	\$11.56	2.5	—	—
Level 1	10.54	8.1	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.76	7.7	—	—	—	—

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

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

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

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

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

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

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, Holland-Grand Haven, MI, June 2009

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$17.32	3.2	\$18.64	3.8	\$11.44	5.7
Management occupations	34.32	5.9	34.32	5.9	–	–
Business and financial operations occupations	32.51	10.5	32.51	10.5	–	–
Architecture and engineering occupations	30.55	4.6	30.81	4.5	–	–
Engineers	32.75	6.3	33.18	7.2	–	–
Healthcare practitioner and technical occupations	25.00	17.8	–	–	25.58	2.3
Registered nurses	25.57	1.9	–	–	26.03	2.2
Healthcare support occupations	12.58	3.1	–	–	–	–
Food preparation and serving related occupations	9.07	7.3	–	–	7.89	2.6
Level 2	7.70	2.3	–	–	7.70	2.3
Fast food and counter workers	8.18	6.5	–	–	7.64	.9
Combined food preparation and serving workers, including fast food	8.18	6.5	–	–	7.64	.9
Sales and related occupations	14.93	7.8	17.68	7.8	9.12	5.1
Retail sales workers	11.63	12.1	–	–	9.12	5.1
Cashiers, all workers	10.58	8.3	–	–	9.12	5.1
Cashiers	10.58	8.3	–	–	9.12	5.1
Office and administrative support occupations	14.97	5.2	16.26	5.8	12.41	5.4
Level 4	13.99	2.9	15.01	4.2	–	–
Financial clerks	14.49	5.7	14.99	7.7	–	–
Installation, maintenance, and repair occupations	17.44	8.4	17.44	8.4	–	–
Level 5	18.60	2.7	18.60	2.7	–	–
Industrial machinery installation, repair, and maintenance workers	20.90	5.3	20.90	5.3	–	–
Production occupations	14.85	1.9	14.93	1.9	–	–
Level 2	11.82	.4	11.82	.4	–	–
Level 3	13.60	2.4	13.60	2.4	–	–
Level 4	13.57	3.5	13.57	3.5	–	–
Level 5	16.35	3.3	16.35	3.3	–	–
Miscellaneous assemblers and fabricators	14.35	2.2	14.48	2.7	–	–
Level 3	14.44	1.3	14.44	1.3	–	–
Team assemblers	13.71	3.0	13.71	3.0	–	–
Painting workers	14.56	8.0	14.56	8.0	–	–
Coating, painting, and spraying machine setters, operators, and tenders	16.21	5.2	16.21	5.2	–	–
Transportation and material moving occupations	11.48	3.2	12.12	3.1	–	–
Level 1	10.54	8.1	–	–	–	–
Level 3	14.02	4.5	14.02	4.5	–	–
Industrial truck and tractor operators	14.03	3.4	14.03	3.4	–	–
Laborers and material movers, hand	10.64	2.9	11.28	1.4	–	–
Level 1	10.54	8.1	–	–	–	–

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

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

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

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

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

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

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, Holland-Grand Haven, MI, June 2009**

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	\$32.07	4.5	\$32.45	4.6	–	–
Education, training, and library occupations	40.45	3.5	40.61	3.4	–	–
Level 9	49.62	6.8	49.67	6.9	–	–
Primary, secondary, and special education school teachers	51.28	4.3	51.35	4.2	–	–
Level 9	53.47	.0	53.59	.2	–	–
Protective service occupations	28.74	5.4	29.04	4.3	–	–
Office and administrative support occupations	17.26	6.9	17.26	6.9	–	–
Level 5	17.77	7.0	17.77	7.0	–	–

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. Civilian workers: Hourly wage percentiles¹, Holland-Grand Haven, MI, June 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$9.79	\$12.00	\$15.53	\$21.37	\$32.21
Management occupations	28.85	29.45	32.48	46.94	49.00
Business and financial operations occupations	22.04	26.61	31.72	36.30	46.95
Architecture and engineering occupations	20.12	21.56	29.67	35.39	43.80
Engineers	21.56	26.76	30.69	40.57	44.27
Education, training, and library occupations	14.63	21.91	42.23	55.82	61.67
Primary, secondary, and special education school teachers	33.71	44.32	54.51	60.42	64.07
Healthcare practitioner and technical occupations	14.40	18.29	24.88	26.62	52.53
Registered nurses	21.78	23.67	26.62	26.62	27.36
Healthcare support occupations	11.14	11.26	13.19	13.19	13.67
Protective service occupations	21.75	26.40	29.66	32.21	32.21
Food preparation and serving related occupations	7.40	7.55	7.75	9.74	15.53
Fast food and counter workers	7.40	7.55	7.55	7.90	10.24
Combined food preparation and serving workers, including fast food	7.40	7.55	7.55	7.90	10.24
Sales and related occupations	7.90	11.17	14.42	16.66	23.44
Retail sales workers	7.60	8.29	11.90	14.80	16.40
Cashiers, all workers	7.50	8.00	8.54	12.35	16.40
Cashiers	7.50	8.00	8.54	12.35	16.40
Office and administrative support occupations	10.30	12.71	14.50	17.26	20.18
Financial clerks	13.65	13.65	13.77	15.14	17.99
Bookkeeping, accounting, and auditing clerks	13.65	13.65	14.48	14.50	20.00
Installation, maintenance, and repair occupations	10.00	14.17	18.06	20.00	24.44
Industrial machinery installation, repair, and maintenance workers	16.08	19.29	19.29	24.44	25.24
Production occupations	11.00	12.26	14.57	17.15	18.50
Miscellaneous assemblers and fabricators	10.76	12.81	14.18	16.50	17.32
Team assemblers	10.00	12.71	13.90	14.95	16.25
Painting workers	12.00	12.00	15.00	17.23	17.23
Coating, painting, and spraying machine setters, operators, and tenders	14.54	15.00	16.23	17.23	18.35
Transportation and material moving occupations	8.06	10.00	11.57	13.70	16.57
Industrial truck and tractor operators	11.93	12.63	13.35	15.70	17.04
Laborers and material movers, hand	8.06	10.00	10.00	11.57	13.70
Laborers and freight, stock, and material movers, hand	7.70	11.48	11.57	11.57	17.29

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 6. Private industry workers: Hourly wage percentiles¹, Holland-Grand Haven, MI, June 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$9.53	\$11.58	\$14.80	\$20.00	\$29.67
Management occupations	28.85	29.45	29.78	37.79	48.08
Business and financial operations occupations	22.04	26.46	30.06	40.38	46.95
Architecture and engineering occupations	20.12	21.56	29.67	35.39	43.80
Engineers	21.56	26.76	30.69	40.57	44.27
Healthcare practitioner and technical occupations	14.40	18.29	24.10	26.62	31.37
Registered nurses	21.78	23.67	26.62	26.62	27.36
Healthcare support occupations	11.14	11.26	13.19	13.19	13.67
Food preparation and serving related occupations	7.40	7.55	7.75	8.60	15.53
Fast food and counter workers	7.40	7.55	7.55	7.90	10.00
Combined food preparation and serving workers, including fast food	7.40	7.55	7.55	7.90	10.00
Sales and related occupations	7.90	11.17	14.42	16.66	23.44
Retail sales workers	7.60	8.29	11.90	14.80	16.40
Cashiers, all workers	7.50	8.00	8.54	12.35	16.40
Cashiers	7.50	8.00	8.54	12.35	16.40
Office and administrative support occupations	10.30	12.30	14.09	17.26	20.00
Financial clerks	10.00	13.65	13.77	15.14	17.38
Installation, maintenance, and repair occupations	10.00	14.17	18.06	20.00	24.44
Industrial machinery installation, repair, and maintenance workers	16.08	19.29	19.29	24.44	25.24
Production occupations	11.00	12.26	14.57	17.15	18.50
Miscellaneous assemblers and fabricators	10.76	12.81	14.18	16.50	17.32
Team assemblers	10.00	12.71	13.90	14.95	16.25
Painting workers	12.00	12.00	15.00	17.23	17.23
Coating, painting, and spraying machine setters, operators, and tenders	14.54	15.00	16.23	17.23	18.35
Transportation and material moving occupations	8.06	10.00	11.57	12.70	15.81
Industrial truck and tractor operators	11.93	12.63	13.35	15.70	17.04
Laborers and material movers, hand	7.70	10.00	10.00	11.57	13.65

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. State and local government workers: Hourly wage percentiles¹, Holland-Grand Haven, MI, June 2009

Occupation ²	10	25	Median 50	75	90
All workers	\$14.89	\$17.75	\$27.62	\$41.37	\$58.08
Education, training, and library occupations	14.63	21.91	42.23	55.82	61.67
Primary, secondary, and special education school teachers	33.71	44.32	54.51	60.42	64.07
Protective service occupations	21.75	26.40	29.66	32.21	32.21
Office and administrative support occupations	10.94	15.20	17.23	20.52	20.76

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. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Holland-Grand Haven, MI, June 2009

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	\$20.29	\$16.50	\$805	\$656	39.7	\$40,968	\$34,112	2,019
Management occupations	36.18	32.48	1,469	1,299	40.6	75,412	67,558	2,084
Business and financial operations occupations	32.43	31.72	1,297	1,269	40.0	67,458	65,978	2,080
Architecture and engineering occupations	30.81	29.67	1,249	1,187	40.5	64,933	61,705	2,108
Engineers	33.18	32.41	1,349	1,296	40.7	70,152	67,404	2,114
Education, training, and library occupations	40.61	42.23	1,388	1,577	34.2	52,090	59,025	1,283
Primary, secondary, and special education school teachers	51.35	54.51	1,667	1,763	32.5	60,834	64,776	1,185
Protective service occupations	29.04	29.95	1,162	1,198	40.0	60,404	62,296	2,080
Building and grounds cleaning and maintenance occupations	12.62	11.71	497	439	39.4	25,841	22,835	2,048
Sales and related occupations	17.68	14.80	707	592	40.0	36,772	30,784	2,080
Office and administrative support occupations	16.42	16.12	653	645	39.7	33,558	33,530	2,044
Financial clerks	15.05	14.50	602	580	40.0	31,306	30,160	2,080
Installation, maintenance, and repair occupations	17.48	18.06	699	722	40.0	36,368	37,556	2,080
Industrial machinery installation, repair, and maintenance workers	20.90	19.29	836	771	40.0	43,471	40,117	2,080
Production occupations	14.93	14.71	593	586	39.8	30,763	30,144	2,061
Miscellaneous assemblers and fabricators	14.48	14.25	579	570	40.0	30,117	29,640	2,080
Team assemblers	13.71	13.90	548	556	40.0	28,514	28,912	2,080
Painting workers	14.56	15.00	583	600	40.0	30,292	31,200	2,080
Coating, painting, and spraying machine setters, operators, and tenders	16.21	16.23	648	649	40.0	33,717	33,758	2,080
Transportation and material moving occupations	12.53	11.57	496	463	39.6	25,410	24,057	2,028
Industrial truck and tractor operators ..	14.03	13.35	561	534	40.0	29,181	27,768	2,080
Laborers and material movers, hand ..	11.56	11.57	463	463	40.0	24,055	24,057	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 9. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Holland-Grand Haven, MI, June 2009

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.64	\$16.00	\$746	\$634	40.0	\$38,739	\$32,656	2,078
Management occupations	34.32	29.78	1,397	1,296	40.7	72,619	67,372	2,116
Business and financial operations occupations	32.51	30.06	1,300	1,202	40.0	67,614	62,525	2,080
Architecture and engineering occupations	30.81	29.67	1,249	1,187	40.5	64,933	61,705	2,108
Engineers	33.18	32.41	1,349	1,296	40.7	70,152	67,404	2,114
Sales and related occupations	17.68	14.80	707	592	40.0	36,772	30,784	2,080
Office and administrative support occupations	16.26	16.11	650	644	40.0	33,822	33,500	2,080
Financial clerks	14.99	14.50	600	580	40.0	31,184	30,160	2,080
Installation, maintenance, and repair occupations	17.44	18.06	698	722	40.0	36,285	37,556	2,080
Industrial machinery installation, repair, and maintenance workers	20.90	19.29	836	771	40.0	43,471	40,117	2,080
Production occupations	14.93	14.71	593	586	39.8	30,763	30,144	2,061
Miscellaneous assemblers and fabricators	14.48	14.25	579	570	40.0	30,117	29,640	2,080
Team assemblers	13.71	13.90	548	556	40.0	28,514	28,912	2,080
Painting workers	14.56	15.00	583	600	40.0	30,292	31,200	2,080
Coating, painting, and spraying machine setters, operators, and tenders	16.21	16.23	648	649	40.0	33,717	33,758	2,080
Transportation and material moving occupations	12.12	11.57	485	463	40.0	25,208	24,057	2,080
Industrial truck and tractor operators ..	14.03	13.35	561	534	40.0	29,181	27,768	2,080
Laborers and material movers, hand ..	11.28	11.48	451	459	40.0	23,466	23,872	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 10. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Holland-Grand Haven, MI, June 2009

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	\$32.45	\$28.32	\$1,215	\$1,133	37.4	\$54,159	\$55,124	1,669
Education, training, and library occupations	40.61	42.23	1,388	1,577	34.2	52,090	59,025	1,283
Primary, secondary, and special education school teachers	51.35	54.51	1,667	1,763	32.5	60,834	64,776	1,185
Protective service occupations	29.04	29.95	1,162	1,198	40.0	60,404	62,296	2,080
Office and administrative support occupations	17.26	17.23	664	689	38.4	32,262	35,838	1,869

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.

Appendix: Technical Note

Survey scope

This survey of the Holland–Grand Haven, MI, Metropolitan Statistical Area (MSA) 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.

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.

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-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Occupational selection and classification

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

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

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

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. 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. The greater the number of people working in a job in the establishment, the greater its chance of selection.

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. A complete list of all individual occupations, classified by the major group to which they belong, is available from BLS.

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 and also identified as being in a union or a nonunion job.

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>.

Collection period

Survey data were collected over a 14-month period for the larger areas in the NCS program. For the smaller areas, data were collected over a 5-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.

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.

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.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	4,299
Total in sample	60
Responding	49
Refused or unable to provide data	7
Out of business or not in survey scope	4

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 suf-

ficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Data reliability

The data in this summary 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 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 summary 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.