

# Elkhart–Goshen, IN National Compensation Survey October 2008

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U.S. Department of Labor  
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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](mailto: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 Elkhart–Goshen, IN, Metropolitan Statistical Area (MSA). Data were collected between March 2008 and April 2009; the average reference month is October 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 earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Elkhart-Goshen, IN, October 2008**

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$16.83	2.9	36.7	\$16.42	3.1	36.8	\$22.65	10.1	35.9
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	27.94	8.3	36.3	28.05	9.9	36.9	27.64	15.7	34.6
Management, business, and financial .....	37.78	12.3	39.5	37.78	12.3	39.5	—	—	—
Professional and related .....	24.11	8.0	35.1	22.00	9.3	35.5	27.64	15.7	34.6
Service .....	9.88	8.5	29.2	9.25	9.7	28.2	—	—	—
Sales and office .....	14.14	4.4	34.0	14.14	4.6	33.8	—	—	—
Sales and related .....	13.57	6.1	29.2	13.57	6.1	29.2	—	—	—
Office and administrative support .....	14.37	6.0	36.3	14.37	6.3	36.2	—	—	—
Natural resources, construction, and maintenance .....	17.75	5.3	39.8	17.79	5.8	39.9	—	—	—
Construction and extraction .....	18.58	8.3	39.2	18.86	9.3	39.5	—	—	—
Installation, maintenance, and repair .....	17.01	5.1	40.3	17.01	5.1	40.3	—	—	—
Production, transportation, and material moving .....	15.85	4.1	39.6	15.83	4.1	39.6	—	—	—
Production .....	16.16	5.6	39.5	16.16	5.6	39.5	—	—	—
Transportation and material moving .....	14.79	3.4	39.8	14.69	3.4	40.1	—	—	—
Full time .....	17.50	2.7	39.5	17.10	2.8	39.8	22.73	10.2	36.5
Part time .....	8.49	6.1	19.5	8.40	6.1	19.5	—	—	—
Union .....	21.79	3.3	38.5	17.60	4.0	40.0	33.94	.4	34.6
Nonunion .....	16.31	3.3	36.5	16.33	3.5	36.5	15.93	3.9	36.7
Time .....	16.21	3.0	36.3	15.66	3.5	36.3	22.65	10.1	35.9
Incentive .....	19.73	7.4	39.0	19.73	7.4	39.0	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	17.68	3.6	39.5	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	14.05	5.9	32.5	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	15.34	6.2	34.7	15.33	6.2	34.7	—	—	—
100-499 workers .....	16.55	4.9	37.9	16.42	5.0	38.0	—	—	—
500 workers or more .....	19.63	4.6	38.2	18.62	6.5	38.8	22.93	12.3	36.4

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

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

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

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

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

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

<sup>6</sup> 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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.83	2.9	\$17.50	2.7	\$8.49	6.1
<b>Management occupations</b> .....	42.74	14.4	42.74	14.4	—	—
Level 9 .....	35.02	8.0	35.02	8.0	—	—
Level 11 .....	40.35	6.9	40.35	6.9	—	—
Marketing and sales managers .....	54.30	20.7	54.30	20.7	—	—
<b>Business and financial operations occupations</b> .....	26.68	4.3	27.00	3.9	—	—
<b>Architecture and engineering occupations</b> .....	26.35	10.5	26.35	10.5	—	—
Engineers .....	28.93	6.8	28.93	6.8	—	—
<b>Education, training, and library occupations</b> .....	30.79	17.4	32.77	18.9	—	—
Level 8 .....	37.11	9.5	37.11	9.5	—	—
Primary, secondary, and special education school teachers .....	37.45	9.1	37.45	9.1	—	—
Level 8 .....	37.11	9.5	37.11	9.5	—	—
<b>Healthcare practitioner and technical occupations</b> .....	19.24	3.5	19.24	3.5	—	—
<b>Healthcare support occupations</b> .....	11.72	6.5	11.73	6.6	—	—
<b>Food preparation and serving related occupations</b> .....	6.36	10.3	—	—	6.28	8.4
Level 1 .....	5.58	18.3	—	—	5.63	20.6
Level 2 .....	5.94	14.2	—	—	6.26	19.1
Food service, tipped .....	4.00	25.7	—	—	4.49	23.1
Level 1 .....	2.89	9.6	—	—	—	—
Level 2 .....	5.05	27.7	—	—	—	—
Waiters and waitresses .....	2.84	12.5	—	—	3.06	11.7
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.16	5.4	12.77	8.0	8.63	2.6
Level 1 .....	9.18	2.7	—	—	—	—
Building cleaning workers .....	11.93	3.5	12.28	4.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.74	6.5	13.24	6.1	—	—
<b>Sales and related occupations</b> .....	13.57	6.1	16.83	7.3	8.50	1.9
Level 2 .....	7.60	3.1	—	—	7.38	1.9
Level 3 .....	12.15	5.9	—	—	—	—
Level 4 .....	12.98	2.9	—	—	—	—
Retail sales workers .....	10.60	9.5	13.01	14.8	8.48	2.0
Level 2 .....	7.60	3.1	—	—	7.38	1.9
Level 3 .....	12.15	5.9	—	—	—	—
Level 4 .....	13.32	4.0	—	—	—	—
Cashiers, all workers .....	8.52	1.2	—	—	8.28	2.9
Cashiers .....	8.52	1.2	—	—	8.28	2.9
Retail salespersons .....	12.03	.7	14.72	6.8	8.73	6.1
Level 4 .....	13.32	4.0	—	—	—	—
Sales representatives, wholesale and manufacturing .....	28.13	17.1	28.13	17.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.13	17.1	28.13	17.1	—	—
<b>Office and administrative support occupations</b> .....	14.37	6.0	14.71	5.9	9.92	6.0
Level 2 .....	10.95	5.1	11.41	3.7	—	—
Level 3 .....	12.31	2.3	12.49	2.1	—	—
Level 4 .....	13.42	3.3	13.40	3.5	—	—
Level 5 .....	19.10	13.2	19.44	13.0	—	—
Level 6 .....	20.94	8.8	20.94	8.8	—	—
Financial clerks .....	14.55	7.2	14.81	7.0	—	—
Level 3 .....	13.13	9.0	13.47	8.3	—	—
Level 4 .....	12.81	5.2	12.88	5.5	—	—
Level 5 .....	17.15	8.6	17.43	8.7	—	—
Bookkeeping, accounting, and auditing clerks .....	15.27	6.9	15.37	7.0	—	—
Level 5 .....	17.98	5.3	18.36	4.5	—	—
Receptionists and information clerks .....	11.17	4.5	—	—	—	—
Shipping, receiving, and traffic clerks .....	12.54	2.6	12.54	2.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b>						
—Continued						
Stock clerks and order fillers .....	\$11.40	15.2	—	—	—	—
Secretaries and administrative assistants .....	15.17	7.1	\$15.18	7.4	—	—
Level 4 .....	13.97	2.5	13.88	3.1	—	—
Executive secretaries and administrative assistants ....	18.33	7.6	18.33	7.6	—	—
Secretaries, except legal, medical, and executive .....	13.84	8.7	13.84	8.7	—	—
Office clerks, general .....	11.53	6.5	11.95	7.6	—	—
Level 3 .....	12.04	9.7	—	—	—	—
<b>Construction and extraction occupations</b> .....	18.58	8.3	18.58	8.3	—	—
<b>Installation, maintenance, and repair occupations</b> .....	17.01	5.1	17.01	5.1	—	—
Level 5 .....	16.00	3.8	16.00	3.8	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.54	.6	17.54	.6	—	—
Level 5 .....	16.18	2.8	16.18	2.8	—	—
<b>Production occupations</b> .....	16.16	5.6	16.18	5.6	—	—
Level 1 .....	10.74	14.1	10.74	14.1	—	—
Level 2 .....	13.35	1.7	13.35	1.7	—	—
Level 3 .....	16.31	8.1	16.37	8.0	—	—
Level 4 .....	15.93	7.3	15.93	7.3	—	—
Level 5 .....	19.11	10.1	19.11	10.1	—	—
Level 6 .....	19.41	12.1	19.41	12.1	—	—
Level 7 .....	23.58	.4	23.58	.4	—	—
First-line supervisors/managers of production and operating workers .....	21.50	12.2	21.50	12.2	—	—
Level 6 .....	18.59	15.6	18.59	15.6	—	—
Miscellaneous assemblers and fabricators .....	16.00	5.5	16.00	5.5	—	—
Level 2 .....	14.83	3.5	14.83	3.5	—	—
Level 3 .....	16.82	4.6	16.82	4.6	—	—
Level 4 .....	16.89	6.3	16.89	6.3	—	—
Team assemblers .....	16.35	10.7	16.35	10.7	—	—
Level 3 .....	17.52	12.7	17.52	12.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.91	1.2	13.91	1.2	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.08	22.2	11.08	22.2	—	—
Welding, soldering, and brazing workers .....	18.35	10.6	18.35	10.6	—	—
Level 5 .....	22.67	18.9	22.67	18.9	—	—
Welders, cutters, solderers, and brazers .....	17.34	3.6	17.34	3.6	—	—
Miscellaneous metalworkers and plastic workers .....	13.60	2.2	13.60	2.2	—	—
Sewing machine operators .....	12.41	10.1	12.41	10.1	—	—
Woodworking machine setters, operators, and tenders ...	13.83	9.9	13.83	9.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	15.12	.4	15.12	.4	—	—
Painting workers .....	14.06	9.2	14.06	9.2	—	—
Miscellaneous production workers .....	17.85	30.5	17.85	30.5	—	—
<b>Transportation and material moving occupations</b> .....	14.79	3.4	14.98	2.8	—	—
Level 1 .....	10.09	4.3	10.09	4.3	—	—
Level 2 .....	12.09	7.3	12.37	5.9	—	—
Level 3 .....	16.87	9.0	16.84	9.1	—	—
Level 4 .....	21.32	13.2	21.32	13.2	—	—
Driver/sales workers and truck drivers .....	19.03	4.2	19.30	3.8	—	—
Truck drivers, light or delivery services .....	14.78	8.7	15.02	9.4	—	—
Industrial truck and tractor operators .....	14.09	4.5	14.09	4.5	—	—
Level 3 .....	15.38	2.5	15.38	2.5	—	—
Laborers and material movers, hand .....	12.47	4.6	12.58	4.4	—	—
Level 1 .....	10.09	4.3	10.09	4.3	—	—
Level 2 .....	12.78	5.8	13.01	5.5	—	—
Level 3 .....	13.67	2.6	13.67	2.6	—	—
Laborers and freight, stock, and material movers, hand .....	12.60	4.1	12.88	3.7	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b>						
—Continued						
Laborers and freight, stock, and material movers, hand —Continued						
Level 3 .....	\$13.67	2.6	\$13.67	2.6	—	—
Packers and packagers, hand .....	11.96	5.6	11.96	5.6	—	—

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.42	3.1	\$17.10	2.8	\$8.40	6.1
<b>Management occupations</b> .....	42.74	14.4	42.74	14.4	—	—
Level 9 .....	35.02	8.0	35.02	8.0	—	—
Level 11 .....	40.35	6.9	40.35	6.9	—	—
Marketing and sales managers .....	54.30	20.7	54.30	20.7	—	—
<b>Business and financial operations occupations</b> .....	26.68	4.3	27.00	3.9	—	—
<b>Architecture and engineering occupations</b> .....	26.35	10.5	26.35	10.5	—	—
Engineers .....	28.93	6.8	28.93	6.8	—	—
<b>Healthcare practitioner and technical occupations</b> .....	19.16	3.8	19.16	3.8	—	—
<b>Healthcare support occupations</b> .....	11.72	6.5	11.73	6.6	—	—
<b>Food preparation and serving related occupations</b> .....	6.36	10.3	—	—	6.28	8.4
Level 1 .....	5.58	18.3	—	—	5.63	20.6
Level 2 .....	5.94	14.2	—	—	6.26	19.1
Food service, tipped .....	4.00	25.7	—	—	4.49	23.1
Level 1 .....	2.89	9.6	—	—	—	—
Level 2 .....	5.05	27.7	—	—	—	—
Waiters and waitresses .....	2.84	12.5	—	—	3.06	11.7
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.15	8.3	—	—	8.63	2.6
Level 1 .....	9.18	2.7	—	—	—	—
Building cleaning workers .....	10.70	8.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.38	14.3	—	—	—	—
<b>Sales and related occupations</b> .....	13.57	6.1	16.83	7.3	8.50	1.9
Level 2 .....	7.60	3.1	—	—	7.38	1.9
Level 3 .....	12.15	5.9	—	—	—	—
Level 4 .....	12.98	2.9	—	—	—	—
Retail sales workers .....	10.60	9.5	13.01	14.8	8.48	2.0
Level 2 .....	7.60	3.1	—	—	7.38	1.9
Level 3 .....	12.15	5.9	—	—	—	—
Level 4 .....	13.32	4.0	—	—	—	—
Cashiers, all workers .....	8.52	1.2	—	—	8.28	2.9
Cashiers .....	8.52	1.2	—	—	8.28	2.9
Retail salespersons .....	12.03	.7	14.72	6.8	8.73	6.1
Level 4 .....	13.32	4.0	—	—	—	—
Sales representatives, wholesale and manufacturing .....	28.13	17.1	28.13	17.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.13	17.1	28.13	17.1	—	—
<b>Office and administrative support occupations</b> .....	14.37	6.3	14.73	6.2	9.92	6.0
Level 2 .....	10.95	5.1	11.41	3.7	—	—
Level 3 .....	12.36	2.5	12.55	2.3	—	—
Level 4 .....	13.42	3.3	13.40	3.5	—	—
Level 5 .....	19.68	14.4	20.12	14.1	—	—
Level 6 .....	20.94	8.8	20.94	8.8	—	—
Financial clerks .....	14.59	7.7	14.88	7.4	—	—
Level 3 .....	13.47	10.5	13.94	9.3	—	—
Level 4 .....	12.81	5.2	12.88	5.5	—	—
Level 5 .....	16.92	9.3	17.22	9.4	—	—
Bookkeeping, accounting, and auditing clerks .....	15.43	7.2	15.54	7.2	—	—
Level 5 .....	17.80	6.0	18.22	5.0	—	—
Receptionists and information clerks .....	11.17	4.5	—	—	—	—
Shipping, receiving, and traffic clerks .....	12.54	2.6	12.54	2.6	—	—
Stock clerks and order fillers .....	11.40	15.2	—	—	—	—
Secretaries and administrative assistants .....	15.21	7.8	15.22	8.2	—	—
Level 4 .....	13.97	2.5	13.88	3.1	—	—
Executive secretaries and administrative assistants .....	18.33	7.6	18.33	7.6	—	—
Secretaries, except legal, medical, and executive .....	13.54	11.1	13.54	11.1	—	—
Office clerks, general .....	11.49	6.7	11.91	7.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> —Continued						
Office clerks, general —Continued						
Level 3 .....	\$12.00	10.2	—	—	—	—
<b>Construction and extraction occupations</b> .....	18.86	9.3	\$18.86	9.3	—	—
<b>Installation, maintenance, and repair occupations</b> .....	17.01	5.1	17.01	5.1	—	—
Level 5 .....	16.00	3.8	16.00	3.8	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.54	.6	17.54	.6	—	—
Level 5 .....	16.18	2.8	16.18	2.8	—	—
<b>Production occupations</b> .....	16.16	5.6	16.18	5.6	—	—
Level 1 .....	10.74	14.1	10.74	14.1	—	—
Level 2 .....	13.35	1.7	13.35	1.7	—	—
Level 3 .....	16.31	8.1	16.37	8.0	—	—
Level 4 .....	15.93	7.3	15.93	7.3	—	—
Level 5 .....	19.11	10.1	19.11	10.1	—	—
Level 6 .....	19.41	12.1	19.41	12.1	—	—
Level 7 .....	23.58	.4	23.58	.4	—	—
First-line supervisors/managers of production and operating workers .....	21.50	12.2	21.50	12.2	—	—
Level 6 .....	18.59	15.6	18.59	15.6	—	—
Miscellaneous assemblers and fabricators .....	16.00	5.5	16.00	5.5	—	—
Level 2 .....	14.83	3.5	14.83	3.5	—	—
Level 3 .....	16.82	4.6	16.82	4.6	—	—
Level 4 .....	16.89	6.3	16.89	6.3	—	—
Team assemblers .....	16.35	10.7	16.35	10.7	—	—
Level 3 .....	17.52	12.7	17.52	12.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.91	1.2	13.91	1.2	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.08	22.2	11.08	22.2	—	—
Welding, soldering, and brazing workers .....	18.35	10.6	18.35	10.6	—	—
Level 5 .....	22.67	18.9	22.67	18.9	—	—
Welders, cutters, solderers, and brazers .....	17.34	3.6	17.34	3.6	—	—
Miscellaneous metalworkers and plastic workers .....	13.60	2.2	13.60	2.2	—	—
Sewing machine operators .....	12.41	10.1	12.41	10.1	—	—
Woodworking machine setters, operators, and tenders ...	13.83	9.9	13.83	9.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	15.12	.4	15.12	.4	—	—
Painting workers .....	14.06	9.2	14.06	9.2	—	—
Miscellaneous production workers .....	17.85	30.5	17.85	30.5	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b> .....	\$14.69	3.4	\$14.90	2.9	—	—
Level 1 .....	10.09	4.3	10.09	4.3	—	—
Level 2 .....	12.09	7.3	12.37	5.9	—	—
Level 3 .....	16.84	9.1	16.84	9.1	—	—
Driver/sales workers and truck drivers .....	19.03	4.2	19.30	3.8	—	—
Truck drivers, light or delivery services .....	14.78	8.7	15.02	9.4	—	—
Industrial truck and tractor operators .....	14.09	4.5	14.09	4.5	—	—
Level 3 .....	15.38	2.5	15.38	2.5	—	—
Laborers and material movers, hand .....	12.47	4.6	12.58	4.4	—	—
Level 1 .....	10.09	4.3	10.09	4.3	—	—
Level 2 .....	12.78	5.8	13.01	5.5	—	—
Level 3 .....	13.67	2.6	13.67	2.6	—	—
Laborers and freight, stock, and material movers, hand .....	12.60	4.1	12.88	3.7	—	—
Level 3 .....	13.67	2.6	13.67	2.6	—	—
Packers and packagers, hand .....	11.96	5.6	11.96	5.6	—	—

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

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

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

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

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

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

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 earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$22.65	10.1	\$22.73	10.2	–	–
<b>Education, training, and library occupations</b> .....	32.59	19.3	32.77	18.9	–	–
Level 8 .....	37.11	9.5	37.11	9.5	–	–
Primary, secondary, and special education school teachers .....	37.45	9.1	37.45	9.1	–	–
Level 8 .....	37.11	9.5	37.11	9.5	–	–

<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. See appendix A for more information.

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

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

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

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

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

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 levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.83	2.9	\$17.50	2.7	\$8.49	6.1
<b>Management occupations</b> .....	42.74	14.4	42.74	14.4	—	—
Group III .....	36.31	5.2	—	—	—	—
Marketing and sales managers .....	54.30	20.7	54.30	20.7	—	—
<b>Business and financial operations occupations</b> .....	26.68	4.3	27.00	3.9	—	—
Group II .....	24.49	1.8	—	—	—	—
<b>Architecture and engineering occupations</b> .....	26.35	10.5	26.35	10.5	—	—
Group III .....	33.18	4.5	—	—	—	—
Engineers .....	28.93	6.8	28.93	6.8	—	—
Group III .....	31.58	5.7	—	—	—	—
<b>Education, training, and library occupations</b> .....	30.79	17.4	32.77	18.9	—	—
Group II .....	34.86	9.7	—	—	—	—
Primary, secondary, and special education school teachers .....	37.45	9.1	37.45	9.1	—	—
Group II .....	37.11	9.5	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	19.24	3.5	19.24	3.5	—	—
Group II .....	18.92	5.4	—	—	—	—
<b>Healthcare support occupations</b> .....	11.72	6.5	11.73	6.6	—	—
Group I .....	11.74	7.4	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	6.36	10.3	—	—	6.28	8.4
Group I .....	6.08	8.8	—	—	—	—
Food service, tipped .....	4.00	25.7	—	—	4.49	23.1
Group I .....	4.00	25.7	—	—	—	—
Waiters and waitresses .....	2.84	12.5	—	—	3.06	11.7
Group I .....	2.84	12.5	—	—	3.06	11.7
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.16	5.4	12.77	8.0	8.63	2.6
Group I .....	12.01	2.4	—	—	—	—
Building cleaning workers .....	11.93	3.5	12.28	4.1	—	—
Group I .....	12.28	3.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.74	6.5	13.24	6.1	—	—
Group I .....	13.34	5.7	14.02	5.2	—	—
<b>Sales and related occupations</b> .....	13.57	6.1	16.83	7.3	8.50	1.9
Group I .....	10.64	10.9	—	—	—	—
Group II .....	21.30	15.7	—	—	—	—
Retail sales workers .....	10.60	9.5	13.01	14.8	8.48	2.0
Group I .....	10.69	11.5	—	—	—	—
Cashiers, all workers .....	8.52	1.2	—	—	8.28	2.9
Group I .....	8.37	2.0	—	—	—	—
Cashiers .....	8.52	1.2	—	—	8.28	2.9
Group I .....	8.37	2.0	—	—	8.25	4.1
Retail salespersons .....	12.03	.7	14.72	6.8	8.73	6.1
Group I .....	12.23	.9	15.51	9.6	8.70	6.6
Sales representatives, wholesale and manufacturing .....	28.13	17.1	28.13	17.1	—	—
Group II .....	28.13	17.1	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.13	17.1	28.13	17.1	—	—
Group II .....	28.13	17.1	28.13	17.1	—	—
<b>Office and administrative support occupations</b> .....	14.37	6.0	14.71	5.9	9.92	6.0
Group I .....	12.41	2.0	—	—	—	—
Group II .....	19.64	9.2	—	—	—	—
Financial clerks .....	14.55	7.2	14.81	7.0	—	—
Group I .....	12.99	5.5	—	—	—	—
Group II .....	16.98	8.0	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	15.27	6.9	15.37	7.0	—	—
Group I .....	13.28	7.1	13.28	7.1	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Elkhart-Goshen, IN, October 2008** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b>						
—Continued						
Bookkeeping, accounting, and auditing clerks						
—Continued						
Group II .....	\$17.70	5.3	\$18.03	4.7	—	—
Receptionists and information clerks .....	11.17	4.5	—	—	—	—
Group I .....	11.17	4.5	—	—	—	—
Shipping, receiving, and traffic clerks .....	12.54	2.6	12.54	2.6	—	—
Group I .....	12.41	.0	12.41	.0	—	—
Stock clerks and order fillers .....	11.40	15.2	—	—	—	—
Group I .....	11.40	15.2	—	—	—	—
Secretaries and administrative assistants .....	15.17	7.1	15.18	7.4	—	—
Group I .....	13.03	4.1	—	—	—	—
Group II .....	18.71	7.2	—	—	—	—
Executive secretaries and administrative assistants .....	18.33	7.6	18.33	7.6	—	—
Secretaries, except legal, medical, and executive .....	13.84	8.7	13.84	8.7	—	—
Office clerks, general .....	11.53	6.5	11.95	7.6	—	—
Group I .....	11.44	8.1	11.79	9.2	—	—
<b>Construction and extraction occupations</b> .....	18.58	8.3	18.58	8.3	—	—
Group I .....	18.99	3.8	—	—	—	—
Group II .....	18.31	13.5	—	—	—	—
<b>Installation, maintenance, and repair occupations</b> .....	17.01	5.1	17.01	5.1	—	—
Group II .....	18.11	6.3	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	17.54	.6	17.54	.6	—	—
Group II .....	17.59	.9	—	—	—	—
<b>Production occupations</b> .....	16.16	5.6	16.18	5.6	—	—
Group I .....	15.18	6.8	—	—	—	—
Group II .....	20.07	6.4	—	—	—	—
First-line supervisors/managers of production and operating workers .....	21.50	12.2	21.50	12.2	—	—
Group II .....	21.24	12.4	21.24	12.4	—	—
Miscellaneous assemblers and fabricators .....	16.00	5.5	16.00	5.5	—	—
Group I .....	15.95	6.1	—	—	—	—
Team assemblers .....	16.35	10.7	16.35	10.7	—	—
Group I .....	16.33	11.1	16.33	11.1	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.91	1.2	13.91	1.2	—	—
Group I .....	11.46	10.8	—	—	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.08	22.2	11.08	22.2	—	—
Group I .....	11.07	24.7	11.07	24.7	—	—
Welding, soldering, and brazing workers .....	18.35	10.6	18.35	10.6	—	—
Group I .....	16.09	4.4	—	—	—	—
Group II .....	22.67	18.9	—	—	—	—
Welders, cutters, solderers, and brazers .....	17.34	3.6	17.34	3.6	—	—
Group I .....	16.21	5.2	16.21	5.2	—	—
Miscellaneous metalworkers and plastic workers .....	13.60	2.2	13.60	2.2	—	—
Sewing machine operators .....	12.41	10.1	12.41	10.1	—	—
Group I .....	12.41	10.1	12.41	10.1	—	—
Woodworking machine setters, operators, and tenders .....	13.83	9.9	13.83	9.9	—	—
Inspectors, testers, sorters, samplers, and weighers .....	15.12	.4	15.12	.4	—	—
Group I .....	14.35	7.3	14.35	7.3	—	—
Painting workers .....	14.06	9.2	14.06	9.2	—	—
Miscellaneous production workers .....	17.85	30.5	17.85	30.5	—	—
Group I .....	18.88	37.6	—	—	—	—
<b>Transportation and material moving occupations</b> .....	14.79	3.4	14.98	2.8	—	—
Group I .....	14.61	3.4	—	—	—	—
Driver/sales workers and truck drivers .....	19.03	4.2	19.30	3.8	—	—
Group I .....	18.98	5.2	—	—	—	—
Truck drivers, light or delivery services .....	14.78	8.7	15.02	9.4	—	—
Group I .....	14.78	8.7	15.02	9.4	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b>						
—Continued						
Industrial truck and tractor operators .....	\$14.09	4.5	\$14.09	4.5	—	—
Group I .....	14.32	5.6	14.32	5.6	—	—
Laborers and material movers, hand .....	12.47	4.6	12.58	4.4	—	—
Group I .....	12.47	4.6	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	12.60	4.1	12.88	3.7	—	—
Group I .....	12.60	4.1	12.88	3.7	—	—
Packers and packagers, hand .....	11.96	5.6	11.96	5.6	—	—
Group I .....	11.96	5.6	11.96	5.6	—	—

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

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

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

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

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

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

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 percentiles<sup>1</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$9.00	\$11.46	\$14.82	\$19.29	\$27.57
<b>Management occupations</b> .....	23.39	29.14	39.01	44.09	79.33
Marketing and sales managers .....	34.40	36.08	44.09	79.33	79.33
<b>Business and financial operations occupations</b> .....	17.00	24.68	26.31	28.89	34.93
<b>Architecture and engineering occupations</b> .....	16.00	23.12	25.53	30.96	37.55
Engineers .....	25.53	25.53	27.00	30.23	36.06
<b>Education, training, and library occupations</b> .....	11.04	14.00	31.27	42.64	51.01
Primary, secondary, and special education school teachers .....	23.14	29.22	35.37	47.02	55.59
<b>Healthcare practitioner and technical occupations</b> .....	12.60	14.37	18.50	22.30	28.67
<b>Healthcare support occupations</b> .....	9.20	10.40	11.87	12.95	13.82
<b>Food preparation and serving related occupations</b> .....	2.13	3.25	7.06	8.58	10.00
Food service, tipped .....	2.13	2.13	3.13	5.55	9.00
Waiters and waitresses .....	2.13	2.13	2.64	3.25	3.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.99	8.90	10.93	14.97	16.79
Building cleaning workers .....	7.99	8.85	11.25	14.97	16.59
Janitors and cleaners, except maids and housekeeping cleaners .....	7.99	10.40	14.34	14.97	16.79
<b>Sales and related occupations</b> .....	7.20	8.25	11.49	16.44	21.95
Retail sales workers .....	7.02	7.55	8.95	11.94	17.65
Cashiers, all workers .....	6.75	7.25	8.25	9.20	10.65
Cashiers .....	6.75	7.25	8.25	9.20	10.65
Retail salespersons .....	7.10	8.27	11.49	16.29	17.94
Sales representatives, wholesale and manufacturing Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.11	21.93	23.71	28.85	31.25
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.11	21.93	23.71	28.85	31.25
<b>Office and administrative support occupations</b> .....	9.88	11.19	13.25	15.51	19.50
Financial clerks .....	10.75	11.50	13.36	17.00	19.24
Bookkeeping, accounting, and auditing clerks .....	11.50	12.35	15.36	17.29	19.50
Receptionists and information clerks .....	9.27	10.65	11.03	12.21	12.54
Shipping, receiving, and traffic clerks .....	9.00	10.25	11.75	15.27	16.12
Stock clerks and order fillers .....	7.00	7.30	11.26	15.00	15.00
Secretaries and administrative assistants .....	11.76	12.15	13.98	17.20	22.23
Executive secretaries and administrative assistants ....	13.73	13.77	18.30	21.50	23.00
Secretaries, except legal, medical, and executive .....	9.25	12.15	13.98	14.82	17.20
Office clerks, general .....	8.00	9.88	10.50	14.00	15.14
<b>Construction and extraction occupations</b> .....	11.58	16.45	19.00	20.92	22.70
<b>Installation, maintenance, and repair occupations</b> .....	11.59	14.00	16.92	18.50	24.60
Industrial machinery installation, repair, and maintenance workers .....	14.02	15.67	17.10	18.95	21.63
<b>Production occupations</b> .....	9.76	12.27	15.37	18.72	24.70
First-line supervisors/managers of production and operating workers .....	13.05	13.75	19.50	27.29	30.63
Miscellaneous assemblers and fabricators .....	10.05	13.00	15.87	17.93	21.94
Team assemblers .....	12.00	13.00	14.60	17.00	24.70
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.00	10.50	13.14	18.89	19.43
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	6.00	9.00	10.50	13.52	16.66
Welding, soldering, and brazing workers .....	10.25	14.49	17.35	21.32	27.98
Welders, cutters, solderers, and brazers .....	8.28	12.82	17.35	20.14	25.68
Miscellaneous metalworkers and plastic workers .....	9.00	13.59	14.14	14.29	14.51
Sewing machine operators .....	9.00	9.50	12.10	15.00	16.75
Woodworking machine setters, operators, and tenders ...	9.98	10.75	13.95	16.75	16.75
Inspectors, testers, sorters, samplers, and weighers .....	10.61	12.50	16.10	17.89	17.89
Painting workers .....	9.22	12.15	13.95	16.91	18.35
Miscellaneous production workers .....	9.75	12.00	14.00	30.24	30.24

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Elkhart-Goshen, IN, October 2008** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b> .....	\$9.06	\$11.00	\$14.00	\$16.50	\$22.52
Driver/sales workers and truck drivers .....	11.38	14.89	16.50	22.94	26.78
Truck drivers, light or delivery services .....	10.00	11.14	16.00	18.23	18.23
Industrial truck and tractor operators .....	11.82	12.27	13.21	16.38	17.00
Laborers and material movers, hand .....	9.06	10.60	12.07	14.55	16.40
Laborers and freight, stock, and material movers, hand .....	8.31	10.24	13.89	14.55	15.22
Packers and packagers, hand .....	9.06	10.93	10.93	12.94	14.89

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

nonproduction bonuses; and tips.

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

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 percentiles<sup>1</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.90	\$11.19	\$14.55	\$18.95	\$26.87
<b>Management occupations</b> .....	23.39	29.14	39.01	44.09	79.33
Marketing and sales managers .....	34.40	36.08	44.09	79.33	79.33
<b>Business and financial operations occupations</b> .....	17.00	24.68	26.31	28.89	34.93
<b>Architecture and engineering occupations</b> .....	16.00	23.12	25.53	30.96	37.55
Engineers .....	25.53	25.53	27.00	30.23	36.06
<b>Healthcare practitioner and technical occupations</b> .....	12.60	14.32	18.25	23.03	28.67
<b>Healthcare support occupations</b> .....	9.20	10.40	11.87	12.95	13.82
<b>Food preparation and serving related occupations</b> .....	2.13	3.25	7.06	8.58	10.00
Food service, tipped .....	2.13	2.13	3.13	5.55	9.00
Waiters and waitresses .....	2.13	2.13	2.64	3.25	3.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.99	8.33	9.39	12.50	16.79
Building cleaning workers .....	7.99	8.33	10.38	12.50	16.79
Janitors and cleaners, except maids and housekeeping cleaners .....	7.69	8.00	10.60	14.50	17.01
<b>Sales and related occupations</b> .....	7.20	8.25	11.49	16.44	21.95
Retail sales workers .....	7.02	7.55	8.95	11.94	17.65
Cashiers, all workers .....	6.75	7.25	8.25	9.20	10.65
Cashiers .....	6.75	7.25	8.25	9.20	10.65
Retail salespersons .....	7.10	8.27	11.49	16.29	17.94
Sales representatives, wholesale and manufacturing .....	19.11	21.93	23.71	28.85	31.25
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.11	21.93	23.71	28.85	31.25
<b>Office and administrative support occupations</b> .....	9.74	11.09	13.19	15.68	20.50
Financial clerks .....	10.82	11.50	13.37	17.00	19.24
Bookkeeping, accounting, and auditing clerks .....	11.50	12.36	15.36	17.29	19.24
Receptionists and information clerks .....	9.27	10.65	11.03	12.21	12.54
Shipping, receiving, and traffic clerks .....	9.00	10.25	11.75	15.27	16.12
Stock clerks and order fillers .....	7.00	7.30	11.26	15.00	15.00
Secretaries and administrative assistants .....	11.58	12.15	13.77	17.29	22.26
Executive secretaries and administrative assistants .....	13.73	13.77	18.30	21.50	23.00
Secretaries, except legal, medical, and executive .....	9.25	12.15	12.15	14.81	17.20
Office clerks, general .....	8.00	9.88	10.50	13.00	15.14
<b>Construction and extraction occupations</b> .....	11.58	17.00	20.92	20.92	24.66
<b>Installation, maintenance, and repair occupations</b> .....	11.59	14.00	16.92	18.50	24.60
Industrial machinery installation, repair, and maintenance workers .....	14.02	15.67	17.10	18.95	21.63
<b>Production occupations</b> .....	9.76	12.27	15.37	18.72	24.70
First-line supervisors/managers of production and operating workers .....	13.05	13.75	19.50	27.29	30.63
Miscellaneous assemblers and fabricators .....	10.05	13.00	15.87	17.93	21.94
Team assemblers .....	12.00	13.00	14.60	17.00	24.70
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.00	10.50	13.14	18.89	19.43
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	6.00	9.00	10.50	13.52	16.66
Welding, soldering, and brazing workers .....	10.25	14.49	17.35	21.32	27.98
Welders, cutters, solderers, and brazers .....	8.28	12.82	17.35	20.14	25.68
Miscellaneous metalworkers and plastic workers .....	9.00	13.59	14.14	14.29	14.51
Sewing machine operators .....	9.00	9.50	12.10	15.00	16.75
Woodworking machine setters, operators, and tenders .....	9.98	10.75	13.95	16.75	16.75
Inspectors, testers, sorters, samplers, and weighers .....	10.61	12.50	16.10	17.89	17.89
Painting workers .....	9.22	12.15	13.95	16.91	18.35
Miscellaneous production workers .....	9.75	12.00	14.00	30.24	30.24
<b>Transportation and material moving occupations</b> .....	9.06	10.95	13.89	16.38	22.94
Driver/sales workers and truck drivers .....	11.38	14.89	16.50	22.94	26.78
Truck drivers, light or delivery services .....	10.00	11.14	16.00	18.23	18.23

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b> —Continued					
Industrial truck and tractor operators .....	\$11.82	\$12.27	\$13.21	\$16.38	\$17.00
Laborers and material movers, hand .....	9.06	10.60	12.07	14.55	16.40
Laborers and freight, stock, and material movers, hand .....	8.31	10.24	13.89	14.55	15.22
Packers and packagers, hand .....	9.06	10.93	10.93	12.94	14.89

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

nonproduction bonuses; and tips.

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

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 percentiles<sup>1</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$12.00	\$14.74	\$17.69	\$28.30	\$44.24
<b>Education, training, and library occupations</b> .....	11.05	21.66	31.64	45.21	53.89
Primary, secondary, and special education school teachers .....	23.14	29.22	35.37	47.02	55.59

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

nonproduction bonuses; and tips.

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

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-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.00	\$12.10	\$15.30	\$19.75	\$28.29
<b>Management occupations</b> .....	23.39	29.14	39.01	44.09	79.33
Marketing and sales managers .....	34.40	36.08	44.09	79.33	79.33
<b>Business and financial operations occupations</b> .....	16.50	24.68	27.88	32.02	34.93
<b>Architecture and engineering occupations</b> .....	16.00	23.12	25.53	30.96	37.55
Engineers .....	25.53	25.53	27.00	30.23	36.06
<b>Education, training, and library occupations</b> .....	11.05	22.40	32.65	45.29	54.17
Primary, secondary, and special education school teachers .....	23.14	29.22	35.37	47.02	55.59
<b>Healthcare practitioner and technical occupations</b> .....	12.60	14.37	18.50	22.30	28.67
<b>Healthcare support occupations</b> .....	9.20	10.40	11.87	12.95	13.82
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.00	9.11	12.67	14.97	16.79
Building cleaning workers .....	8.00	9.11	12.50	14.97	16.59
Janitors and cleaners, except maids and housekeeping cleaners .....	8.00	10.60	14.38	14.97	16.79
<b>Sales and related occupations</b> .....	8.90	11.51	15.40	19.11	23.71
Retail sales workers .....	8.25	9.10	11.51	16.44	17.94
Retail salespersons .....	11.49	11.51	15.49	17.94	17.94
Sales representatives, wholesale and manufacturing Sales representatives, wholesale and manufacturing, except technical and scientific products .....	19.11	21.93	23.71	28.85	31.25
<b>Office and administrative support occupations</b> .....	10.08	11.49	13.51	15.95	20.50
Financial clerks .....	11.25	11.85	14.00	17.29	19.24
Bookkeeping, accounting, and auditing clerks .....	11.50	12.35	15.36	17.29	19.50
Shipping, receiving, and traffic clerks .....	9.00	10.25	11.75	15.27	16.12
Secretaries and administrative assistants .....	11.74	12.15	13.98	17.20	22.23
Executive secretaries and administrative assistants .....	13.73	13.77	18.30	21.50	23.00
Secretaries, except legal, medical, and executive .....	9.25	12.15	13.98	14.82	17.20
Office clerks, general .....	8.00	10.08	11.54	14.01	15.25
<b>Construction and extraction occupations</b> .....	11.58	16.45	19.00	20.92	22.70
<b>Installation, maintenance, and repair occupations</b> .....	11.59	14.00	16.92	18.50	24.60
Industrial machinery installation, repair, and maintenance workers .....	14.02	15.67	17.10	18.95	21.63
<b>Production occupations</b> .....	9.76	12.27	15.44	18.75	24.70
First-line supervisors/managers of production and operating workers .....	13.05	13.75	19.50	27.29	30.63
Miscellaneous assemblers and fabricators .....	10.05	13.00	15.87	17.93	21.94
Team assemblers .....	12.00	13.00	14.60	17.00	24.70
Machine tool cutting setters, operators, and tenders, metal and plastic .....	9.00	10.50	13.14	18.89	19.43
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	6.00	9.00	10.50	13.52	16.66
Welding, soldering, and brazing workers .....	10.25	14.49	17.35	21.32	27.98
Welders, cutters, solderers, and brazers .....	8.28	12.82	17.35	20.14	25.68
Miscellaneous metalworkers and plastic workers .....	9.00	13.59	14.14	14.29	14.51
Sewing machine operators .....	9.00	9.50	12.10	15.00	16.75
Woodworking machine setters, operators, and tenders .....	9.98	10.75	13.95	16.75	16.75
Inspectors, testers, sorters, samplers, and weighers .....	10.61	12.50	16.10	17.89	17.89
Painting workers .....	9.22	12.15	13.95	16.91	18.35
Miscellaneous production workers .....	9.75	12.00	14.00	30.24	30.24
<b>Transportation and material moving occupations</b> .....	9.11	11.14	14.10	16.80	22.94
Driver/sales workers and truck drivers .....	12.00	14.96	18.23	22.94	26.80
Truck drivers, light or delivery services .....	11.00	11.14	16.00	18.23	18.23
Industrial truck and tractor operators .....	11.82	12.27	13.21	16.38	17.00

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b>					
—Continued					
Laborers and material movers, hand .....	\$9.06	\$10.73	\$12.17	\$14.55	\$16.66
Laborers and freight, stock, and material movers, hand .....	8.31	10.50	13.89	14.55	15.22
Packers and packagers, hand .....	9.06	10.93	10.93	12.94	14.89

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

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

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

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

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-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Elkhart-Goshen, IN, October 2008

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$4.60	\$7.06	\$8.00	\$9.25	\$12.80
<b>Food preparation and serving related occupations</b> .....	2.49	3.25	7.06	8.29	8.58
Food service, tipped .....	2.13	2.64	3.25	5.55	9.00
Waiters and waitresses .....	2.13	2.13	3.00	3.25	4.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.69	7.99	8.90	9.00	9.50
<b>Sales and related occupations</b> .....	6.75	7.10	7.75	9.10	10.65
Retail sales workers .....	6.75	7.10	7.75	9.20	10.65
Cashiers, all workers .....	6.75	7.00	7.70	10.00	10.65
Cashiers .....	6.75	7.00	7.70	10.00	10.65
Retail salespersons .....	7.02	7.10	8.14	9.15	11.73
<b>Office and administrative support occupations</b> .....	7.00	8.00	9.27	10.55	13.77

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

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

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

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

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-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$17.50	\$15.30	\$691	\$600	39.5	\$35,304	\$31,146	2,018
<b>Management occupations</b> .....	42.74	39.01	1,721	1,560	40.3	89,482	81,145	2,093
Marketing and sales managers .....	54.30	44.09	2,172	1,764	40.0	112,939	91,711	2,080
<b>Business and financial operations occupations</b> .....	27.00	27.88	1,080	1,115	40.0	56,167	57,980	2,080
<b>Architecture and engineering occupations</b> .....	26.35	25.53	1,063	1,021	40.3	55,250	53,092	2,097
Engineers .....	28.93	27.00	1,179	1,080	40.8	61,312	56,164	2,119
<b>Education, training, and library occupations</b> .....	32.77	32.65	1,114	1,126	34.0	40,392	40,535	1,233
Primary, secondary, and special education school teachers .....	37.45	35.37	1,283	1,213	34.2	46,588	43,959	1,244
<b>Healthcare practitioner and technical occupations</b> .....	19.24	18.50	714	672	37.1	37,145	34,944	1,931
<b>Healthcare support occupations</b> .....	11.73	11.87	433	454	36.9	22,501	23,587	1,918
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.77	12.67	511	507	40.0	26,554	26,354	2,080
Building cleaning workers .....	12.28	12.50	491	500	40.0	25,532	26,000	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	13.24	14.38	530	575	40.0	27,535	29,910	2,080
<b>Sales and related occupations</b> .....	16.83	15.40	673	616	40.0	34,966	32,036	2,078
Retail sales workers .....	13.01	11.51	520	460	40.0	27,052	23,935	2,080
Retail salespersons .....	14.72	15.49	589	620	40.0	30,622	32,225	2,080
Sales representatives, wholesale and manufacturing .....	28.13	23.71	1,125	948	40.0	58,250	49,311	2,071
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.13	23.71	1,125	948	40.0	58,250	49,311	2,071
<b>Office and administrative support occupations</b> .....	14.71	13.51	583	535	39.7	30,320	27,797	2,061
Financial clerks .....	14.81	14.00	588	560	39.7	30,592	29,120	2,065
Bookkeeping, accounting, and auditing clerks .....	15.37	15.36	609	614	39.6	31,661	31,949	2,060
Shipping, receiving, and traffic clerks .....	12.54	11.75	502	470	40.0	26,091	24,440	2,080
Secretaries and administrative assistants .....	15.18	13.98	603	559	39.7	31,351	29,076	2,066
Executive secretaries and administrative assistants .....	18.33	18.30	733	732	40.0	38,120	38,064	2,080
Secretaries, except legal, medical, and executive .....	13.84	13.98	554	559	40.0	28,798	29,076	2,080
Office clerks, general .....	11.95	11.54	472	444	39.5	24,557	23,067	2,055
<b>Construction and extraction occupations</b> .....	18.58	19.00	729	760	39.2	37,718	39,520	2,030
<b>Installation, maintenance, and repair occupations</b> .....	17.01	16.92	685	677	40.3	35,565	35,194	2,091
Industrial machinery installation, repair, and maintenance workers .....	17.54	17.10	702	684	40.0	36,368	35,568	2,074
<b>Production occupations</b> .....	16.18	15.44	641	601	39.6	33,077	31,200	2,045
First-line supervisors/managers of production and operating workers .....	21.50	19.50	878	928	40.9	45,679	48,271	2,124
Miscellaneous assemblers and fabricators .....	16.00	15.87	628	634	39.3	32,342	32,656	2,022
Team assemblers .....	16.35	14.60	639	584	39.1	32,844	29,120	2,009

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Production occupations</b> –Continued								
Machine tool cutting setters, operators, and tenders, metal and plastic .....	\$13.91	\$13.14	\$556	\$526	40.0	\$28,931	\$27,331	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.08	10.50	443	420	40.0	23,042	21,836	2,080
Welding, soldering, and brazing workers .....	18.35	17.35	723	694	39.4	37,136	36,080	2,023
Welders, cutters, solderers, and brazers .....	17.34	17.35	679	694	39.2	34,868	36,080	2,011
Miscellaneous metalworkers and plastic workers .....	13.60	14.14	544	566	40.0	28,279	29,411	2,080
Sewing machine operators .....	12.41	12.10	495	484	39.9	25,426	25,168	2,050
Woodworking machine setters, operators, and tenders .....	13.83	13.95	553	558	40.0	28,480	29,016	2,059
Inspectors, testers, sorters, samplers, and weighers .....	15.12	16.10	605	644	40.0	31,454	33,488	2,080
Painting workers .....	14.06	13.95	562	558	40.0	28,871	29,016	2,053
Miscellaneous production workers .....	17.85	14.00	714	560	40.0	37,130	29,120	2,080
<b>Transportation and material moving occupations</b> .....								
Driver/sales workers and truck drivers	14.98	14.10	620	556	41.4	31,862	27,466	2,127
Truck drivers, light or delivery services .....	19.30	18.23	864	679	44.8	44,840	34,320	2,323
Industrial truck and tractor operators ..	15.02	16.00	692	640	46.1	35,737	33,280	2,379
Laborers and material movers, hand ..	14.09	13.21	563	528	40.0	29,298	27,466	2,080
Laborers and freight, stock, and material movers, hand .....	12.58	12.17	502	487	39.9	26,039	25,106	2,070
Packers and packagers, hand .....	12.88	13.89	512	556	39.7	26,526	28,891	2,059
	11.96	10.93	479	437	40.0	24,887	22,724	2,080

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

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$17.10	\$15.12	\$680	\$598	39.8	\$35,225	\$30,876	2,059
<b>Management occupations</b> .....	42.74	39.01	1,721	1,560	40.3	89,482	81,145	2,093
Marketing and sales managers .....	54.30	44.09	2,172	1,764	40.0	112,939	91,711	2,080
<b>Business and financial operations occupations</b> .....	27.00	27.88	1,080	1,115	40.0	56,167	57,980	2,080
<b>Architecture and engineering occupations</b> .....	26.35	25.53	1,063	1,021	40.3	55,250	53,092	2,097
Engineers .....	28.93	27.00	1,179	1,080	40.8	61,312	56,164	2,119
<b>Healthcare practitioner and technical occupations</b> .....	19.16	18.25	714	619	37.3	37,134	32,165	1,938
<b>Healthcare support occupations</b> .....	11.73	11.87	433	454	36.9	22,501	23,587	1,918
<b>Sales and related occupations</b> .....	16.83	15.40	673	616	40.0	34,966	32,036	2,078
Retail sales workers .....	13.01	11.51	520	460	40.0	27,052	23,935	2,080
Retail salespersons .....	14.72	15.49	589	620	40.0	30,622	32,225	2,080
Sales representatives, wholesale and manufacturing .....	28.13	23.71	1,125	948	40.0	58,250	49,311	2,071
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.13	23.71	1,125	948	40.0	58,250	49,311	2,071
<b>Office and administrative support occupations</b> .....	14.73	13.36	585	535	39.7	30,422	27,797	2,066
Financial clerks .....	14.88	14.30	595	572	40.0	30,957	29,744	2,080
Bookkeeping, accounting, and auditing clerks .....	15.54	15.36	622	614	40.0	32,332	31,949	2,080
Shipping, receiving, and traffic clerks .....	12.54	11.75	502	470	40.0	26,091	24,440	2,080
Secretaries and administrative assistants .....	15.22	13.77	604	551	39.7	31,419	28,642	2,064
Executive secretaries and administrative assistants .....	18.33	18.30	733	732	40.0	38,120	38,064	2,080
Secretaries, except legal, medical, and executive .....	13.54	12.15	542	486	40.0	28,170	25,272	2,080
Office clerks, general .....	11.91	11.09	472	444	39.6	24,537	23,067	2,060
<b>Construction and extraction occupations</b> .....	18.86	20.92	745	837	39.5	38,507	43,509	2,042
<b>Installation, maintenance, and repair occupations</b> .....	17.01	16.92	685	677	40.3	35,565	35,194	2,091
Industrial machinery installation, repair, and maintenance workers .....	17.54	17.10	702	684	40.0	36,368	35,568	2,074
<b>Production occupations</b> .....	16.18	15.44	641	601	39.6	33,077	31,200	2,045
First-line supervisors/managers of production and operating workers .....	21.50	19.50	878	928	40.9	45,679	48,271	2,124
Miscellaneous assemblers and fabricators .....	16.00	15.87	628	634	39.3	32,342	32,656	2,022
Team assemblers .....	16.35	14.60	639	584	39.1	32,844	29,120	2,009
Machine tool cutting setters, operators, and tenders, metal and plastic .....	13.91	13.14	556	526	40.0	28,931	27,331	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	11.08	10.50	443	420	40.0	23,042	21,836	2,080
Welding, soldering, and brazing workers .....	18.35	17.35	723	694	39.4	37,136	36,080	2,023
Welders, cutters, solderers, and brazers .....	17.34	17.35	679	694	39.2	34,868	36,080	2,011
Miscellaneous metalworkers and plastic workers .....	13.60	14.14	544	566	40.0	28,279	29,411	2,080

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2008 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Production occupations</b> —Continued								
Sewing machine operators .....	\$12.41	\$12.10	\$495	\$484	39.9	\$25,426	\$25,168	2,050
Woodworking machine setters, operators, and tenders .....	13.83	13.95	553	558	40.0	28,480	29,016	2,059
Inspectors, testers, sorters, samplers, and weighers .....	15.12	16.10	605	644	40.0	31,454	33,488	2,080
Painting workers .....	14.06	13.95	562	558	40.0	28,871	29,016	2,053
Miscellaneous production workers .....	17.85	14.00	714	560	40.0	37,130	29,120	2,080
<b>Transportation and material moving occupations</b> .....								
Driver/sales workers and truck drivers	14.90	14.00	619	556	41.6	32,147	28,224	2,158
Truck drivers, light or delivery services .....	19.30	18.23	864	679	44.8	44,840	34,320	2,323
Industrial truck and tractor operators ..	15.02	16.00	692	640	46.1	35,737	33,280	2,379
Laborers and material movers, hand ..	14.09	13.21	563	528	40.0	29,298	27,466	2,080
Laborers and freight, stock, and material movers, hand .....	12.58	12.17	502	487	39.9	26,039	25,106	2,070
Packers and packagers, hand .....	12.88	13.89	512	556	39.7	26,526	28,891	2,059
	11.96	10.93	479	437	40.0	24,887	22,724	2,080

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

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Elkhart-Goshen, IN, October 2008**

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$22.73	\$17.55	\$829	\$697	36.5	\$36,115	\$35,027	1,589
<b>Education, training, and library occupations</b> .....	32.77	32.65	1,114	1,126	34.0	40,392	40,535	1,233
Primary, secondary, and special education school teachers .....	37.45	35.37	1,283	1,213	34.2	46,588	43,959	1,244

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

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

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

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

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 earnings<sup>1</sup> of private industry establishments for major occupational groups, Elkhart-Goshen, IN, October 2008**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$16.42	\$15.33	\$16.42	\$18.62
Management, professional, and related .....	28.05	31.17	27.19	24.69
Management, business, and financial .....	37.78	45.40	35.02	—
Professional and related .....	22.00	20.23	22.57	23.20
Service .....	9.25	7.68	—	—
Sales and office .....	14.14	12.97	15.92	13.88
Sales and related .....	13.57	13.16	14.16	—
Office and administrative support .....	14.37	12.87	16.53	13.68
Natural resources, construction, and maintenance ....	17.79	18.20	18.13	—
Construction and extraction .....	18.86	18.16	—	—
Installation, maintenance, and repair .....	17.01	—	16.89	—
Production, transportation, and material moving .....	15.83	14.73	14.64	19.08
Production .....	16.16	13.92	15.10	19.79
Transportation and material moving .....	14.69	16.36	12.75	14.34
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	3.1	6.2	5.0	6.5
Management, professional, and related .....	9.9	17.1	11.3	5.1
Management, business, and financial .....	12.3	27.2	9.1	—
Professional and related .....	9.3	14.9	12.8	6.6
Service .....	9.7	15.0	—	—
Sales and office .....	4.6	5.3	13.9	.6
Sales and related .....	6.1	12.6	36.9	—
Office and administrative support .....	6.3	5.2	11.3	.9
Natural resources, construction, and maintenance ....	5.8	9.7	2.4	—
Construction and extraction .....	9.3	14.9	—	—
Installation, maintenance, and repair .....	5.1	—	2.0	—
Production, transportation, and material moving .....	4.1	2.4	4.1	9.7
Production .....	5.6	1.5	4.2	10.2
Transportation and material moving .....	3.4	7.1	4.7	6.3

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

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

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

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-time<sup>1</sup> private industry workers, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.49	\$14.00	\$664	\$556	40.3	\$34,469	\$28,600	2,091
<b>Sales and related occupations</b> .....	16.11	15.49	644	620	40.0	33,447	32,225	2,077
<b>Office and administrative support occupations</b> ....	13.43	12.15	536	486	39.9	27,846	25,272	2,073
Financial clerks .....	14.28	13.25	571	530	40.0	29,697	27,560	2,080
Bookkeeping, accounting, and auditing clerks ...	14.50	13.25	580	530	40.0	30,155	27,560	2,080
<b>Construction and extraction occupations</b> .....	18.16	19.00	727	760	40.0	37,505	39,520	2,065
<b>Production occupations</b> .....	13.95	12.82	558	508	40.0	28,899	26,000	2,071
Miscellaneous assemblers and fabricators .....	12.93	12.50	507	496	39.2	26,126	24,304	2,021
Machine tool cutting setters, operators, and tenders, metal and plastic .....	10.48	11.00	419	440	40.0	21,799	22,880	2,080
<b>Transportation and material moving occupations</b>	16.79	15.52	734	655	43.7	38,164	34,064	2,273
Driver/sales workers and truck drivers .....	21.08	19.66	987	918	46.8	51,317	47,717	2,435
Laborers and material movers, hand .....	12.22	11.59	489	464	40.0	25,425	24,107	2,080

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

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

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-time<sup>1</sup> private industry workers, Elkhart-Goshen, IN, October 2008

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$17.45	\$15.87	\$689	\$616	39.5	\$35,642	\$31,824	2,042
<b>Management occupations</b> .....	36.35	36.08	1,454	1,443	40.0	75,612	75,051	2,080
<b>Business and financial operations occupations</b> ...	28.21	28.89	1,128	1,156	40.0	58,675	60,091	2,080
<b>Architecture and engineering occupations</b> .....	28.19	27.00	1,145	1,080	40.6	59,561	56,164	2,113
Engineers .....	28.49	27.00	1,162	1,080	40.8	60,413	56,164	2,120
<b>Healthcare practitioner and technical occupations</b> .....	19.67	18.50	711	624	36.1	36,963	32,448	1,879
<b>Healthcare support occupations</b> .....	11.58	11.34	426	433	36.8	22,137	22,526	1,911
<b>Sales and related occupations</b> .....	18.26	13.46	730	538	40.0	37,973	28,001	2,080
<b>Office and administrative support occupations</b> ....	15.78	14.39	625	576	39.6	32,496	29,927	2,059
Financial clerks .....	15.90	17.00	636	680	40.0	33,075	35,360	2,080
Shipping, receiving, and traffic clerks .....	12.80	12.00	512	480	40.0	26,620	24,960	2,080
Secretaries and administrative assistants .....	16.38	14.81	649	559	39.6	33,731	29,076	2,059
<b>Installation, maintenance, and repair occupations</b>	16.10	16.91	652	676	40.5	33,784	35,173	2,098
Industrial machinery installation, repair, and maintenance workers .....	17.83	17.10	713	684	40.0	36,912	35,568	2,071
<b>Production occupations</b> .....	16.98	16.06	671	639	39.5	34,563	33,051	2,035
First-line supervisors/managers of production and operating workers .....	21.77	22.50	869	900	39.9	45,167	46,800	2,075
Miscellaneous assemblers and fabricators .....	16.77	16.56	658	642	39.3	33,902	33,280	2,022
Team assemblers .....	17.07	15.87	664	635	38.9	34,056	33,005	1,995
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.28	18.89	651	756	40.0	33,873	39,291	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic ....	12.58	11.00	503	440	40.0	26,164	22,880	2,080
Welding, soldering, and brazing workers .....	19.37	17.35	760	711	39.2	38,951	36,080	2,010
Welders, cutters, solderers, and brazers .....	18.47	17.35	721	699	39.0	36,899	36,080	1,998
Miscellaneous metalworkers and plastic workers ...	13.65	14.14	546	566	40.0	28,399	29,411	2,080
Inspectors, testers, sorters, samplers, and weighers .....	16.12	16.36	645	654	40.0	33,519	34,018	2,080
Painting workers .....	14.25	14.60	570	584	40.0	29,376	30,368	2,061
Miscellaneous production workers .....	19.91	14.12	796	565	40.0	41,407	29,370	2,080
<b>Transportation and material moving occupations</b>	13.30	12.80	531	512	39.9	27,536	26,624	2,070
Industrial truck and tractor operators .....	13.86	12.77	554	511	40.0	28,825	26,562	2,080
Laborers and material movers, hand .....	12.72	12.26	507	490	39.9	26,281	25,497	2,066
Laborers and freight, stock, and material movers, hand .....	12.73	14.23	505	569	39.7	26,127	28,224	2,053

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

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

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

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

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. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Elkhart-Goshen, IN, October 2008

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$21.79	\$17.60	\$33.94	\$16.31	\$16.33	\$15.93
Management, professional, and related .....	37.45	—	37.45	26.35	28.05	16.52
Management, business, and financial .....	—	—	—	37.78	37.78	—
Professional and related .....	37.45	—	37.45	20.80	22.00	16.52
Service .....	—	—	—	9.68	9.25	—
Sales and office .....	—	—	—	14.13	14.12	—
Sales and related .....	—	—	—	13.57	13.57	—
Office and administrative support .....	—	—	—	14.35	14.35	—
Natural resources, construction, and maintenance ....	22.57	22.57	—	17.08	17.06	—
Construction and extraction .....	—	—	—	18.49	18.75	—
Installation, maintenance, and repair .....	22.42	22.42	—	15.44	15.44	—
Production, transportation, and material moving .....	17.04	17.02	—	15.69	15.67	—
Production .....	18.87	18.87	—	15.84	15.84	—
Transportation and material moving .....	13.19	13.02	—	15.13	15.04	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	3.3	4.0	0.4	3.3	3.5	3.9
Management, professional, and related .....	9.1	—	9.1	9.6	9.9	12.8
Management, business, and financial .....	—	—	—	12.3	12.3	—
Professional and related .....	9.1	—	9.1	7.6	9.3	12.8
Service .....	—	—	—	8.9	9.7	—
Sales and office .....	—	—	—	4.5	4.7	—
Sales and related .....	—	—	—	6.1	6.1	—
Office and administrative support .....	—	—	—	6.1	6.4	—
Natural resources, construction, and maintenance ....	7.9	7.9	—	6.5	7.2	—
Construction and extraction .....	—	—	—	8.5	9.7	—
Installation, maintenance, and repair .....	8.7	8.7	—	3.6	3.6	—
Production, transportation, and material moving .....	5.0	5.0	—	5.4	5.4	—
Production .....	2.0	2.0	—	7.0	7.0	—
Transportation and material moving .....	6.8	7.1	—	3.7	3.7	—

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

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

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

information.

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

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 workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Elkhart-Goshen, IN, October 2008

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$16.21	\$15.66	\$19.73	\$19.73
Management, professional, and related .....	27.94	28.05	—	—
Management, business, and financial .....	37.78	37.78	—	—
Professional and related .....	24.11	22.00	—	—
Service .....	9.78	9.12	—	—
Sales and office .....	13.29	13.24	20.23	20.23
Sales and related .....	11.44	11.44	17.76	17.76
Office and administrative support .....	13.78	13.75	—	—
Natural resources, construction, and maintenance ....	17.56	17.59	18.99	18.99
Construction and extraction .....	—	—	—	19.37
Installation, maintenance, and repair .....	17.01	17.01	—	—
Production, transportation, and material moving .....	14.31	14.28	19.79	19.79
Production .....	14.74	14.74	19.31	19.31
Transportation and material moving .....	13.09	12.91	22.65	22.65
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.0	3.5	7.4	7.4
Management, professional, and related .....	8.3	9.9	—	—
Management, business, and financial .....	12.3	12.3	—	—
Professional and related .....	8.0	9.3	—	—
Service .....	8.6	9.8	—	—
Sales and office .....	3.0	3.1	19.9	19.9
Sales and related .....	8.9	8.9	18.6	18.6
Office and administrative support .....	3.4	3.6	—	—
Natural resources, construction, and maintenance ....	5.1	5.6	12.9	12.9
Construction and extraction .....	—	—	—	14.6
Installation, maintenance, and repair .....	5.1	5.1	—	—
Production, transportation, and material moving .....	1.2	1.1	7.7	7.7
Production .....	2.2	2.2	9.3	9.3
Transportation and material moving .....	4.6	4.7	2.0	2.0

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

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

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

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

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

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 sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Elkhart-Goshen, IN, October 2008

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	\$17.00	\$17.72	\$16.07	-	-	-	\$13.78	-	\$10.28
Management, professional, and related	-	34.02	-	-	-	-	17.58	-	-
Management, business, and financial	-	39.04	-	-	-	-	-	-	-
Professional and related .....	-	26.90	-	-	-	-	17.48	-	-
Service .....	-	-	-	-	-	-	-	-	10.83
Sales and office .....	-	17.04	12.58	-	-	-	12.58	-	-
Sales and related .....	-	26.67	11.82	-	-	-	-	-	-
Office and administrative support .....	-	16.09	13.82	-	-	-	12.58	-	-
Natural resources, construction, and maintenance .....	18.16	17.29	-	-	-	-	-	-	-
Construction and extraction .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	16.27	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	16.01	18.95	-	-	-	-	-	-
Production .....	-	16.46	-	-	-	-	-	-	-
Transportation and material moving ...	-	13.48	19.81	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	17.6	3.8	8.6	-	-	-	6.4	-	3.1
Management, professional, and related	-	7.6	-	-	-	-	6.3	-	-
Management, business, and financial	-	15.9	-	-	-	-	-	-	-
Professional and related .....	-	9.3	-	-	-	-	6.1	-	-
Service .....	-	-	-	-	-	-	-	-	.0
Sales and office .....	-	9.9	5.3	-	-	-	1.3	-	-
Sales and related .....	-	7.8	9.5	-	-	-	-	-	-
Office and administrative support .....	-	9.6	9.3	-	-	-	1.3	-	-
Natural resources, construction, and maintenance .....	14.9	.6	-	-	-	-	-	-	-
Construction and extraction .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	1.5	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	4.7	4.6	-	-	-	-	-	-
Production .....	-	6.0	-	-	-	-	-	-	-
Transportation and material moving ...	-	4.2	2.2	-	-	-	-	-	-

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

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

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

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

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 Elkhart–Goshen, IN, Metropolitan Statistical Area (MSA) consists of Elkhart County, IN.

### 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 workers<sup>1</sup> represented by the survey, Elkhart-Goshen, IN, October 2008**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	111,500	102,800	8,700
Management, professional, and related .....	17,500	11,700	5,800
Management, business, and financial .....	4,500	4,500	—
Professional and related .....	13,000	7,300	5,800
Service .....	12,600	11,500	—
Sales and office .....	24,100	23,200	—
Sales and related .....	7,900	7,900	—
Office and administrative support .....	16,100	15,300	—
Natural resources, construction, and maintenance ....	6,800	6,200	—
Construction and extraction .....	3,300	2,700	—
Installation, maintenance, and repair .....	3,400	3,400	—
Production, transportation, and material moving .....	50,600	50,100	—
Production .....	39,200	39,200	—
Transportation and material moving .....	11,300	10,900	—

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

<sup>2</sup> Workers are classified by occupation using the

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

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, Elkhart-Goshen, IN, October 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	3,988	3,918	70
Total in sample .....	180	174	6
Responding .....	120	114	6
Refused or unable to provide data .....	32	32	0
Out of business or not in survey scope .....	28	28	0

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

government entity.

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.

<b>11-0000</b>	<b>Management Occupations</b>	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	<b>13-0000</b>	<b>Business and Financial Operations Occupations</b>
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
<b>15-0000</b>	<b>Computer and Mathematical Science Occupations</b>	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	<b>19-0000</b>	<b>Life, Physical, and Social Science Occupations</b>
15-2091	Mathematical Technicians	19-1000	Life Scientists
		19-1010	Agricultural and Food Scientists
		19-1011	Animal Scientists
		19-1012	Food Scientists and Technologists
		19-1013	Soil and Plant Scientists
		19-1020	Biological Scientists
		19-1021	Biochemists and Biophysicists
		19-1022	Microbiologists
		19-1023	Zoologists and Wildlife Biologists
		19-1030	Conservation Scientists and Foresters
		19-1031	Conservation Scientists
		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
<b>17-0000</b>	<b>Architecture and Engineering Occupations</b>		
17-1010	Architects, Except Naval		
17-1011	Architects, Except Landscape and Naval		
17-1012	Landscape Architects		
17-1020	Surveyors, Cartographers, and Photogrammetrists		
17-1021	Cartographers and Photogrammetrists		
17-1022	Surveyors		
17-2000	Engineers		
17-2011	Aerospace Engineers		
17-2021	Agricultural Engineers		
17-2031	Biomedical Engineers		

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	<b>23-0000</b>	<b>Legal Occupations</b>
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	<b>25-0000</b>	<b>Education, Training and Library Occupations</b>
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
<b>21-0000</b>	<b>Community and Social Services Occupations</b>	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	<b>27-0000</b>	<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>
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
<b>29-0000</b>	<b>Healthcare Practitioner and Technical Occupations</b>	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	<b>31-0000</b>	<b>Healthcare Support Occupations</b>
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	<b>35-0000</b>	<b>Food Preparation and Serving Related Occupations</b>
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
<b>33-0000</b>	<b>Protective Service Occupations</b>	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	<b>37-0000</b>	<b>Building and Grounds Cleaning and Maintenance Occupations</b>
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	<b>39-0000</b>	<b>Personal Care and Service Occupations</b>
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	<b>43-0000</b>	<b>Office and Administrative Support Occupations</b>
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
<b>41-0000</b>	<b>Sales and Related Occupations</b>	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	<b>45-0000</b>	<b>Farming, Fishing, and Forestry Occupations</b>
43-4011	Brokerage Clerks		
43-4021	Correspondence Clerks	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
43-4031	Court, Municipal, and License Clerks		
43-4041	Credit Authorizers, Checkers, and Clerks	45-2011	Agricultural Inspectors
43-4051	Customer Service Representatives	45-2021	Animal Breeders
43-4061	Eligibility Interviewers, Government Programs	45-2041	Graders and Sorters, Agricultural Products
43-4071	File Clerks	45-2090	Miscellaneous Agricultural Workers
43-4081	Hotel, Motel, and Resort Desk Clerks	45-2091	Agricultural Equipment Operators
43-4111	Interviewers, Except Eligibility and Loan	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
43-4121	Library Assistants, Clerical		
43-4131	Loan Interviewers and Clerks	45-2093	Farmworkers, Farm and Ranch Animals
43-4141	New Accounts Clerks	45-3011	Fishers and Related Fishing Workers
43-4151	Order Clerks	45-3021	Hunters and Trappers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	45-4011	Forest and Conservation Workers
43-4171	Receptionists and Information Clerks	45-4020	Logging Workers
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	45-4021	Fallers
43-5011	Cargo and Freight Agents	45-4022	Logging Equipment Operators
43-5021	Couriers and Messengers	45-4023	Log Graders and Scalers
43-5030	Dispatchers	<b>47-0000</b>	<b>Construction and Extraction Occupations</b>
43-5031	Police, Fire, and Ambulance Dispatchers	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
43-5032	Dispatchers, Except Police, Fire, and Ambulance	47-2011	Boilermakers
43-5041	Meter Readers, Utilities	47-2020	Brickmasons, Blockmasons, and Stonemasons
43-5061	Production, Planning, and Expediting Clerks	47-2021	Brickmasons and Blockmasons
43-5071	Shipping, Receiving, and Traffic Clerks	47-2022	Stonemasons
43-5081	Stock Clerks and Order Fillers	47-2031	Carpenters
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47-2040	Carpet, Floor, and Tile Installers and Finishers
43-6010	Secretaries and Administrative Assistants	47-2041	Carpet Installers
43-6011	Executive Secretaries and Administrative Assistants	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
43-6012	Legal Secretaries	47-2043	Floor Sanders and Finishers
43-6013	Medical Secretaries	47-2044	Tile and Marble Setters
43-6014	Secretaries, Except Legal, Medical, and Executive	47-2050	Cement Masons, Concrete Finishers, and Terrazzo Workers
43-9011	Computer Operators	47-2051	Cement Masons and Concrete Finishers
43-9020	Data Entry and Information Processing Workers	47-2053	Terrazzo Workers and Finishers
43-9021	Data Entry Keyers	47-2061	Construction Laborers
43-9022	Word Processors and Typists	47-2070	Construction Equipment Operators
43-9031	Desktop Publishers	47-2071	Paving, Surfacing, and Tamping Equipment Operators
43-9041	Insurance Claims and Policy Processing Clerks	47-2072	Pile-Driver Operators
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	47-2073	Operating Engineers and Other Construction Equipment Operators
43-9061	Office Clerks, General	47-2080	Drywall Installers, Ceiling Tile Installers, and Tapers
43-9071	Office Machine Operators, Except Computer	47-2081	Drywall and Ceiling Tile Installers
43-9081	Proofreaders and Copy Markers	47-2082	Tapers
43-9111	Statistical Assistants	47-2111	Electricians
		47-2121	Glaziers

47-2130	Insulation Workers	<b>49-0000</b>	<b>Installation, Maintenance, and Repair Occupations</b>
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
<b>51-0000</b>	<b>Production Occupations</b>	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
<b>53-0000</b>	<b>Transportation and Material Moving Occupations</b>	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