

Kalamazoo–Battle Creek, MI National Compensation Survey October 1999



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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 firms and government jurisdictions 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, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also 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 Kalamazoo–Battle Creek, MI, metropolitan area. 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 several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

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 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. 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 1–1 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 major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for

detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates also are limited to the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just to those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size. The median work levels for published occupations are presented in appendix table 3.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$15.87	3.3	36.4	\$14.96	4.0	36.4	\$20.45	4.2	36.4
Worker characteristics:⁴									
White-collar occupations ⁵	19.63	3.4	36.9	18.66	4.7	36.9	22.71	3.9	36.8
Professional specialty and technical	24.21	2.8	36.8	21.88	3.5	37.3	28.67	3.5	35.7
Executive, administrative, and managerial	24.36	4.0	40.5	24.36	4.0	40.5	24.35	15.3	41.2
Sales	11.13	7.0	30.1	11.13	7.0	30.1	-	-	-
Administrative support	12.34	2.5	37.5	12.42	3.2	37.4	12.13	3.5	37.7
Blue-collar occupations ⁵	13.33	3.3	38.3	13.28	3.4	38.4	14.43	4.5	36.6
Precision production, craft, and repair	19.27	2.9	39.9	19.52	3.0	39.9	16.43	4.1	40.0
Machine operators, assemblers, and inspectors	11.77	5.0	39.6	11.77	5.0	39.6	-	-	-
Transportation and material moving	13.58	6.8	40.6	13.67	7.4	42.1	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.37	4.1	33.6	10.08	4.0	33.1	-	-	-
Service occupations ⁵	9.19	4.0	31.1	7.90	3.9	30.3	14.48	6.3	34.5
Full time	16.71	3.2	39.9	15.81	4.0	40.2	20.97	4.2	38.5
Part time	8.53	5.2	20.7	8.38	5.7	21.0	10.24	4.7	17.6
Union	17.22	3.7	36.5	14.78	3.6	36.5	21.64	5.1	36.6
Nonunion	15.20	4.9	36.3	15.03	5.3	36.3	17.49	9.9	36.0
Time	15.84	3.4	36.3	14.89	4.2	36.3	20.45	4.2	36.4
Incentive	16.69	9.3	37.4	16.69	9.3	37.4	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	12.50	8.4	34.5	12.50	8.4	34.5	-	-	-
100-499 workers	15.46	5.7	36.5	14.82	6.2	36.9	21.62	5.6	33.6
500 workers or more	18.17	3.6	36.9	17.12	4.1	36.3	19.86	5.9	38.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and 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.

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

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

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

based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.87	3.3	\$14.96	4.0	\$20.45	4.2
All excluding sales	16.12	3.3	15.21	4.2	20.45	4.2
White collar	19.63	3.4	18.66	4.7	22.71	3.9
White collar excluding sales	20.61	3.2	19.84	4.5	22.71	3.9
Professional specialty and technical	24.21	2.8	21.88	3.5	28.67	3.5
Professional specialty	25.99	2.6	23.79	3.6	29.04	3.7
Engineers, architects, and surveyors	27.74	5.8	27.91	6.0	—	—
Mechanical engineers	25.17	7.3	25.17	7.3	—	—
Mathematical and computer scientists	23.02	4.9	23.17	5.8	—	—
Computer systems analysts and scientists	23.75	4.2	24.10	4.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.46	3.6	21.56	4.1	—	—
Registered nurses	21.01	2.9	21.05	3.4	—	—
Teachers, college and university	34.40	9.9	—	—	—	—
Teachers, except college and university	30.40	5.4	—	—	31.17	5.6
Elementary school teachers	31.92	4.0	—	—	32.62	3.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	23.74	23.3	23.74	23.3	—	—
Social, recreation, and religious workers	18.54	4.5	—	—	—	—
Social workers	18.78	4.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.65	14.4	22.94	15.3	—	—
Technical	17.69	5.4	17.58	5.7	—	—
Licensed practical nurses	14.07	1.2	14.07	1.2	—	—
Technical and related, n.e.c.	21.28	6.3	21.79	7.3	—	—
Executive, administrative, and managerial	24.36	4.0	24.36	4.0	24.35	15.3
Executives, administrators, and managers	25.87	4.5	25.79	4.4	26.51	18.9
Financial managers	24.52	12.9	24.52	12.9	—	—
Management related	20.10	6.1	20.41	6.4	—	—
Accountants and auditors	17.54	6.3	17.73	7.5	—	—
Management related, n.e.c.	22.48	7.2	22.48	7.2	—	—
Sales	11.13	7.0	11.13	7.0	—	—
Supervisors, sales	17.14	19.3	17.14	19.3	—	—
Sales workers, other commodities	11.28	28.5	11.28	28.5	—	—
Sales counter clerks	7.02	1.5	7.02	1.5	—	—
Cashiers	8.35	3.8	8.35	3.8	—	—
Administrative support, including clerical	12.34	2.5	12.42	3.2	12.13	3.5
Secretaries	13.25	4.5	13.66	6.9	12.89	4.9
Receptionists	9.05	2.8	9.05	2.8	—	—
Order clerks	11.77	5.8	11.27	5.1	—	—
Records clerks, n.e.c.	12.85	5.6	12.79	9.0	—	—
Bookkeepers, accounting and auditing clerks	12.35	5.0	11.66	7.2	—	—
Stock and inventory clerks	14.09	12.4	14.09	12.4	—	—
General office clerks	10.84	3.7	10.79	5.4	—	—
Teachers' aides	8.59	1.9	—	—	—	—
Administrative support, n.e.c.	13.16	9.1	13.16	9.1	—	—
Blue collar	13.33	3.3	13.28	3.4	14.43	4.5
Precision production, craft, and repair	19.27	2.9	19.52	3.0	16.43	4.1
Industrial machinery repairers	17.62	3.8	17.63	4.0	—	—
Mechanics and repairers, n.e.c.	17.74	6.0	17.69	7.0	—	—
Electricians	21.22	9.8	—	—	—	—
Supervisors, production	19.85	7.9	19.85	7.9	—	—
Machine operators, assemblers, and inspectors	11.77	5.0	11.77	5.0	—	—
Numerical control machine operators	12.72	6.9	12.72	6.9	—	—
Fabricating machine operators, n.e.c.	11.41	11.5	11.41	11.5	—	—
Molding and casting machine operators	10.24	5.2	10.24	5.2	—	—
Packaging and filling machine operators	12.46	5.7	12.46	5.7	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Miscellaneous machine operators, n.e.c.	\$14.56	4.6	\$14.56	4.6	—	—
Welders and cutters	18.35	15.8	18.35	15.8	—	—
Assemblers	9.85	6.7	9.85	6.7	—	—
Production inspectors, checkers and examiners ..	9.96	9.9	9.96	9.9	—	—
Transportation and material moving	13.58	6.8	13.67	7.4	—	—
Truck drivers	14.25	11.3	14.25	11.3	—	—
Industrial truck and tractor equipment operators ..	12.54	5.1	12.54	5.1	—	—
Handlers, equipment cleaners, helpers, and laborers	10.37	4.1	10.08	4.0	—	—
Production helpers	11.71	6.3	11.71	6.3	—	—
Stock handlers and baggers	8.58	6.1	8.49	6.2	—	—
Hand packers and packagers	9.25	9.6	9.25	9.6	—	—
Laborers, except construction, n.e.c.	12.30	6.4	—	—	—	—
Service	9.19	4.0	7.90	3.9	\$14.48	6.3
Protective service	12.92	23.0	—	—	19.97	15.6
Food service	6.75	6.1	6.51	6.6	—	—
Waiters, waitresses, and bartenders	3.52	11.2	3.52	11.2	—	—
Waiters and waitresses	3.02	6.2	3.02	6.2	—	—
Other food service	7.96	4.6	7.80	5.4	—	—
Cooks	9.04	5.4	9.04	6.7	—	—
Food preparation, n.e.c.	6.67	4.0	6.44	3.1	—	—
Health service	9.09	3.9	8.77	3.9	—	—
Nursing aides, orderlies and attendants	9.00	4.1	8.66	4.1	—	—
Cleaning and building service	10.68	4.9	10.05	6.2	—	—
Janitors and cleaners	10.79	5.0	10.13	6.5	—	—
Personal service	10.76	5.6	9.78	7.2	12.70	8.5
Child care workers, n.e.c.	10.73	6.3	—	—	—	—
Service, n.e.c.	10.74	11.5	—	—	—	—

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.71	3.2	\$15.81	4.0	\$20.97	4.2
All excluding sales	16.81	3.3	15.90	4.1	20.97	4.2
White collar	20.44	3.2	19.55	4.4	23.05	4.1
White collar excluding sales	20.92	3.1	20.12	4.4	23.05	4.1
Professional specialty and technical	24.63	2.8	22.15	3.5	29.08	3.3
Professional specialty	26.48	2.7	24.13	3.8	29.47	3.5
Engineers, architects, and surveyors	27.74	5.8	27.91	6.0	—	—
Mechanical engineers	25.17	7.3	25.17	7.3	—	—
Mathematical and computer scientists	23.02	4.9	23.17	5.8	—	—
Computer systems analysts and scientists	23.75	4.2	24.10	4.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.63	4.6	21.77	5.3	—	—
Registered nurses	21.04	3.6	21.10	4.4	—	—
Teachers, college and university	34.40	9.9	—	—	—	—
Teachers, except college and university	31.11	5.0	—	—	31.90	5.1
Elementary school teachers	31.92	4.0	—	—	32.62	3.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	23.74	23.3	23.74	23.3	—	—
Social, recreation, and religious workers	18.54	4.5	—	—	—	—
Social workers	18.78	4.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.73	14.4	23.02	15.4	—	—
Technical	18.03	5.0	17.94	5.4	—	—
Licensed practical nurses	14.10	1.2	14.10	1.2	—	—
Technical and related, n.e.c.	21.28	6.3	21.79	7.3	—	—
Executive, administrative, and managerial	24.40	3.9	24.40	4.0	24.35	15.3
Executives, administrators, and managers	25.93	4.5	25.86	4.4	26.51	18.9
Financial managers	24.52	12.9	24.52	12.9	—	—
Management related	20.10	6.1	20.41	6.4	—	—
Accountants and auditors	17.54	6.3	17.73	7.5	—	—
Management related, n.e.c.	22.48	7.2	22.48	7.2	—	—
Sales	13.72	8.7	13.72	8.7	—	—
Supervisors, sales	17.14	19.3	17.14	19.3	—	—
Cashiers	9.21	4.6	9.21	4.6	—	—
Administrative support, including clerical	12.56	2.6	12.69	3.2	12.25	3.7
Secretaries	13.37	4.6	13.68	6.9	13.08	5.3
Receptionists	9.05	2.8	9.05	2.8	—	—
Order clerks	12.27	5.3	11.79	4.7	—	—
Records clerks, n.e.c.	13.66	3.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.35	5.0	11.66	7.2	—	—
Stock and inventory clerks	14.51	12.2	14.51	12.2	—	—
General office clerks	11.09	3.9	11.17	5.5	—	—
Administrative support, n.e.c.	13.16	9.1	13.16	9.1	—	—
Blue collar	13.65	3.5	13.59	3.6	14.85	4.2
Precision production, craft, and repair	19.32	2.9	19.57	3.0	16.43	4.1
Industrial machinery repairers	17.62	3.8	17.63	4.0	—	—
Mechanics and repairers, n.e.c.	17.74	6.0	17.69	7.0	—	—
Electricians	21.22	9.8	—	—	—	—
Supervisors, production	19.85	7.9	19.85	7.9	—	—
Machine operators, assemblers, and inspectors	11.78	5.0	11.78	5.0	—	—
Numerical control machine operators	12.72	6.9	12.72	6.9	—	—
Fabricating machine operators, n.e.c.	11.41	11.5	11.41	11.5	—	—
Molding and casting machine operators	10.24	5.2	10.24	5.2	—	—
Packaging and filling machine operators	12.46	5.7	12.46	5.7	—	—
Miscellaneous machine operators, n.e.c.	14.56	4.6	14.56	4.6	—	—
Welders and cutters	18.35	15.8	18.35	15.8	—	—
Assemblers	9.85	6.7	9.85	6.7	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Production inspectors, checkers and examiners ..	\$9.96	9.9	\$9.96	9.9	—	—
Transportation and material moving	13.75	7.1	13.75	7.5	—	—
Truck drivers	14.39	11.4	14.39	11.4	—	—
Industrial truck and tractor equipment operators ..	12.54	5.1	12.54	5.1	—	—
Handlers, equipment cleaners, helpers, and laborers	11.18	4.8	10.89	4.9	—	—
Production helpers	11.71	6.3	11.71	6.3	—	—
Stock handlers and baggers	10.29	7.7	10.17	7.8	—	—
Hand packers and packagers	9.31	9.8	9.31	9.8	—	—
Service	10.24	4.6	8.64	4.9	\$15.07	7.6
Protective service	13.36	22.7	—	—	20.06	16.2
Food service	7.83	7.6	7.65	8.8	—	—
Other food service	8.73	4.9	8.67	5.9	—	—
Cooks	9.17	5.6	9.21	7.1	—	—
Food preparation, n.e.c.	6.57	2.5	6.57	2.5	—	—
Health service	9.29	5.0	8.83	5.1	—	—
Nursing aides, orderlies and attendants	9.28	5.2	8.81	5.3	—	—
Cleaning and building service	11.01	4.9	10.46	6.6	—	—
Janitors and cleaners	11.11	5.0	10.54	6.8	—	—
Personal service	11.70	6.7	10.53	7.2	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.53	5.2	\$8.38	5.7	\$10.24	4.7
All excluding sales	8.83	6.3	8.68	7.1	10.24	4.7
White collar	10.86	7.5	10.89	8.0	10.49	8.9
White collar excluding sales	14.32	8.7	15.01	9.2	10.49	8.9
Professional specialty and technical	17.98	8.5	18.91	8.4	-	-
Professional specialty	19.33	6.2	20.69	4.7	-	-
Health related	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	7.30	3.3	7.30	3.3	-	-
Sales workers, other commodities	6.93	2.6	6.93	2.6	-	-
Sales counter clerks	7.02	1.5	7.02	1.5	-	-
Cashiers	7.73	6.3	7.73	6.3	-	-
Administrative support, including clerical	8.93	3.4	8.87	4.1	-	-
General office clerks	8.84	5.2	8.84	5.2	-	-
Blue collar	7.55	7.5	7.17	8.6	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.12	9.3	7.12	9.3	-	-
Stock handlers and baggers	6.33	2.6	6.33	2.6	-	-
Service	6.67	5.5	6.46	5.6	-	-
Protective service	-	-	-	-	-	-
Food service	5.43	6.8	5.23	6.2	-	-
Waiters, waitresses, and bartenders	3.55	15.5	3.55	15.5	-	-
Waiters and waitresses	3.18	13.5	3.18	13.5	-	-
Other food service	6.67	4.0	6.45	3.2	-	-
Food preparation, n.e.c.	6.72	5.7	6.37	4.7	-	-
Health service	8.67	5.9	8.67	5.9	-	-
Nursing aides, orderlies and attendants	8.35	5.9	8.35	5.9	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	8.02	6.7	7.78	9.2	-	-

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$666	3.2	39.9	\$635	4.0	40.2	\$807	4.1	38.5
All excluding sales	670	3.3	39.8	638	4.1	40.1	807	4.1	38.5
White collar	811	3.2	39.7	786	4.4	40.2	881	4.0	38.2
White collar excluding sales	829	3.1	39.6	808	4.4	40.1	881	4.0	38.2
Professional specialty and technical	964	2.6	39.1	885	3.5	40.0	1,097	2.5	37.7
Professional specialty	1,030	2.5	38.9	965	3.8	40.0	1,109	2.6	37.6
Engineers, architects, and surveyors	1,123	5.8	40.5	1,131	5.9	40.5	-	-	-
Mechanical engineers	1,018	7.1	40.4	1,018	7.1	40.4	-	-	-
Mathematical and computer scientists	921	4.9	40.0	927	5.8	40.0	-	-	-
Computer systems analysts and scientists	950	4.2	40.0	964	4.9	40.0	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	864	4.6	39.9	869	5.3	39.9	-	-	-
Registered nurses	840	3.7	39.9	842	4.4	39.9	-	-	-
Teachers, college and university	1,577	10.1	45.8	-	-	-	-	-	-
Teachers, except college and university	1,118	3.0	35.9	-	-	-	1,140	2.8	35.7
Elementary school teachers	1,148	1.9	36.0	-	-	-	1,167	1.0	35.8
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	933	22.0	39.3	933	22.0	39.3	-	-	-
Social, recreation, and religious workers	742	4.5	40.0	-	-	-	-	-	-
Social workers	751	4.4	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	909	14.4	40.0	921	15.4	40.0	-	-	-
Technical	720	5.1	39.9	716	5.4	39.9	-	-	-
Licensed practical nurses	556	1.8	39.4	556	1.8	39.4	-	-	-
Technical and related, n.e.c.	851	6.3	40.0	872	7.3	40.0	-	-	-
Executive, administrative, and managerial	993	4.0	40.7	992	4.0	40.6	1,003	17.4	41.2
Executives, administrators, and managers	1,058	5.0	40.8	1,053	4.9	40.7	1,101	21.8	41.5
Financial managers	1,005	12.8	41.0	1,005	12.8	41.0	-	-	-
Management related	812	6.4	40.4	826	6.7	40.5	-	-	-
Accountants and auditors	705	6.3	40.2	713	7.6	40.2	-	-	-
Management related, n.e.c.	898	7.3	39.9	898	7.3	39.9	-	-	-
Sales	563	8.8	41.0	563	8.8	41.0	-	-	-
Supervisors, sales	708	20.6	41.3	708	20.6	41.3	-	-	-
Cashiers	368	4.6	40.0	368	4.6	40.0	-	-	-
Administrative support, including clerical	495	2.8	39.4	506	3.2	39.8	470	4.9	38.3
Secretaries	529	5.0	39.6	545	7.0	39.8	514	6.3	39.3
Receptionists	355	1.8	39.3	355	1.8	39.3	-	-	-
Order clerks	491	5.3	40.0	472	4.7	40.0	-	-	-
Records clerks, n.e.c.	540	3.7	39.5	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	494	5.0	40.0	466	7.2	40.0	-	-	-
Stock and inventory clerks	580	12.2	39.9	580	12.2	39.9	-	-	-
General office clerks	443	3.8	39.9	446	5.5	39.9	-	-	-
Administrative support, n.e.c.	525	9.0	39.9	525	9.0	39.9	-	-	-
Blue collar	548	3.6	40.1	547	3.7	40.2	577	6.3	38.9

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair									
Industrial machinery repairers	\$775	2.9	40.1	\$785	3.1	40.1	\$657	4.1	40.0
Mechanics and repairers, n.e.c.	705	3.8	40.0	705	4.0	40.0	—	—	—
Electricians	709	6.0	40.0	707	7.0	40.0	—	—	—
Supervisors, production	849	9.8	40.0	—	—	—	—	—	—
	794	7.9	40.0	794	7.9	40.0	—	—	—
Machine operators, assemblers, and inspectors									
Numerical control machine operators	467	5.1	39.6	467	5.1	39.6	—	—	—
Fabricating machine operators, n.e.c.	509	6.9	40.0	509	6.9	40.0	—	—	—
Molding and casting machine operators	457	11.5	40.0	457	11.5	40.0	—	—	—
Packaging and filling machine operators	402	4.2	39.2	402	4.2	39.2	—	—	—
Miscellaneous machine operators, n.e.c.	498	5.7	40.0	498	5.7	40.0	—	—	—
Welders and cutters	581	4.8	39.9	581	4.8	39.9	—	—	—
Assemblers	734	15.8	40.0	734	15.8	40.0	—	—	—
Production inspectors, checkers and examiners	387	6.2	39.3	387	6.2	39.3	—	—	—
	398	9.9	40.0	398	9.9	40.0	—	—	—
Transportation and material moving									
Truck drivers	579	7.6	42.1	586	7.9	42.7	—	—	—
Industrial truck and tractor equipment operators	640	12.2	44.4	640	12.2	44.4	—	—	—
	494	5.8	39.4	494	5.8	39.4	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Production helpers	447	4.8	40.0	436	4.9	40.0	—	—	—
Stock handlers and baggers	468	6.3	40.0	468	6.3	40.0	—	—	—
Hand packers and packagers	412	7.7	40.0	407	7.8	40.0	—	—	—
	373	9.8	40.0	373	9.8	40.0	—	—	—
Service									
Protective service	406	4.6	39.7	343	4.9	39.7	595	7.8	39.5
Food service	534	22.7	40.0	—	—	—	802	16.2	40.0
Other food service	310	7.9	39.6	303	9.1	39.6	—	—	—
Cooks	347	5.0	39.7	344	6.0	39.7	—	—	—
Food preparation, n.e.c.	364	5.6	39.7	365	7.1	39.6	—	—	—
Health service	259	2.9	39.3	259	2.9	39.3	—	—	—
Nursing aides, orderlies and attendants	368	5.0	39.6	350	5.1	39.6	—	—	—
Cleaning and building service	368	5.2	39.6	349	5.3	39.6	—	—	—
Janitors and cleaners	440	4.9	39.9	417	6.6	39.9	—	—	—
Personal service	444	5.0	39.9	421	6.9	39.9	—	—	—
	456	6.9	39.0	421	7.2	40.0	—	—	—

¹ Earnings are the straight-time weekly 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.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

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Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$33,573	3.2	2,009	\$32,896	4.0	2,081	\$36,230	4.1	1,728
All excluding sales	33,716	3.3	2,005	33,048	4.1	2,079	36,230	4.1	1,728
White collar	39,973	3.2	1,956	40,631	4.4	2,079	38,435	4.0	1,668
White collar excluding sales	40,675	3.1	1,944	41,726	4.4	2,074	38,435	4.0	1,668
Professional specialty and technical	45,044	2.6	1,829	45,300	3.5	2,045	44,699	2.5	1,537
Professional specialty	46,866	2.5	1,770	49,004	3.8	2,031	44,829	2.6	1,521
Engineers, architects, and surveyors	58,393	5.8	2,105	58,800	5.9	2,107	-	-	-
Mechanical engineers	52,931	7.1	2,103	52,931	7.1	2,103	-	-	-
Mathematical and computer scientists	47,876	4.9	2,080	48,186	5.8	2,080	-	-	-
Computer systems analysts and scientists	49,409	4.2	2,080	50,129	4.9	2,080	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	44,915	4.6	2,077	45,213	5.3	2,076	-	-	-
Registered nurses	43,689	3.7	2,076	43,795	4.4	2,076	-	-	-
Teachers, college and university	56,893	10.1	1,654	-	-	-	-	-	-
Teachers, except college and university	42,706	3.0	1,373	-	-	-	43,541	2.8	1,365
Elementary school teachers	43,468	1.9	1,362	-	-	-	44,156	1.0	1,354
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	48,522	22.0	2,044	48,522	22.0	2,044	-	-	-
Social, recreation, and religious workers	38,558	4.5	2,080	-	-	-	-	-	-
Social workers	39,071	4.4	2,080	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	47,275	14.4	2,080	47,881	15.4	2,080	-	-	-
Technical	37,435	5.1	2,076	37,236	5.4	2,076	-	-	-
Licensed practical nurses	28,912	1.8	2,050	28,912	1.8	2,050	-	-	-
Technical and related, n.e.c.	44,258	6.3	2,080	45,330	7.3	2,080	-	-	-
Executive, administrative, and managerial	51,383	4.0	2,106	51,495	4.0	2,110	50,427	17.4	2,071
Executives, administrators, and managers	54,654	5.0	2,108	54,632	4.9	2,113	54,834	21.8	2,068
Financial managers	52,272	12.8	2,132	52,272	12.8	2,132	-	-	-
Management related	42,236	6.4	2,102	42,946	6.7	2,104	-	-	-
Accountants and auditors	36,653	6.3	2,090	37,091	7.6	2,092	-	-	-
Management related, n.e.c.	46,689	7.3	2,077	46,689	7.3	2,077	-	-	-
Sales	29,262	8.8	2,133	29,262	8.8	2,133	-	-	-
Supervisors, sales	36,830	20.6	2,149	36,830	20.6	2,149	-	-	-
Cashiers	19,162	4.6	2,080	19,162	4.6	2,080	-	-	-
Administrative support, including clerical	25,027	2.8	1,993	26,295	3.2	2,072	22,414	4.9	1,830
Secretaries	27,521	5.0	2,058	28,350	7.0	2,072	26,747	6.3	2,046
Receptionists	18,476	1.8	2,041	18,476	1.8	2,041	-	-	-
Order clerks	25,523	5.3	2,080	24,518	4.7	2,080	-	-	-
Records clerks, n.e.c.	28,059	3.7	2,054	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	25,692	5.0	2,080	24,243	7.2	2,080	-	-	-
Stock and inventory clerks	30,137	12.2	2,077	30,137	12.2	2,077	-	-	-
General office clerks	23,044	3.8	2,077	23,177	5.5	2,075	-	-	-
Administrative support, n.e.c.	27,320	9.0	2,076	27,320	9.0	2,076	-	-	-
Blue collar	28,421	3.6	2,082	28,405	3.7	2,089	28,747	6.3	1,936

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair									
Industrial machinery repairers	\$40,286	2.9	2,085	\$40,822	3.1	2,086	\$34,172	4.1	2,080
Mechanics and repairers, n.e.c.	36,652	3.8	2,080	36,676	4.0	2,080	—	—	—
Electricians	36,861	6.0	2,078	36,766	7.0	2,078	—	—	—
Supervisors, production	44,071	9.8	2,077	—	—	—	—	—	—
	41,283	7.9	2,080	41,283	7.9	2,080	—	—	—
Machine operators, assemblers, and inspectors									
Numerical control machine operators	24,251	5.1	2,059	24,251	5.1	2,059	—	—	—
Fabricating machine operators, n.e.c.	26,461	6.9	2,080	26,461	6.9	2,080	—	—	—
Molding and casting machine operators	23,455	11.5	2,055	23,455	11.5	2,055	—	—	—
Packaging and filling machine operators	20,883	4.2	2,040	20,883	4.2	2,040	—	—	—
Miscellaneous machine operators, n.e.c.	25,920	5.7	2,080	25,920	5.7	2,080	—	—	—
Welders and cutters	30,126	4.8	2,068	30,126	4.8	2,068	—	—	—
Assemblers	38,177	15.8	2,080	38,177	15.8	2,080	—	—	—
Production inspectors, checkers and examiners	20,140	6.2	2,045	20,140	6.2	2,045	—	—	—
	20,714	9.9	2,080	20,714	9.9	2,080	—	—	—
Transportation and material moving									
Truck drivers	29,636	7.6	2,156	30,488	7.9	2,217	—	—	—
Industrial truck and tractor equipment operators	33,255	12.2	2,310	33,255	12.2	2,310	—	—	—
	25,691	5.8	2,049	25,691	5.8	2,049	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Production helpers	23,245	4.8	2,079	22,653	4.9	2,079	—	—	—
Stock handlers and baggers	24,358	6.3	2,080	24,358	6.3	2,080	—	—	—
Hand packers and packagers	21,406	7.7	2,080	21,163	7.8	2,080	—	—	—
	19,373	9.8	2,080	19,373	9.8	2,080	—	—	—
Service									
Protective service	20,686	4.6	2,020	17,755	4.9	2,055	28,962	7.8	1,922
Food service	27,783	22.7	2,080	—	—	—	41,725	16.2	2,080
Other food service	15,254	7.9	1,948	15,731	9.1	2,057	—	—	—
Cooks	16,870	5.0	1,932	17,901	6.0	2,064	—	—	—
Food preparation, n.e.c.	17,244	5.6	1,880	18,979	7.1	2,061	—	—	—
Health service	13,445	2.9	2,046	13,445	2.9	2,046	—	—	—
Nursing aides, orderlies and attendants	19,138	5.0	2,061	18,180	5.1	2,059	—	—	—
Cleaning and building service	19,121	5.2	2,060	18,128	5.3	2,059	—	—	—
Janitors and cleaners	22,866	4.9	2,077	21,708	6.6	2,075	—	—	—
Personal service	23,069	5.0	2,076	21,872	6.9	2,074	—	—	—
	22,922	6.9	1,959	20,791	7.2	1,974	—	—	—

¹ Earnings are the straight-time annual 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.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.87	3.3	\$14.96	4.0	\$20.45	4.2
All excluding sales	16.12	3.3	15.21	4.2	20.45	4.2
White collar	19.63	3.4	18.66	4.7	22.71	3.9
1	7.34	4.2	7.34	4.2	-	-
2	8.69	4.3	8.52	4.1	-	-
3	8.95	2.9	8.80	3.0	9.31	5.8
4	11.93	2.1	11.80	2.5	12.37	3.7
5	14.74	4.0	15.15	4.3	12.51	3.6
6	16.06	3.9	16.01	4.6	-	-
7	18.41	3.7	18.57	4.7	17.90	3.5
8	22.36	5.2	19.84	2.7	28.65	8.8
9	27.02	4.0	24.69	2.6	29.70	5.6
10	26.17	5.3	26.92	4.5	-	-
11	31.58	5.6	33.03	7.0	27.76	8.0
13	51.55	8.4	57.04	9.3	-	-
White collar excluding sales	20.61	3.2	19.84	4.5	22.71	3.9
1	8.27	7.0	8.27	7.0	-	-
2	8.92	4.7	8.69	4.3	-	-
3	9.43	2.9	9.53	2.4	9.31	5.8
4	12.35	2.0	12.34	2.4	12.37	3.7
5	15.05	4.0	15.57	4.3	12.51	3.6
6	16.06	3.9	16.01	4.6	-	-
7	17.98	2.6	18.00	3.4	17.90	3.5
8	22.39	5.3	19.78	2.8	28.65	8.8
9	26.93	4.2	24.33	2.8	29.70	5.6
10	26.17	5.3	26.92	4.5	-	-
11	31.58	5.6	33.03	7.0	27.76	8.0
13	51.55	8.4	57.04	9.3	-	-
Professional specialty and technical	24.21	2.8	21.88	3.5	28.67	3.5
Professional specialty	25.99	2.6	23.79	3.6	29.04	3.7
6	17.06	5.4	17.01	5.6	-	-
7	19.83	4.9	19.76	5.8	-	-
8	23.84	6.4	20.11	2.2	30.04	8.4
9	28.26	4.4	24.55	3.2	30.23	4.8
10	25.61	8.7	26.82	7.3	-	-
11	31.64	8.1	-	-	-	-
12	34.93	9.3	-	-	-	-
13	47.49	10.5	-	-	-	-
Engineers, architects, and surveyors	27.74	5.8	27.91	6.0	-	-
9	23.90	1.7	23.85	1.9	-	-
Mechanical engineers	25.17	7.3	25.17	7.3	-	-
Mathematical and computer scientists	23.02	4.9	23.17	5.8	-	-
Computer systems analysts and scientists	23.75	4.2	24.10	4.9	-	-
Natural scientists	-	-	-	-	-	-
Health related	21.46	3.6	21.56	4.1	-	-
7	21.01	7.6	21.47	11.6	-	-
8	20.71	1.5	20.72	1.7	-	-
Registered nurses	21.01	2.9	21.05	3.4	-	-
8	20.71	1.5	20.72	1.7	-	-
Teachers, college and university	34.40	9.9	-	-	-	-
Teachers, except college and university	30.40	5.4	-	-	31.17	5.6
8	30.42	9.7	-	-	32.53	7.1
9	32.03	5.0	-	-	32.03	5.0
Elementary school teachers	31.92	4.0	-	-	32.62	3.9
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	23.74	23.3	23.74	23.3	-	-
Social, recreation, and religious workers	18.54	4.5	-	-	-	-
Social workers	18.78	4.4	-	-	-	-
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.65	14.4	22.94	15.3	-	-
Technical	17.69	5.4	17.58	5.7	-	-
4	12.70	4.7	12.70	4.7	-	-
5	15.39	5.1	15.39	5.1	-	-

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Technical —Continued						
7	\$18.07	4.1	\$17.66	4.9	—	—
Licensed practical nurses	14.07	1.2	14.07	1.2	—	—
Technical and related, n.e.c.	21.28	6.3	21.79	7.3	—	—
Executive, administrative, and managerial	24.36	4.0	24.36	4.0	\$24.35	15.3
6	12.12	8.5	12.12	8.5	—	—
7	16.76	5.3	16.28	7.0	—	—
8	19.00	6.6	18.89	8.3	—	—
9	22.71	6.1	23.31	5.7	—	—
11	31.49	6.7	30.78	8.0	—	—
Executives, administrators, and managers	25.87	4.5	25.79	4.4	26.51	18.9
6	11.75	9.2	11.75	9.2	—	—
8	17.25	6.7	16.67	7.4	—	—
9	20.93	4.8	20.93	4.8	—	—
11	31.49	6.7	30.78	8.0	—	—
Financial managers	24.52	12.9	24.52	12.9	—	—
Managers and administrators, n.e.c.						
9	22.08	6.2	22.08	6.2	—	—
11	33.83	9.2	33.83	9.2	—	—
Management related	20.10	6.1	20.41	6.4	—	—
7	16.30	7.8	16.30	7.8	—	—
8	22.26	10.5	—	—	—	—
9	23.90	8.3	25.13	6.9	—	—
Accountants and auditors	17.54	6.3	17.73	7.5	—	—
Management related, n.e.c.	22.48	7.2	22.48	7.2	—	—
9	24.46	8.4	24.46	8.4	—	—
Sales	11.13	7.0	11.13	7.0	—	—
1	6.82	4.6	6.82	4.6	—	—
2	8.21	8.0	8.21	8.0	—	—
3	8.00	4.1	8.00	4.1	—	—
4	9.74	6.1	9.74	6.1	—	—
5	11.58	11.2	11.58	11.2	—	—
Supervisors, sales	17.14	19.3	17.14	19.3	—	—
Sales workers, other commodities	11.28	28.5	11.28	28.5	—	—
4	8.51	9.4	8.51	9.4	—	—
Sales counter clerks	7.02	1.5	7.02	1.5	—	—
Cashiers	8.35	3.8	8.35	3.8	—	—
1	6.82	5.4	6.82	5.4	—	—
Administrative support, including clerical	12.34	2.5	12.42	3.2	12.13	3.5
1	8.57	7.4	8.57	7.4	—	—
2	8.92	4.7	8.69	4.3	—	—
3	9.43	2.9	9.53	2.4	9.31	5.8
4	12.31	2.4	12.28	3.0	12.37	3.7
5	14.74	6.2	15.18	7.5	—	—
6	16.58	5.0	17.80	6.3	—	—
7	17.77	5.2	18.84	6.9	—	—
Secretaries	13.25	4.5	13.66	6.9	12.89	4.9
4	12.27	4.5	—	—	—	—
5	13.45	2.5	—	—	—	—
Receptionists	9.05	2.8	9.05	2.8	—	—
Order clerks	11.77	5.8	11.27	5.1	—	—
Records clerks, n.e.c.	12.85	5.6	12.79	9.0	—	—
Bookkeepers, accounting and auditing clerks	12.35	5.0	11.66	7.2	—	—
4	12.78	4.2	—	—	—	—
Stock and inventory clerks	14.09	12.4	14.09	12.4	—	—
General office clerks	10.84	3.7	10.79	5.4	—	—
2	10.26	6.7	—	—	—	—
3	9.81	5.2	8.70	5.1	—	—
Teachers' aides	8.59	1.9	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Administrative support, n.e.c.	\$13.16	9.1	\$13.16	9.1	—	—
Blue collar						
1	13.33	3.3	13.28	3.4	\$14.43	4.5
2	8.09	4.4	8.09	4.4	—	—
3	10.35	2.9	10.30	3.1	—	—
4	13.86	4.4	13.92	4.6	—	—
5	13.89	3.6	13.89	3.7	—	—
6	14.22	4.0	14.05	4.3	—	—
7	17.25	3.7	17.39	4.0	—	—
8	20.61	4.4	20.96	4.6	—	—
8	24.81	3.9	24.81	3.9	—	—
Precision production, craft, and repair						
4	19.27	2.9	19.52	3.0	16.43	4.1
5	15.63	4.5	15.63	4.5	—	—
6	14.55	5.5	14.33	6.1	—	—
7	17.35	4.4	17.35	4.4	—	—
8	20.76	4.6	21.22	4.9	—	—
8	24.81	3.9	24.81	3.9	—	—
Industrial machinery repairers	17.62	3.8	17.63	4.0	—	—
7	17.41	4.6	17.41	5.1	—	—
Mechanics and repairers, n.e.c.	17.74	6.0	17.69	7.0	—	—
5	15.19	4.8	15.19	4.8	—	—
Electricians	21.22	9.8	—	—	—	—
Supervisors, production	19.85	7.9	19.85	7.9	—	—
Machine operators, assemblers, and inspectors						
2	11.77	5.0	11.77	5.0	—	—
3	10.25	3.2	10.25	3.2	—	—
4	12.81	3.9	12.81	3.9	—	—
5	13.41	4.8	13.41	4.8	—	—
5	14.55	5.7	14.55	5.7	—	—
Numerical control machine operators	12.72	6.9	12.72	6.9	—	—
Fabricating machine operators, n.e.c.	11.41	11.5	11.41	11.5	—	—
Molding and casting machine operators	10.24	5.2	10.24	5.2	—	—
Packaging and filling machine operators	12.46	5.7	12.46	5.7	—	—
Miscellaneous machine operators, n.e.c.	14.56	4.6	14.56	4.6	—	—
4	15.30	2.1	15.30	2.1	—	—
Welders and cutters	18.35	15.8	18.35	15.8	—	—
Assemblers	9.85	6.7	9.85	6.7	—	—
2	10.23	2.2	10.23	2.2	—	—
Production inspectors, checkers and examiners ..	9.96	9.9	9.96	9.9	—	—
Transportation and material moving						
2	13.58	6.8	13.67	7.4	—	—
3	10.79	5.3	10.76	5.9	—	—
4	16.10	7.0	16.39	7.0	—	—
4	13.55	4.6	13.55	4.6	—	—
Truck drivers	14.25	11.3	14.25	11.3	—	—
2	11.02	7.2	11.02	7.2	—	—
Industrial truck and tractor equipment operators ..	12.54	5.1	12.54	5.1	—	—
3	13.30	7.0	13.30	7.0	—	—
4	14.19	4.9	14.19	4.9	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.37	4.1	10.08	4.0	—	—
2	8.23	5.7	8.23	5.7	—	—
3	10.14	5.4	10.05	5.6	—	—
4	12.48	4.6	12.15	6.1	—	—
4	14.99	2.4	15.30	2.0	—	—
Production helpers	11.71	6.3	11.71	6.3	—	—
Stock handlers and baggers	8.58	6.1	8.49	6.2	—	—
1	7.00	5.1	7.00	5.1	—	—
2	9.22	10.4	9.22	10.4	—	—
3	12.82	7.3	12.57	8.3	—	—
Hand packers and packagers	9.25	9.6	9.25	9.6	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Hand packers and packagers —Continued						
1	\$8.66	13.2	\$8.66	13.2	—	—
Laborers, except construction, n.e.c.	12.30	6.4	—	—	—	—
Service	9.19	4.0	7.90	3.9	\$14.48	6.3
1	6.50	5.9	6.41	6.0	—	—
2	7.98	7.2	7.22	6.5	—	—
3	9.76	5.6	9.80	6.5	—	—
4	10.60	3.8	10.42	3.7	—	—
Protective service	12.92	23.0	—	—	19.97	15.6
Food service	6.75	6.1	6.51	6.6	—	—
1	5.69	7.1	5.52	7.0	—	—
2	6.03	14.7	6.03	14.7	—	—
3	9.93	5.7	10.43	5.9	—	—
Waiters, waitresses, and bartenders	3.52	11.2	3.52	11.2	—	—
1	3.77	16.1	3.77	16.1	—	—
Waiters and waitresses	3.02	6.2	3.02	6.2	—	—
1	3.07	7.9	3.07	7.9	—	—
Other food service	7.96	4.6	7.80	5.4	—	—
1	6.57	3.3	6.39	2.5	—	—
2	7.92	5.4	7.92	5.4	—	—
3	9.93	5.7	10.43	5.9	—	—
Cooks	9.04	5.4	9.04	6.7	—	—
2	7.98	5.5	7.98	5.5	—	—
3	9.99	6.2	—	—	—	—
Food preparation, n.e.c.	6.67	4.0	6.44	3.1	—	—
1	6.66	4.2	6.42	3.3	—	—
Health service	9.09	3.9	8.77	3.9	—	—
2	8.56	4.5	8.56	4.5	—	—
3	8.81	9.5	8.81	9.5	—	—
Nursing aides, orderlies and attendants	9.00	4.1	8.66	4.1	—	—
2	8.57	4.5	8.57	4.5	—	—
Cleaning and building service	10.68	4.9	10.05	6.2	—	—
1	8.85	10.3	8.85	10.3	—	—
2	11.51	4.4	—	—	—	—
3	9.80	8.9	9.80	8.9	—	—
Janitors and cleaners	10.79	5.0	10.13	6.5	—	—
1	9.20	11.5	9.20	11.5	—	—
2	11.51	4.4	—	—	—	—
3	9.80	8.9	9.80	8.9	—	—
Personal service	10.76	5.6	9.78	7.2	12.70	8.5
4	9.97	8.1	—	—	—	—
Child care workers, n.e.c.	10.73	6.3	—	—	—	—
Service, n.e.c.	10.74	11.5	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.71	3.2	\$15.81	4.0	\$20.97	4.2
All excluding sales	16.81	3.3	15.90	4.1	20.97	4.2
White collar	20.44	3.2	19.55	4.4	23.05	4.1
1	8.15	6.9	8.15	6.9	—	—
2	9.37	4.9	9.15	4.7	—	—
3	9.17	3.4	9.06	3.8	9.36	6.1
4	12.03	2.1	11.91	2.4	12.46	3.7
5	14.99	4.1	15.23	4.4	—	—
6	15.88	4.3	15.83	5.2	—	—
7	18.39	3.8	18.56	4.9	17.90	3.5
8	22.44	5.5	19.69	3.0	28.65	8.8
9	27.04	4.1	24.68	2.7	29.70	5.6
10	26.17	5.3	26.92	4.5	—	—
11	31.58	5.6	33.03	7.0	27.76	8.0
13	51.55	8.4	57.04	9.3	—	—
White collar excluding sales	20.92	3.1	20.12	4.4	23.05	4.1
2	9.19	5.7	8.90	5.4	—	—
3	9.43	3.3	9.50	2.8	9.36	6.1
4	12.37	2.1	12.34	2.5	12.46	3.7
5	15.31	4.1	15.62	4.4	—	—
6	15.88	4.3	15.83	5.2	—	—
7	17.95	2.7	17.97	3.5	17.90	3.5
8	22.47	5.6	19.61	3.1	28.65	8.8
9	26.95	4.3	24.30	2.9	29.70	5.6
10	26.17	5.3	26.92	4.5	—	—
11	31.58	5.6	33.03	7.0	27.76	8.0
13	51.55	8.4	57.04	9.3	—	—
Professional specialty and technical	24.63	2.8	22.15	3.5	29.08	3.3
Professional specialty	26.48	2.7	24.13	3.8	29.47	3.5
6	16.80	7.2	16.80	7.2	—	—
7	19.75	5.3	19.65	6.4	—	—
8	24.07	7.0	19.83	2.6	30.04	8.4
9	28.32	4.5	24.52	3.4	30.23	4.8
10	25.61	8.7	26.82	7.3	—	—
11	31.64	8.1	—	—	—	—
12	34.93	9.3	—	—	—	—
13	47.49	10.5	—	—	—	—
Engineers, architects, and surveyors	27.74	5.8	27.91	6.0	—	—
9	23.90	1.7	23.85	1.9	—	—
Mechanical engineers	25.17	7.3	25.17	7.3	—	—
Mathematical and computer scientists	23.02	4.9	23.17	5.8	—	—
Computer systems analysts and scientists	23.75	4.2	24.10	4.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	21.63	4.6	21.77	5.3	—	—
8	20.49	2.0	20.47	2.4	—	—
Registered nurses	21.04	3.6	21.10	4.4	—	—
8	20.49	2.0	20.47	2.4	—	—
Teachers, college and university	34.40	9.9	—	—	—	—
Teachers, except college and university	31.11	5.0	—	—	31.90	5.1
8	30.42	9.7	—	—	32.53	7.1
9	32.03	5.0	—	—	32.03	5.0
Elementary school teachers	31.92	4.0	—	—	32.62	3.9
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	23.74	23.3	23.74	23.3	—	—
Social, recreation, and religious workers	18.54	4.5	—	—	—	—
Social workers	18.78	4.4	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.73	14.4	23.02	15.4	—	—
Technical	18.03	5.0	17.94	5.4	—	—
4	12.70	4.7	12.70	4.7	—	—
5	15.50	5.4	15.50	5.4	—	—
7	18.14	4.1	17.75	4.9	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
Licensed practical nurses	\$14.10	1.2	\$14.10	1.2	–	–
Technical and related, n.e.c.	21.28	6.3	21.79	7.3	–	–
Executive, administrative, and managerial	24.40	3.9	24.40	4.0	\$24.35	15.3
6	12.31	7.9	12.31	7.9	–	–
7	16.76	5.3	16.28	7.0	–	–
8	19.05	6.8	18.94	8.6	–	–
9	22.71	6.1	23.31	5.7	–	–
11	31.49	6.7	30.78	8.0	–	–
Executives, administrators, and managers	25.93	4.5	25.86	4.4	26.51	18.9
6	11.94	8.5	11.94	8.5	–	–
8	17.26	6.9	–	–	–	–
9	20.93	4.8	20.93	4.8	–	–
11	31.49	6.7	30.78	8.0	–	–
Financial managers	24.52	12.9	24.52	12.9	–	–
Managers and administrators, n.e.c.						
9	22.08	6.2	22.08	6.2	–	–
11	33.83	9.2	33.83	9.2	–	–
Management related	20.10	6.1	20.41	6.4	–	–
7	16.30	7.8	16.30	7.8	–	–
8	22.26	10.5	–	–	–	–
9	23.90	8.3	25.13	6.9	–	–
Accountants and auditors	17.54	6.3	17.73	7.5	–	–
Management related, n.e.c.	22.48	7.2	22.48	7.2	–	–
9	24.46	8.4	24.46	8.4	–	–
Sales	13.72	8.7	13.72	8.7	–	–
3	8.17	5.2	8.17	5.2	–	–
4	10.02	6.1	10.02	6.1	–	–
5	11.80	11.2	11.80	11.2	–	–
Supervisors, sales	17.14	19.3	17.14	19.3	–	–
Cashiers	9.21	4.6	9.21	4.6	–	–
Administrative support, including clerical	12.56	2.6	12.69	3.2	12.25	3.7
2	9.19	5.7	8.90	5.4	–	–
3	9.43	3.3	9.50	2.8	9.36	6.1
4	12.33	2.4	12.28	3.0	12.46	3.7
5	14.76	6.3	15.21	7.5	–	–
6	16.58	5.0	17.80	6.3	–	–
7	17.80	5.2	18.90	7.0	–	–
Secretaries	13.37	4.6	13.68	6.9	13.08	5.3
4	12.43	4.8	–	–	–	–
Receptionists	9.05	2.8	9.05	2.8	–	–
Order clerks	12.27	5.3	11.79	4.7	–	–
Records clerks, n.e.c.	13.66	3.9	–	–	–	–
Bookkeepers, accounting and auditing clerks	12.35	5.0	11.66	7.2	–	–
4	12.78	4.2	–	–	–	–
Stock and inventory clerks	14.51	12.2	14.51	12.2	–	–
General office clerks	11.09	3.9	11.17	5.5	–	–
3	9.99	5.0	–	–	–	–
Administrative support, n.e.c.	13.16	9.1	13.16	9.1	–	–
Blue collar	13.65	3.5	13.59	3.6	14.85	4.2
1	8.39	5.4	8.39	5.4	–	–
2	10.40	3.1	10.36	3.1	–	–
3	13.93	4.3	13.99	4.6	–	–
4	13.89	3.6	13.89	3.7	–	–
5	14.22	4.0	14.05	4.3	–	–
6	17.25	3.7	17.39	4.0	–	–
7	20.61	4.4	20.96	4.6	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
8	\$24.81	3.9	\$24.81	3.9	—	—
Precision production, craft, and repair	19.32	2.9	19.57	3.0	\$16.43	4.1
4	15.63	4.5	15.63	4.5	—	—
5	14.55	5.5	14.33	6.1	—	—
6	17.35	4.4	17.35	4.4	—	—
7	20.76	4.6	21.22	4.9	—	—
8	24.81	3.9	24.81	3.9	—	—
Industrial machinery repairers	17.62	3.8	17.63	4.0	—	—
7	17.41	4.6	17.41	5.1	—	—
Mechanics and repairers, n.e.c.	17.74	6.0	17.69	7.0	—	—
5	15.19	4.8	15.19	4.8	—	—
Electricians	21.22	9.8	—	—	—	—
Supervisors, production	19.85	7.9	19.85	7.9	—	—
Machine operators, assemblers, and inspectors	11.78	5.0	11.78	5.0	—	—
2	10.25	3.2	10.25	3.2	—	—
3	12.81	3.9	12.81	3.9	—	—
4	13.41	4.8	13.41	4.8	—	—
5	14.55	5.7	14.55	5.7	—	—
Numerical control machine operators	12.72	6.9	12.72	6.9	—	—
Fabricating machine operators, n.e.c.	11.41	11.5	11.41	11.5	—	—
Molding and casting machine operators	10.24	5.2	10.24	5.2	—	—
Packaging and filling machine operators	12.46	5.7	12.46	5.7	—	—
Miscellaneous machine operators, n.e.c.	14.56	4.6	14.56	4.6	—	—
4	15.30	2.1	15.30	2.1	—	—
Welders and cutters	18.35	15.8	18.35	15.8	—	—
Assemblers	9.85	6.7	9.85	6.7	—	—
2	10.23	2.2	10.23	2.2	—	—
Production inspectors, checkers and examiners ..	9.96	9.9	9.96	9.9	—	—
Transportation and material moving	13.75	7.1	13.75	7.5	—	—
2	10.76	5.9	10.76	5.9	—	—
3	16.10	7.0	16.39	7.0	—	—
4	13.55	4.6	13.55	4.6	—	—
Truck drivers	14.39	11.4	14.39	11.4	—	—
2	11.02	7.2	11.02	7.2	—	—
Industrial truck and tractor equipment operators ..	12.54	5.1	12.54	5.1	—	—
3	13.30	7.0	13.30	7.0	—	—
4	14.19	4.9	14.19	4.9	—	—
Handlers, equipment cleaners, helpers, and laborers	11.18	4.8	10.89	4.9	—	—
1	8.96	7.1	8.96	7.1	—	—
2	10.35	6.0	10.26	6.2	—	—
3	12.78	3.9	12.52	5.2	—	—
4	14.99	2.4	15.30	2.0	—	—
Production helpers	11.71	6.3	11.71	6.3	—	—
Stock handlers and baggers	10.29	7.7	10.17	7.8	—	—
1	8.33	6.6	8.33	6.6	—	—
3	12.99	6.5	—	—	—	—
Hand packers and packagers	9.31	9.8	9.31	9.8	—	—
1	8.66	13.2	8.66	13.2	—	—
Service	10.24	4.6	8.64	4.9	15.07	7.6
1	6.95	11.9	6.95	11.9	—	—
2	8.48	8.1	7.54	6.4	—	—
3	9.76	5.8	9.81	6.7	—	—
4	10.67	4.3	10.47	4.1	—	—
Protective service	13.36	22.7	—	—	20.06	16.2
Food service	7.83	7.6	7.65	8.8	—	—
1	5.36	12.6	5.36	12.6	—	—
2	7.12	12.8	7.12	12.8	—	—
3	9.96	5.9	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service	\$8.73	4.9	\$8.67	5.9	—	—
1	6.59	2.5	6.59	2.5	—	—
2	8.02	6.1	8.02	6.1	—	—
3	9.96	5.9	—	—	—	—
Cooks	9.17	5.6	9.21	7.1	—	—
2	8.10	6.2	8.10	6.2	—	—
3	9.99	6.2	—	—	—	—
Food preparation, n.e.c.	6.57	2.5	6.57	2.5	—	—
Health service	9.29	5.0	8.83	5.1	—	—
Nursing aides, orderlies and attendants	9.28	5.2	8.81	5.3	—	—
Cleaning and building service	11.01	4.9	10.46	6.6	—	—
2	11.51	4.4	—	—	—	—
3	9.80	8.9	9.80	8.9	—	—
Janitors and cleaners	11.11	5.0	10.54	6.8	—	—
2	11.51	4.4	—	—	—	—
3	9.80	8.9	9.80	8.9	—	—
Personal service	11.70	6.7	10.53	7.2	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

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

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.53	5.2	\$8.38	5.7	\$10.24	4.7
All excluding sales	8.83	6.3	8.68	7.1	10.24	4.7
White collar	10.86	7.5	10.89	8.0	10.49	8.9
1	6.85	3.5	6.85	3.5	—	—
2	7.57	3.6	7.57	3.6	—	—
3	8.38	5.0	8.34	5.5	—	—
4	8.45	8.0	7.85	6.3	—	—
5	11.05	5.3	12.07	8.9	—	—
White collar excluding sales	14.32	8.7	15.01	9.2	10.49	8.9
3	9.42	4.1	—	—	—	—
5	11.32	5.4	—	—	—	—
Professional specialty and technical	17.98	8.5	18.91	8.4	—	—
Professional specialty	19.33	6.2	20.69	4.7	—	—
Health related	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	7.30	3.3	7.30	3.3	—	—
1	6.64	4.6	6.64	4.6	—	—
2	7.26	3.8	7.26	3.8	—	—
3	7.87	7.2	7.87	7.2	—	—
4	7.71	5.8	7.71	5.8	—	—
Sales workers, other commodities	6.93	2.6	6.93	2.6	—	—
Sales counter clerks	7.02	1.5	7.02	1.5	—	—
Cashiers	7.73	6.3	7.73	6.3	—	—
1	6.52	4.7	6.52	4.7	—	—
Administrative support, including clerical	8.93	3.4	8.87	4.1	—	—
3	9.42	4.1	—	—	—	—
General office clerks	8.84	5.2	8.84	5.2	—	—
Blue collar	7.55	7.5	7.17	8.6	—	—
1	7.13	10.2	7.13	10.2	—	—
2	9.23	7.7	7.51	6.1	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.12	9.3	7.12	9.3	—	—
1	7.05	11.1	7.05	11.1	—	—
Stock handlers and baggers	6.33	2.6	6.33	2.6	—	—
1	6.13	2.0	6.13	2.0	—	—
Service	6.67	5.5	6.46	5.6	—	—
1	6.27	5.1	6.13	5.1	—	—
2	6.69	14.7	6.49	15.7	—	—
Protective service	—	—	—	—	—	—
Food service	5.43	6.8	5.23	6.2	—	—
1	5.83	7.0	5.60	6.9	—	—
Waiters, waitresses, and bartenders	3.55	15.5	3.55	15.5	—	—
1	4.16	17.9	4.16	17.9	—	—
Waiters and waitresses	3.18	13.5	3.18	13.5	—	—
1	3.18	13.5	3.18	13.5	—	—
Other food service	6.67	4.0	6.45	3.2	—	—
1	6.57	4.4	6.30	3.4	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.	\$6.72	5.7	\$6.37	4.7	—	—
1	6.72	5.7	6.37	4.7	—	—
Health service	8.67	5.9	8.67	5.9	—	—
2	8.71	8.6	8.71	8.6	—	—
Nursing aides, orderlies and attendants	8.35	5.9	8.35	5.9	—	—
2	8.73	8.6	8.73	8.6	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.02	6.7	7.78	9.2	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

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

⁴ 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.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$16.71	\$8.53	\$17.22	\$15.20	\$15.84	\$16.69
All excluding sales	16.81	8.83	17.38	15.47	16.08	—
White collar	20.44	10.86	22.73	18.80	19.72	17.64
White-collar excluding sales	20.92	14.32	23.61	19.75	20.58	—
Professional specialty and technical	24.63	17.98	27.61	22.24	24.32	—
Professional specialty	26.48	19.33	28.58	24.04	26.06	—
Technical	18.03	—	—	17.89	17.68	—
Executive, administrative, and managerial	24.40	—	—	24.46	24.34	—
Sales	13.72	7.30	—	11.41	10.30	14.19
Administrative support, including clerical	12.56	8.93	12.52	12.29	12.34	—
Blue collar	13.65	7.55	15.14	11.61	13.24	—
Precision production, craft, and repair	19.32	—	20.54	17.25	19.25	—
Machine operators, assemblers, and inspectors	11.78	—	13.46	10.39	11.58	—
Transportation and material moving	13.75	—	14.86	12.62	13.64	—
Handlers, equipment cleaners, helpers, and laborers	11.18	7.12	11.57	9.28	10.24	—
Service	10.24	6.67	12.73	7.37	9.19	—
	Relative error ⁶ (percent)					
All occupations	3.2	5.2	3.7	4.9	3.4	9.3
All excluding sales	3.3	6.3	3.7	5.1	3.4	—
White collar	3.2	7.5	4.8	4.6	3.4	13.7
White-collar excluding sales	3.1	8.7	4.5	4.4	3.3	—
Professional specialty and technical	2.8	8.5	4.1	3.5	2.8	—
Professional specialty	2.7	6.2	3.8	3.6	2.6	—
Technical	5.0	—	—	5.9	5.7	—
Executive, administrative, and managerial	3.9	—	—	3.9	4.0	—
Sales	8.7	3.3	—	8.4	7.1	18.4
Administrative support, including clerical	2.6	3.4	6.9	2.6	2.5	—
Blue collar	3.5	7.5	3.8	4.8	3.4	—
Precision production, craft, and repair	2.9	—	3.2	5.0	2.9	—
Machine operators, assemblers, and inspectors	5.0	—	6.2	6.2	5.0	—
Transportation and material moving	7.1	—	8.7	10.6	6.9	—
Handlers, equipment cleaners, helpers, and laborers	4.8	9.3	4.6	4.9	4.1	—
Service	4.6	5.5	4.1	3.5	4.0	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

⁴ Union workers are those whose wages are determined through collective bargaining.

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

⁶ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$14.96	-	-	-	-	-	-	\$8.76	-	-
All excluding sales	15.21	-	-	-	-	-	-	8.64	-	-
White collar	18.66	-	-	-	-	-	-	10.19	-	-
White-collar excluding sales	19.84	-	-	-	-	-	-	14.08	-	-
Professional specialty and technical	21.88	-	-	-	-	-	-	-	-	-
Professional specialty	23.79	-	-	-	-	-	-	-	-	-
Technical	17.58	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	24.36	-	-	-	-	-	-	22.51	-	-
Sales	11.13	-	-	-	-	-	-	8.97	-	-
Administrative support, including clerical	12.42	-	-	-	-	-	-	10.24	\$12.79	-
Blue collar	13.28	-	-	-	-	-	-	9.05	-	-
Precision production, craft, and repair	19.52	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.77	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.67	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.08	-	-	-	-	-	-	8.75	-	-
Service	7.90	-	-	-	-	-	-	6.34	9.50	-
	Relative error ⁵ (percent)									
All occupations	4.0	-	-	-	-	-	-	5.1	-	-
All excluding sales	4.2	-	-	-	-	-	-	6.4	-	-
White collar	4.7	-	-	-	-	-	-	5.9	-	-
White-collar excluding sales	4.5	-	-	-	-	-	-	9.7	-	-
Professional specialty and technical	3.5	-	-	-	-	-	-	-	-	-
Professional specialty	3.6	-	-	-	-	-	-	-	-	-
Technical	5.7	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	4.0	-	-	-	-	-	-	16.0	-	-
Sales	7.0	-	-	-	-	-	-	4.5	-	-
Administrative support, including clerical	3.2	-	-	-	-	-	-	6.5	6.4	-
Blue collar	3.4	-	-	-	-	-	-	5.3	-	-
Precision production, craft, and repair	3.0	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	5.0	-	-	-	-	-	-	-	-	-
Transportation and material moving	7.4	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.0	-	-	-	-	-	-	5.3	-	-
Service	3.9	-	-	-	-	-	-	6.8	6.2	-

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$14.96	\$12.50	\$15.39	\$14.82	\$17.12
All excluding sales	15.21	12.69	15.63	15.10	17.17
White collar	18.66	16.97	18.90	18.43	19.79
White-collar excluding sales	19.84	19.06	19.94	19.92	19.97
Professional specialty and technical	21.88	20.46	22.01	20.42	23.95
Professional specialty	23.79	20.81	24.08	22.67	25.63
Technical	17.58	—	17.48	16.26	19.42
Executive, administrative, and managerial	24.36	27.16	24.03	24.98	21.07
Sales	11.13	10.63	11.28	10.82	—
Administrative support, including clerical	12.42	12.35	12.44	11.78	13.29
Blue collar	13.28	13.44	13.26	13.29	13.07
Precision production, craft, and repair	19.52	19.08	19.64	19.93	17.96
Machine operators, assemblers, and inspectors	11.77	8.99	11.91	11.65	14.53
Transportation and material moving	13.67	—	14.29	14.45	12.85
Handlers, equipment cleaners, helpers, and laborers	10.08	8.55	10.22	10.45	—
Service	7.90	6.55	8.64	8.08	10.17
	Relative error ⁴ (percent)				
All occupations	4.0	8.4	4.5	6.2	4.1
All excluding sales	4.2	9.0	4.6	6.4	4.2
White collar	4.7	8.1	5.3	8.2	4.7
White-collar excluding sales	4.5	7.3	4.9	7.5	4.7
Professional specialty and technical	3.5	6.4	3.8	4.8	5.5
Professional specialty	3.6	7.4	3.8	4.7	5.8
Technical	5.7	—	6.1	7.7	9.7
Executive, administrative, and managerial	4.0	11.6	4.5	4.3	9.2
Sales	7.0	9.8	9.4	10.5	—
Administrative support, including clerical	3.2	11.5	3.5	3.8	5.3
Blue collar	3.4	14.1	4.2	4.7	6.2
Precision production, craft, and repair	3.0	13.2	4.4	4.8	5.9
Machine operators, assemblers, and inspectors	5.0	8.0	5.2	5.4	11.6
Transportation and material moving	7.4	—	7.6	8.4	2.5
Handlers, equipment cleaners, helpers, and laborers	4.0	16.6	4.2	5.3	—
Service	3.9	6.1	5.0	5.4	4.0

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$7.47	\$9.59	\$13.78	\$19.76	\$26.99
All excluding sales	7.55	9.86	13.98	20.24	26.99
White collar	9.00	12.02	18.55	25.28	32.99
White collar excluding sales	10.38	13.78	19.32	25.28	33.80
Professional specialty and technical	14.49	18.55	22.19	30.06	35.09
Professional specialty	17.00	19.54	24.18	32.92	36.07
Engineers, architects, and surveyors	19.40	23.12	24.32	36.39	40.11
Mechanical engineers	19.23	21.25	23.12	26.30	38.66
Mathematical and computer scientists	19.00	21.63	24.18	24.93	27.87
Computer systems analysts and scientists	19.00	22.31	24.18	24.93	27.87
Natural scientists	-	-	-	-	-
Health related	16.70	19.54	20.24	22.19	25.19
Registered nurses	18.00	19.54	20.24	21.89	22.19
Teachers, college and university	23.08	23.40	35.97	42.11	55.81
Teachers, except college and university	18.55	28.17	32.92	34.03	36.07
Elementary school teachers	28.17	28.17	33.28	34.03	35.09
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	14.49	14.49	17.76	19.00	55.46
Social, recreation, and religious workers	14.02	17.00	19.46	19.56	22.14
Social workers	14.02	17.00	19.46	19.56	22.14
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.87	15.38	19.76	30.06	34.53
Technical	12.36	13.95	17.29	19.40	26.27
Licensed practical nurses	13.78	13.78	13.87	14.53	14.54
Technical and related, n.e.c.	17.29	18.30	19.40	25.72	26.27
Executive, administrative, and managerial	15.18	18.75	25.28	25.28	34.24
Executives, administrators, and managers	16.07	23.08	25.28	25.28	34.84
Financial managers	15.18	17.15	23.27	25.00	46.15
Management related	13.82	15.78	19.23	22.50	30.00
Accountants and auditors	11.66	14.90	18.56	21.42	21.42
Management related, n.e.c.	17.48	19.23	21.25	27.39	27.39
Sales	6.44	7.33	8.68	10.34	26.44
Supervisors, sales	7.05	9.49	16.78	26.54	30.12
Sales workers, other commodities	6.52	6.84	8.42	8.68	33.02
Sales counter clerks	6.25	6.53	6.75	7.51	8.00
Cashiers	6.44	7.50	8.23	9.75	10.29
Administrative support, including clerical	8.50	9.86	11.24	14.25	16.37
Secretaries	10.00	11.11	12.70	15.85	16.29
Receptionists	8.50	8.50	8.90	9.08	9.92
Order clerks	8.38	10.50	10.92	14.25	14.43
Records clerks, n.e.c.	10.45	11.64	11.95	15.05	16.08
Bookkeepers, accounting and auditing clerks	8.76	10.40	13.07	13.64	15.00
Stock and inventory clerks	7.88	9.00	13.83	18.41	21.43
General office clerks	8.50	9.50	10.64	11.00	15.55
Teachers' aides	8.07	8.39	8.74	8.75	9.18
Administrative support, n.e.c.	10.46	10.46	13.70	16.00	16.33
Blue collar	7.55	9.50	12.22	16.11	20.19
Precision production, craft, and repair	13.61	15.63	17.57	24.15	26.99
Industrial machinery repairers	13.96	15.78	17.34	19.71	21.70
Mechanics and repairers, n.e.c.	13.61	15.14	16.96	22.02	23.81
Electricians	14.55	16.00	24.49	26.99	26.99
Supervisors, production	13.70	15.53	17.95	23.69	25.07
Machine operators, assemblers, and inspectors	7.55	9.27	11.21	13.73	16.22
Numerical control machine operators	10.74	11.21	11.21	15.95	17.34
Fabricating machine operators, n.e.c.	9.16	9.23	12.06	12.06	15.89
Molding and casting machine operators	9.27	9.27	9.27	11.75	11.75
Packaging and filling machine operators	10.35	11.83	12.72	13.44	14.24
Miscellaneous machine operators, n.e.c.	10.05	13.06	15.78	16.09	17.37
Welders and cutters	11.25	11.71	18.05	25.33	25.33
Assemblers	7.55	7.55	10.35	10.91	12.39
Production inspectors, checkers and examiners ..	7.24	8.25	9.00	10.30	16.14

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Transportation and material moving	\$9.75	\$11.60	\$12.81	\$16.44	\$16.49
Truck drivers	8.43	11.84	13.76	16.44	20.99
Industrial truck and tractor equipment operators ..	8.51	10.45	11.98	14.12	16.49
Handlers, equipment cleaners, helpers, and laborers	6.26	7.35	9.64	12.94	15.06
Production helpers	8.20	9.30	12.94	13.01	14.51
Stock handlers and baggers	5.75	6.25	7.35	9.25	14.41
Hand packers and packagers	7.04	7.25	8.70	8.70	12.69
Laborers, except construction, n.e.c.	10.33	10.94	12.08	14.10	14.10
Service	5.70	6.70	8.35	10.86	13.89
Protective service	6.70	6.70	8.02	16.01	26.17
Food service	2.65	5.20	6.66	8.76	9.72
Waiters, waitresses, and bartenders	2.65	2.65	2.85	3.65	6.15
Waiters and waitresses	2.60	2.65	2.85	3.05	3.05
Other food service	6.07	6.50	7.46	9.50	10.05
Cooks	7.02	7.46	9.00	9.72	12.11
Food preparation, n.e.c.	5.50	6.00	6.66	6.93	8.51
Health service	7.22	8.00	8.93	9.76	10.86
Nursing aides, orderlies and attendants	7.22	7.76	8.35	9.65	10.86
Cleaning and building service	7.06	8.14	11.46	12.98	13.17
Janitors and cleaners	7.22	8.50	11.46	12.35	13.17
Personal service	6.93	8.62	10.62	12.50	13.82
Child care workers, n.e.c.	8.14	8.62	10.62	12.42	13.48
Service, n.e.c.	6.50	9.87	10.34	13.82	14.56

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.11	\$9.25	\$12.98	\$19.00	\$25.28
All excluding sales	7.22	9.50	13.47	19.18	25.28
White collar	8.50	11.06	17.29	25.19	27.87
White collar excluding sales	10.00	13.78	18.95	25.28	28.54
Professional specialty and technical	13.87	16.70	19.59	25.19	30.43
Professional specialty	16.01	19.00	21.89	25.19	36.39
Engineers, architects, and surveyors	19.40	23.12	25.00	36.39	41.55
Mechanical engineers	19.23	21.25	23.12	26.30	38.66
Mathematical and computer scientists	16.35	19.00	24.18	24.93	27.87
Computer systems analysts and scientists	19.00	24.18	24.18	24.93	27.87
Natural scientists	—	—	—	—	—
Health related	16.70	19.52	19.59	22.19	28.54
Registered nurses	17.20	19.54	19.59	21.89	22.19
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	14.49	14.49	17.76	19.00	55.46
Social, recreation, and religious workers	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.87	15.38	19.76	30.06	34.53
Technical	12.36	13.82	16.10	19.41	26.27
Licensed practical nurses	13.78	13.78	13.87	14.53	14.54
Technical and related, n.e.c.	17.29	18.30	18.39	26.27	26.27
Executive, administrative, and managerial	15.18	19.02	25.28	25.28	31.12
Executives, administrators, and managers	16.07	23.85	25.28	25.28	34.80
Financial managers	15.18	17.15	23.27	25.00	46.15
Management related	13.82	16.25	19.71	23.46	30.00
Accountants and auditors	11.66	15.78	16.90	21.42	22.40
Management related, n.e.c.	17.48	19.23	21.25	27.39	27.39
Sales	6.44	7.33	8.68	10.34	26.44
Supervisors, sales	7.05	9.49	16.78	26.54	30.12
Sales workers, other commodities	6.52	6.84	8.42	8.68	33.02
Sales counter clerks	6.25	6.53	6.75	7.51	8.00
Cashiers	6.44	7.50	8.23	9.75	10.29
Administrative support, including clerical	8.50	9.59	11.00	15.00	16.58
Secretaries	10.00	10.53	14.02	16.29	16.29
Receptionists	8.50	8.50	8.90	9.08	9.92
Order clerks	8.38	9.75	10.92	13.00	14.25
Records clerks, n.e.c.	8.50	10.45	11.64	15.03	17.43
Bookkeepers, accounting and auditing clerks	8.76	10.00	11.24	14.61	15.00
Stock and inventory clerks	7.88	9.00	13.83	18.41	21.43
General office clerks	8.06	9.43	10.38	11.15	15.60
Administrative support, n.e.c.	10.46	10.46	13.70	16.00	16.33
Blue collar	7.55	9.50	12.06	16.14	20.99
Precision production, craft, and repair	13.61	15.53	17.95	24.49	26.99
Industrial machinery repairers	13.96	15.73	16.94	19.88	21.70
Mechanics and repairers, n.e.c.	13.61	15.14	16.89	22.02	23.81
Supervisors, production	13.70	15.53	17.95	23.69	25.07
Machine operators, assemblers, and inspectors	7.55	9.27	11.21	13.73	16.22
Numerical control machine operators	10.74	11.21	11.21	15.95	17.34
Fabricating machine operators, n.e.c.	9.16	9.23	12.06	12.06	15.89
Molding and casting machine operators	9.27	9.27	9.27	11.75	11.75
Packaging and filling machine operators	10.35	11.83	12.72	13.44	14.24
Miscellaneous machine operators, n.e.c.	10.05	13.06	15.78	16.09	17.37
Welders and cutters	11.25	11.71	18.05	25.33	25.33
Assemblers	7.55	7.55	10.35	10.91	12.39
Production inspectors, checkers and examiners ..	7.24	8.25	9.00	10.30	16.14
Transportation and material moving	8.51	11.67	13.10	16.44	17.73
Truck drivers	8.43	11.84	13.76	16.44	20.99

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, private industry, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Industrial truck and tractor equipment operators ..	\$8.51	\$10.45	\$11.98	\$14.12	\$16.49
Handlers, equipment cleaners, helpers, and laborers	6.25	7.15	9.25	12.50	15.01
Production helpers	8.20	9.30	12.94	13.01	14.51
Stock handlers and baggers	5.75	6.25	7.15	9.25	14.41
Hand packers and packagers	7.04	7.25	8.70	8.70	12.69
Service	3.89	6.66	7.47	9.65	11.23
Protective service	–	–	–	–	–
Food service	2.65	5.20	6.50	8.09	9.72
Waiters, waitresses, and bartenders	2.65	2.65	2.85	3.65	6.15
Waiters and waitresses	2.60	2.65	2.85	3.05	3.05
Other food service	6.00	6.21	7.00	9.50	10.00
Cooks	7.02	7.46	9.50	9.72	12.11
Food preparation, n.e.c.	5.20	6.00	6.66	6.80	7.00
Health service	7.22	7.76	8.35	9.65	10.86
Nursing aides, orderlies and attendants	7.22	7.76	8.35	9.65	9.76
Cleaning and building service	7.00	8.14	8.71	12.35	14.98
Janitors and cleaners	7.11	8.14	8.71	12.02	14.98
Personal service	6.50	8.14	10.34	12.00	12.00

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-3. Hourly wage percentiles for establishment jobs¹, all workers:² Selected occupations, State and local government, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.05	\$12.51	\$17.00	\$28.17	\$34.65
All excluding sales	10.05	12.51	17.00	28.17	34.65
White collar	10.64	13.64	20.61	32.92	35.09
White collar excluding sales	10.64	13.64	20.61	32.92	35.09
Professional specialty and technical	19.40	22.31	29.86	33.80	36.07
Professional specialty	19.54	23.40	31.05	34.03	36.07
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	26.59	28.17	33.28	34.51	36.07
Elementary school teachers	28.17	31.23	33.28	34.03	35.09
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	14.90	16.63	20.34	34.65	42.07
Executives, administrators, and managers	16.07	16.63	20.61	34.65	42.07
Management related	-	-	-	-	-
Administrative support, including clerical	8.75	10.64	12.09	13.89	15.05
Secretaries	11.11	11.11	12.30	13.98	15.85
Blue collar	11.18	11.79	14.10	16.00	17.37
Precision production, craft, and repair	12.42	16.00	16.97	17.99	17.99
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	-	-	-	-	-
Service	8.76	11.46	13.48	16.01	25.30
Protective service	15.86	15.86	16.01	26.17	27.82
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	-	-	-	-	-
Personal service	8.62	12.42	13.48	13.82	15.98

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$8.25	\$10.35	\$14.72	\$21.20	\$27.69
All excluding sales	8.33	10.50	14.98	21.33	27.39
White collar	9.93	13.47	19.15	25.28	33.28
White collar excluding sales	10.57	13.83	19.40	25.28	33.80
Professional specialty and technical	14.53	18.95	23.12	30.37	35.09
Professional specialty	17.40	19.56	24.32	33.28	36.39
Engineers, architects, and surveyors	19.40	23.12	24.32	36.39	40.11
Mechanical engineers	19.23	21.25	23.12	26.30	38.66
Mathematical and computer scientists	19.00	21.63	24.18	24.93	27.87
Computer systems analysts and scientists	19.00	22.31	24.18	24.93	27.87
Natural scientists	-	-	-	-	-
Health related	16.51	19.54	20.01	22.19	30.32
Registered nurses	18.00	19.54	20.01	22.19	22.19
Teachers, college and university	23.08	23.40	35.97	42.11	55.81
Teachers, except college and university	18.95	28.17	33.28	34.51	36.07
Elementary school teachers	28.17	28.17	33.28	34.03	35.09
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	14.49	14.49	17.76	19.00	55.46
Social, recreation, and religious workers	14.02	17.00	19.46	19.56	22.14
Social workers	14.02	17.00	19.46	19.56	22.14
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.87	15.38	19.76	30.06	34.53
Technical	12.36	13.95	17.29	19.41	26.27
Licensed practical nurses	13.78	13.78	13.87	14.53	14.54
Technical and related, n.e.c.	17.29	18.30	19.40	25.72	26.27
Executive, administrative, and managerial	15.18	18.75	25.28	25.28	34.65
Executives, administrators, and managers	16.07	23.08	25.28	25.28	34.84
Financial managers	15.18	17.15	23.27	25.00	46.15
Management related	13.82	15.78	19.23	22.50	30.00
Accountants and auditors	11.66	14.90	18.56	21.42	21.42
Management related, n.e.c.	17.48	19.23	21.25	27.39	27.39
Sales	7.53	8.42	9.96	16.00	30.12
Supervisors, sales	7.05	9.49	16.78	26.54	30.12
Cashiers	6.81	8.00	9.75	10.29	10.34
Administrative support, including clerical	8.75	10.00	12.06	14.43	16.37
Secretaries	10.39	11.11	12.82	15.85	16.29
Receptionists	8.50	8.50	8.90	9.08	9.92
Order clerks	9.75	10.92	10.92	14.25	14.43
Records clerks, n.e.c.	11.70	11.70	13.70	15.05	16.08
Bookkeepers, accounting and auditing clerks	8.76	10.40	13.07	13.64	15.00
Stock and inventory clerks	9.00	10.50	13.83	20.23	21.43
General office clerks	8.50	10.38	10.64	11.15	15.55
Administrative support, n.e.c.	10.46	10.46	13.70	16.00	16.33
Blue collar	8.00	9.84	12.50	16.44	20.99
Precision production, craft, and repair	13.61	15.63	17.59	24.15	26.99
Industrial machinery repairers	13.96	15.78	17.34	19.71	21.70
Mechanics and repairers, n.e.c.	13.61	15.14	16.96	22.02	23.81
Electricians	14.55	16.00	24.49	26.99	26.99
Supervisors, production	13.70	15.53	17.95	23.69	25.07
Machine operators, assemblers, and inspectors	7.55	9.27	11.21	13.73	16.22
Numerical control machine operators	10.74	11.21	11.21	15.95	17.34
Fabricating machine operators, n.e.c.	9.16	9.23	12.06	12.06	15.89
Molding and casting machine operators	9.27	9.27	9.27	11.75	11.75
Packaging and filling machine operators	10.35	11.83	12.72	13.44	14.24
Miscellaneous machine operators, n.e.c.	10.05	13.06	15.78	16.09	17.37
Welders and cutters	11.25	11.71	18.05	25.33	25.33
Assemblers	7.55	7.55	10.35	10.91	12.39
Production inspectors, checkers and examiners ..	7.24	8.25	9.00	10.30	16.14
Transportation and material moving	9.93	11.79	13.11	16.44	16.49
Truck drivers	9.75	11.84	13.76	16.44	20.99

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs¹, full-time workers:² Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Industrial truck and tractor equipment operators ..	\$8.51	\$10.45	\$11.98	\$14.12	\$16.49
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	7.15	8.56	10.94	13.40	15.64
Stock handlers and baggers	8.20	9.30	12.94	13.01	14.51
Hand packers and packagers	7.11	8.26	9.25	11.71	15.69
	7.04	7.25	8.70	8.70	12.69
Service					
Protective service	6.70	7.22	9.50	12.11	15.86
Food service	6.70	6.70	12.26	16.01	26.17
Waiters, waitresses, and bartenders	3.05	6.50	7.46	9.50	12.11
Other food service	—	—	—	—	—
Cooks	6.50	7.00	8.76	9.72	12.11
Food preparation, n.e.c.	7.46	8.33	9.00	10.00	12.11
Health service	6.00	6.10	6.80	6.93	7.00
Nursing aides, orderlies and attendants	7.22	8.00	9.19	9.76	10.86
Cleaning and building service	7.22	8.00	9.19	9.76	10.86
Janitors and cleaners	8.14	8.58	11.46	12.98	13.17
Personal service	8.14	8.58	11.46	13.16	13.17
	8.14	10.62	12.00	13.48	14.56

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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Table 6-5. Hourly wage percentiles for establishment jobs¹, part-time workers:² Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999

Occupation ³	10	25	Median 50	75	90
All	\$5.70	\$6.24	\$7.47	\$9.20	\$12.87
All excluding sales	5.20	6.21	7.47	9.65	16.70
White collar	6.25	7.20	8.38	11.67	21.89
White collar excluding sales	7.50	8.70	11.60	21.89	21.89
Professional specialty and technical	8.55	13.82	19.54	21.89	25.19
Professional specialty	10.71	16.70	21.89	21.89	25.19
Health related	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.01	6.44	7.33	7.89	9.20
Sales workers, other commodities	6.24	6.52	6.84	7.33	7.59
Sales counter clerks	6.25	6.53	6.75	7.51	8.00
Cashiers	5.96	6.54	7.55	9.20	9.20
Administrative support, including clerical	7.33	8.27	8.74	9.95	10.45
General office clerks	7.50	8.70	9.43	9.43	9.43
Blue collar	5.75	5.97	6.50	8.93	10.86
Precision production, craft, and repair	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.75	5.78	6.44	7.00	10.86
Stock handlers and baggers	5.75	5.75	6.26	6.50	7.00
Service	2.65	5.75	6.66	8.02	9.65
Protective service	-	-	-	-	-
Food service	2.65	2.80	6.15	6.66	8.51
Waiters, waitresses, and bartenders	2.65	2.65	2.65	3.89	6.15
Waiters and waitresses	2.60	2.65	2.65	2.80	3.89
Other food service	5.50	6.07	6.49	7.02	8.60
Food preparation, n.e.c.	5.20	5.75	6.66	6.66	8.71
Health service	7.47	7.76	8.02	9.65	11.23
Nursing aides, orderlies and attendants	7.47	7.76	8.02	9.65	9.65
Cleaning and building service	-	-	-	-	-
Personal service	6.50	6.93	7.99	8.62	10.34

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, 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 entity.

The Kalamazoo–Battle Creek, MI, Metropolitan Statistical Area includes Calhoun, Kalamazoo, and Van Buren Counties.

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. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

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. See appendix table 2 for a count of establishments in the survey by employment size. 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 Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs where a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1000–2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG 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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents median work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on generic leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

Part-time worker. Any employee that the employer considers to be part time.

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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 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, 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 the nonrespondents equals the mean value of 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sample	226
Responding	142
Out of business or not in survey scope	11
Unable or refused to pro- vide data	73

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

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 percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. Establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation. Note that the percentiles in previous NCS bulletins for this area were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Data users should keep this difference in mind.

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.

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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	118,600	96,300	22,300
All excluding sales	111,500	89,200	22,300
White collar	59,300	43,000	16,300
White-collar excluding sales	52,200	35,900	16,300
Professional specialty and technical	25,000	14,800	10,200
Professional specialty	20,400	10,400	9,900
Technical	4,700	4,400	—
Executive, administrative, and managerial	11,500	10,300	1,200
Sales	7,100	7,100	—
Administrative support, including clerical	15,700	10,800	4,900
Blue collar	39,400	37,300	2,100
Precision production, craft, and repair	8,100	7,500	600
Machine operators, assemblers, and inspectors	16,000	16,000	—
Transportation and material moving	5,400	4,600	—
Handlers, equipment cleaners, helpers, and laborers	9,900	9,200	—
Service	19,900	16,000	3,900

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Kalamazoo-Battle Creek, MI, October 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	700	142	36	106	80	26
Private industry	600	131	36	95	76	19
Goods-producing industries	200	50	9	41	34	7
Construction	(³)	2	1	1	1	-
Manufacturing	200	48	8	40	33	7
Service-producing industries	400	81	27	54	42	12
Transportation and public utilities	(³)	10	2	8	7	1
Wholesale and retail trade	200	27	10	17	14	3
Finance, insurance and real estate	(³)	15	6	9	4	5
Services	200	29	9	20	17	3
State and local government	(³)	11	-	11	4	7

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999**

Occupation ²	All workers	Full-time workers	Part-time workers
All	4	4	2
All excluding sales	4	5	1
White collar	7	8	3
White collar excluding sales	8	8	5
Professional specialty and technical	8	8	6
Professional specialty	9	9	6
Engineers, architects, and surveyors	9	9	—
Mechanical engineers	9	9	—
Mathematical and computer scientists	6	6	—
Computer systems analysts and scientists	8	8	—
Natural scientists	—	—	—
Health related	8	8	—
Registered nurses	8	8	—
Teachers, college and university	12	12	—
Teachers, except college and university	9	9	—
Elementary school teachers	9	9	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	9	9	—
Social, recreation, and religious workers	9	9	—
Social workers	9	9	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	6	7	—
Technical	6	6	—
Licensed practical nurses	5	5	—
Technical and related, n.e.c.	7	7	—
Executive, administrative, and managerial	11	11	—
Executives, administrators, and managers	12	12	—
Financial managers	9	9	—
Management related	7	7	—
Accountants and auditors	7	7	—
Management related, n.e.c.	9	9	—
Sales	3	4	2
Supervisors, sales	5	5	—
Sales workers, other commodities	3	—	3
Sales counter clerks	1	—	1
Cashiers	2	2	2
Administrative support, including clerical	4	4	3
Secretaries	4	4	—
Receptionists	2	2	—
Order clerks	4	4	—
Records clerks, n.e.c.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Stock and inventory clerks	4	4	—
General office clerks	3	3	3
Teachers' aides	3	—	—
Administrative support, n.e.c.	4	4	—
Blue collar	3	3	1
Precision production, craft, and repair	7	7	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, n.e.c.	6	6	—
Electricians	7	7	—
Supervisors, production	8	8	—
Machine operators, assemblers, and inspectors	3	3	—
Numerical control machine operators	4	4	—
Fabricating machine operators, n.e.c.	3	3	—
Molding and casting machine operators	2	2	—
Packaging and filling machine operators	4	4	—
Miscellaneous machine operators, n.e.c.	4	4	—
Welders and cutters	5	5	—
Assemblers	2	2	—

See footnotes at end of table.

Appendix table 3. **Median work levels for all workers, full-time and part-time workers:¹ Selected occupations, all industries, National Compensation Survey, Kalamazoo-Battle Creek, MI, October 1999** — Continued

Occupation ²	All workers	Full-time workers	Part-time workers
Blue collar –Continued			
Machine operators, assemblers, and inspectors –Continued			
Production inspectors, checkers and examiners	2	2	–
Transportation and material moving			
Truck drivers	3	3	–
Industrial truck and tractor equipment operators	3	3	–
Handlers, equipment cleaners, helpers, and laborers			
Production helpers	1	2	1
Stock handlers and baggers	2	2	–
Hand packers and packagers	1	2	1
Laborers, except construction, n.e.c.	1	1	–
Laborers, except construction, n.e.c.	2	–	–
Service			
Protective service	2	3	1
Food service	3	3	–
Waiters, waitresses, and bartenders	1	2	1
Waiters and waitresses	1	–	1
Other food service	1	–	1
Cooks	1	2	1
Food preparation, n.e.c.	3	3	–
Health service	1	1	1
Nursing aides, orderlies and attendants	2	3	2
Cleaning and building service	2	3	2
Janitors and cleaners	2	2	–
Personal service	2	2	–
Child care workers, n.e.c.	2	4	2
Child care workers, n.e.c.	4	–	–
Service, n.e.c.	2	–	–

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. The occupations titled authors,

musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level. See appendix B for more information.

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