

# News

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## HIGHLIGHTS OF DETROIT-ANN ARBOR-FLINT, MI NATIONAL COMPENSATION SURVEY MARCH 2003

Workers in the Detroit-Ann Arbor-Flint metropolitan area averaged \$22.41 per hour during March 2003, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Acting Regional Commissioner Charlene Peiffer reported that white-collar workers averaged \$26.90 per hour and accounted for 52 percent of the workers in the area. Blue-collar employees averaged \$19.52 per hour and represented 32 percent of the workforce, while the remaining 16 percent worked in service occupations and earned \$12.37 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 611 firms representing 1,143,500 workers in the Detroit metropolitan area, which is comprised of Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties. Seventy-nine percent of those represented worked in private industry.

In the Detroit-Ann Arbor-Flint metropolitan area, average hourly wages were published for 101 detailed occupations. (See table 1.) Among white-collar workers, mechanical engineers averaged \$32.52 per hour; registered nurses, \$25.83; and bank tellers, \$10.94. Blue-collar occupations included plumbers, pipefitters and steamfitters earning \$29.38 per hour; bus drivers at \$15.15; and nonfarm groundskeepers and gardeners at \$14.78. In the service occupations, firefighters averaged \$17.70 per hour and maids and housemen, \$9.07.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Detroit-Ann Arbor-Flint area averaged \$23.33 per hour and part-timers earned \$12.63. Union workers in blue-collar jobs averaged \$21.72 per hour, while their non-union counterparts made \$15.17. Private industry workers in establishments employing 50-99 workers averaged \$18.54 per hour and those in establishments with 500 or more employees earned \$26.29.

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

**Survey Availability**

Complete survey results are contained in the Detroit-Ann Arbor-Flint National Compensation Survey March 2003 (Bulletin 3120-31). While supplies last, single copies of the bulletin are available from the BLS Information Office in Chicago by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at [www.bls.gov/ncs/ocs/compub.htm](http://www.bls.gov/ncs/ocs/compub.htm). Survey tables can also be obtained from the Bureau’s fax-on-demand service by dialing (312) 353-1880, menu option 1. Up to five documents at a time may be selected and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
Document no.	National Compensation Survey Detroit-Ann Arbor-Flint, MI March 2003	Pages
9810	News Release	8
9811	Table 1-1, 2-1, 2-2, 2-3. Mean hourly earnings by occupation, industry, for full-time and part-time workers. Table 3-1 and 3-2. Mean weekly and mean annual earnings and hours	17
9812	Tables 4-1, 4-2, to 4-3. Hourly earnings for selected occupations and levels.	16
9813	Tables 5-1, 5-2, to 5-3. Hourly earnings by worker characteristics. Tables 6-1, 6-2, 6-3, 6-4, 6-5. Hourly wage percentiles for selected occupations.	14
9814	Appendix A. Technical Note containing survey procedures & concepts Table 1. Number of workers represented by survey	5
9455	Appendix B. Occupational Classifications	8
9456	Appendix C. Generic Leveling Criteria Appendix D. Evaluating Your Firm’s Jobs	8

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

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Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$22.41	3.2	\$21.87	3.8	\$24.81	3.4
All excluding sales .....	22.68	3.4	22.16	4.1	24.81	3.4
<b>White collar</b> .....	26.90	3.4	26.26	4.3	29.05	3.9
White collar excluding sales .....	28.07	3.4	27.73	4.5	29.05	3.9
<b>Professional specialty and technical</b> .....	33.06	3.7	32.36	5.0	34.52	4.8
Professional specialty .....	35.67	4.0	34.85	5.5	37.20	5.2
Engineers, architects, and surveyors .....	36.25	3.3	36.23	3.3	—	—
Industrial engineers .....	33.91	3.4	33.91	3.4	—	—
Mechanical engineers .....	32.52	2.6	32.52	2.6	—	—
Engineers, n.e.c. ....	39.27	5.5	39.27	5.5	—	—
Mathematical and computer scientists .....	35.25	5.0	35.26	5.0	—	—
Computer systems analysts and scientists .....	34.87	6.4	34.88	6.4	—	—
Natural scientists .....	21.07	18.9	—	—	—	—
Health related .....	32.17	13.9	32.74	15.9	28.85	12.7
Physicians .....	55.41	21.7	60.60	22.7	—	—
Registered nurses .....	25.83	.9	25.98	1.1	24.67	.7
Dietitians .....	20.77	6.6	—	—	—	—
Respiratory therapists .....	19.43	4.1	19.43	4.1	—	—
Physical therapists .....	32.95	17.6	36.84	18.1	—	—
Teachers, college and university .....	45.65	17.0	37.17	7.5	47.53	19.4
Health specialties teachers .....	41.40	8.7	—	—	—	—
Other post-secondary teachers .....	41.14	21.4	—	—	—	—
Teachers, except college and university .....	39.93	3.9	23.84	12.1	41.32	3.4
Prekindergarten and kindergarten .....	37.33	2.7	—	—	38.00	1.9
Elementary school teachers .....	42.70	5.3	—	—	42.89	5.3
Secondary school teachers .....	40.69	5.1	—	—	43.44	.7
Teachers, n.e.c. ....	27.34	.6	—	—	27.34	.6
Vocational and educational counselors .....	27.18	23.6	—	—	—	—
Librarians, archivists, and curators .....	29.69	22.7	—	—	32.00	22.7
Librarians .....	29.69	22.7	—	—	32.00	22.7
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	27.49	16.4	—	—	28.57	17.5
Social workers .....	28.03	17.0	—	—	28.57	17.5
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	38.00	6.6	38.16	7.6	—	—
Technical .....	23.15	8.5	24.56	9.6	17.96	10.1
Clinical laboratory technologists and technicians .....	21.31	6.3	21.49	6.9	—	—
Health record technologists and technicians .....	16.23	12.0	—	—	—	—
Radiological technicians .....	22.18	8.5	22.15	8.7	—	—
Licensed practical nurses .....	18.41	1.8	18.61	2.3	17.76	.8
Health technologists and technicians, n.e.c. ....	14.75	5.6	15.01	4.6	14.43	11.2
Electrical and electronic technicians .....	24.13	3.4	24.13	3.4	—	—
Mechanical engineering technicians .....	27.41	24.5	27.41	24.5	—	—
Technical and related, n.e.c. ....	19.21	12.7	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	36.03	3.3	36.31	3.7	34.20	5.9
Executives, administrators, and managers .....	40.32	4.2	40.03	4.7	42.75	5.4
Administrators and officials, public administration .....	39.84	8.5	—	—	39.84	8.5
Financial managers .....	38.32	12.7	38.41	12.8	—	—
Managers, marketing, advertising, and public relations .....	40.62	14.9	40.62	14.9	—	—
Administrators, education and related fields .....	39.55	8.1	—	—	—	—
Managers, medicine and health .....	28.69	12.0	28.23	13.4	—	—
Managers and administrators, n.e.c. ....	43.09	5.0	42.77	4.9	—	—
Management related .....	29.15	4.5	29.85	5.1	25.90	2.7
Accountants and auditors .....	34.34	11.8	35.13	11.7	—	—
Other financial officers .....	30.12	12.1	32.66	9.7	—	—
Personnel, training, and labor relations specialists .....	25.40	4.8	25.37	5.1	—	—
Management related, n.e.c. ....	30.79	4.1	31.29	4.2	—	—
<b>Sales</b> .....	18.35	7.1	18.36	7.1	—	—
Supervisors, sales .....	23.18	19.9	23.18	19.9	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Sales</b> —Continued						
Sales representatives, mining, manufacturing, and wholesale .....	\$23.40	4.2	\$23.40	4.2	—	—
Sales workers, other commodities .....	11.38	10.6	11.38	10.6	—	—
Cashiers .....	10.22	8.0	10.23	8.0	—	—
<b>Administrative support, including clerical</b> .....						
Supervisors, financial records processing .....	15.27	2.5	15.33	3.1	\$15.07	3.5
Computer operators .....	19.47	5.8	19.47	5.8	—	—
Secretaries .....	13.40	10.2	—	—	—	—
Interviewers .....	16.87	4.0	17.25	5.1	16.23	5.7
Receptionists .....	12.65	9.3	12.65	9.3	—	—
Information clerks, n.e.c. ....	12.26	7.0	12.26	7.0	—	—
Library clerks .....	13.85	9.3	13.85	9.3	—	—
Records clerks, n.e.c. ....	10.19	6.5	—	—	10.19	6.5
Bookkeepers, accounting and auditing clerks .....	11.32	4.1	—	—	—	—
Billing clerks .....	14.91	4.4	14.63	5.2	—	—
Telephone operators .....	14.80	2.8	14.76	3.0	—	—
Traffic, shipping and receiving clerks .....	14.47	20.8	14.47	20.8	—	—
General office clerks .....	14.50	14.9	14.50	14.9	—	—
Bank tellers .....	13.83	3.2	13.63	6.4	14.03	1.7
Teachers' aides .....	10.94	1.8	10.94	1.8	—	—
Administrative support, n.e.c. ....	12.40	9.4	—	—	12.40	9.4
	14.81	5.5	14.13	6.8	—	—
<b>Blue collar</b> .....	19.52	2.8	19.63	3.0	17.82	5.0
<b>Precision production, craft, and repair</b> .....						
Supervisors, mechanics and repairers .....	24.00	2.3	24.23	2.4	21.56	5.2
Automobile mechanics .....	29.09	10.5	29.09	10.5	—	—
Industrial machinery repairers .....	18.37	10.8	—	—	—	—
Millwrights .....	25.98	4.9	25.98	4.9	—	—
Mechanics and repairers, n.e.c. ....	27.53	5.3	27.53	5.3	—	—
Supervisors, construction trades, n.e.c. ....	20.41	3.1	20.51	3.5	—	—
Electricians .....	27.05	8.6	—	—	—	—
Painters, construction and maintenance .....	28.17	2.2	28.01	2.6	—	—
Plumbers, pipefitters and steamfitters .....	26.60	4.3	27.67	2.2	—	—
Supervisors, production .....	29.38	.9	29.40	.9	—	—
Tool and die makers .....	23.03	11.6	23.03	11.6	—	—
Machinists .....	25.87	10.4	25.87	10.4	—	—
Inspectors, testers, and graders .....	26.64	4.3	26.64	4.3	—	—
	20.94	11.1	20.94	11.1	—	—
<b>Machine operators, assemblers, and inspectors</b> .....						
Punching and stamping press operators .....	19.23	5.6	19.26	5.6	—	—
Grinding, abrading, buffing, and polishing machine operators .....	18.89	8.0	18.89	8.0	—	—
Laundering and dry cleaning machine operators .....	17.09	7.2	17.09	7.2	—	—
Miscellaneous machine operators, n.e.c. ....	10.35	7.0	—	—	—	—
Welders and cutters .....	17.41	2.0	17.41	2.0	—	—
Assemblers .....	22.66	5.8	22.66	5.8	—	—
Production inspectors, checkers and examiners ..	21.57	3.8	21.57	3.8	—	—
	19.09	10.2	19.09	10.2	—	—
<b>Transportation and material moving</b> .....						
Truck drivers .....	18.23	2.8	18.72	3.1	15.38	2.9
Bus drivers .....	17.58	6.1	17.90	6.3	—	—
Industrial truck and tractor equipment operators ..	15.15	.6	—	—	15.17	.6
Miscellaneous material moving equipment operators, n.e.c. ....	18.61	8.2	18.61	8.2	—	—
	21.70	2.6	21.70	2.6	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....						
Groundskeepers and gardeners, except farm .....	11.72	4.4	11.39	5.0	14.98	8.0
Stock handlers and baggers .....	14.78	1.3	—	—	14.78	1.3
Freight, stock, and material handlers, n.e.c. ....	9.65	5.0	9.65	5.0	—	—
Hand packers and packagers .....	13.14	5.0	13.14	5.0	—	—
	10.95	12.8	10.95	12.8	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b>						
—Continued						
Laborers, except construction, n.e.c. ....	\$10.78	8.2	\$9.94	7.3	—	—
<b>Service</b> .....	12.37	3.7	10.20	3.3	\$16.71	1.7
Protective service .....	18.56	3.4	10.53	15.8	20.37	2.1
Firefighting .....	17.70	1.3	—	—	17.70	1.3
Police and detectives, public service .....	22.26	1.5	—	—	22.26	1.5
Correctional institution officers .....	18.83	1.9	—	—	18.83	1.9
Crossing guards .....	8.26	16.5	—	—	8.26	16.5
Guards and police, except public service .....	10.66	15.1	10.53	15.8	—	—
Protective service, n.e.c. ....	18.09	11.8	—	—	18.09	11.8
Food service .....	9.04	3.2	8.96	3.6	10.02	10.8
Waiters, waitresses, and bartenders .....	6.24	20.4	6.24	20.4	—	—
Other food service .....	9.25	4.0	9.18	4.5	10.02	10.8
Cooks .....	10.84	7.2	10.76	7.5	—	—
Food counter, fountain, and related .....	7.41	5.5	7.41	5.5	—	—
Food preparation, n.e.c. ....	8.65	6.9	8.51	7.5	9.52	16.2
Health service .....	10.82	3.9	10.64	3.8	14.24	9.4
Health aides, except nursing .....	12.47	2.4	12.44	2.7	—	—
Nursing aides, orderlies and attendants .....	10.29	4.3	10.09	4.0	—	—
Cleaning and building service .....	11.83	8.0	11.08	10.1	13.99	4.6
Maids and housemen .....	9.07	2.4	—	—	—	—
Janitors and cleaners .....	12.00	8.9	11.20	11.8	14.03	4.7
Personal service .....	10.90	5.7	10.36	8.2	11.13	7.3
Early childhood teachers' assistants .....	12.06	23.6	—	—	—	—
Child care workers, n.e.c. ....	11.19	11.0	—	—	11.39	10.8
Service, n.e.c. ....	9.84	3.5	—	—	—	—

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

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

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-31.

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

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

Table 2. **Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$23.33	\$12.63	\$22.82	\$22.13	\$22.53	\$19.28
All excluding sales .....	23.51	13.22	22.89	22.53	22.73	19.42
<b>White collar</b> .....	27.63	17.56	29.49	26.18	27.28	19.39
White-collar excluding sales .....	28.53	20.96	29.92	27.49	28.12	20.76
Professional specialty and technical .....	33.69	25.54	38.35	31.08	33.06	–
Professional specialty .....	36.27	28.28	40.27	33.82	35.67	–
Technical .....	23.78	16.61	28.44	21.73	23.15	–
Executive, administrative, and managerial .....	36.05	–	32.14	36.37	36.16	–
Sales .....	20.28	8.14	13.17	18.61	17.88	19.20
Administrative support, including clerical .....	15.51	11.77	16.07	14.96	15.26	–
<b>Blue collar</b> .....	20.06	8.88	21.72	15.17	19.53	19.03
Precision production, craft, and repair .....	24.00	–	26.26	20.27	24.17	19.57
Machine operators, assemblers, and inspectors .....	19.26	–	21.68	13.02	19.23	–
Transportation and material moving .....	18.63	11.34	19.30	15.44	18.16	18.78
Handlers, equipment cleaners, helpers, and laborers .....	13.17	8.12	13.27	10.04	11.65	–
<b>Service</b> .....	13.50	8.65	15.06	9.88	12.37	–
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	3.3	4.1	3.4	4.7	3.2	7.3
All excluding sales .....	3.5	4.4	3.4	5.2	3.4	7.6
<b>White collar</b> .....	3.4	6.1	5.4	4.0	3.4	9.9
White-collar excluding sales .....	3.5	8.2	5.4	4.2	3.4	6.2
Professional specialty and technical .....	3.7	6.8	4.5	4.9	3.7	–
Professional specialty .....	4.0	6.2	3.9	5.4	4.0	–
Technical .....	8.4	14.0	10.0	8.8	8.5	–
Executive, administrative, and managerial .....	3.3	–	6.5	3.6	3.1	–
Sales .....	6.7	1.9	10.5	7.3	10.8	12.5
Administrative support, including clerical .....	2.5	9.2	3.2	3.3	2.5	–
<b>Blue collar</b> .....	3.2	3.8	3.9	2.8	3.1	9.3
Precision production, craft, and repair .....	2.3	–	1.5	3.4	2.3	1.1
Machine operators, assemblers, and inspectors .....	5.6	–	6.0	4.5	5.6	–
Transportation and material moving .....	3.1	12.9	3.6	11.8	3.0	16.1
Handlers, equipment cleaners, helpers, and laborers .....	5.4	3.0	9.1	3.9	4.2	–
<b>Service</b> .....	4.7	3.1	4.5	3.2	3.7	–

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

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-31.

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

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

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

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

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

Table 3. **Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, March 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
<b>All occupations</b> .....	\$21.87	\$18.54	\$22.79	\$17.78	\$26.29
All excluding sales .....	22.16	18.65	23.07	17.90	26.60
<b>White collar</b> .....	26.26	23.35	27.00	22.40	29.91
White-collar excluding sales .....	27.73	25.54	28.18	23.50	30.98
Professional specialty and technical .....	32.36	37.45	31.70	29.00	32.85
Professional specialty .....	34.85	42.93	33.81	32.30	34.36
Technical .....	24.56	21.40	25.00	22.22	26.92
Executive, administrative, and managerial .....	36.31	37.42	36.15	29.52	39.87
Sales .....	18.36	17.85	18.66	16.36	20.80
Administrative support, including clerical .....	15.33	14.85	15.51	14.51	16.61
<b>Blue collar</b> .....	19.63	16.43	20.50	15.08	24.11
Precision production, craft, and repair .....	24.23	20.77	25.54	21.96	26.77
Machine operators, assemblers, and inspectors .....	19.26	15.21	20.28	14.18	24.13
Transportation and material moving .....	18.72	12.31	20.30	18.37	21.64
Handlers, equipment cleaners, helpers, and laborers .....	11.39	9.62	11.70	10.08	15.65
<b>Service</b> .....	10.20	9.66	10.44	9.37	11.89
Relative error <sup>4</sup> (percent)					
<b>All occupations</b> .....	3.8	7.5	5.0	7.0	3.3
All excluding sales .....	4.1	8.3	5.2	7.4	3.3
<b>White collar</b> .....	4.3	11.8	5.1	7.6	4.1
White-collar excluding sales .....	4.5	13.6	4.8	7.3	4.1
Professional specialty and technical .....	5.0	24.6	3.8	6.7	4.3
Professional specialty .....	5.5	29.9	3.4	8.2	3.9
Technical .....	9.6	3.0	10.2	18.0	7.2
Executive, administrative, and managerial .....	3.7	9.5	4.3	6.5	2.8
Sales .....	7.1	7.1	10.1	11.8	11.7
Administrative support, including clerical .....	3.1	9.2	3.7	4.6	4.4
<b>Blue collar</b> .....	3.0	3.3	4.5	5.1	2.8
Precision production, craft, and repair .....	2.4	3.3	2.6	5.0	3.7
Machine operators, assemblers, and inspectors .....	5.6	5.3	8.2	5.7	3.8
Transportation and material moving .....	3.1	5.3	3.0	10.3	4.9
Handlers, equipment cleaners, helpers, and laborers .....	5.0	8.4	5.7	5.1	12.2
<b>Service</b> .....	3.3	5.8	5.6	3.3	10.3

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

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in printed Bulletin 3120-31.

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

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

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

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