

News

United States
Department
of Labor



Bureau of Labor Statistics

Chicago, Ill. 60604

General Information: (312) 353-1880
Media Contact: Ronald M. Guzicki
(312) 353-1138
Fax-on-Demand Document No. 9825
<http://www.bls.gov/ro5>

For Immediate Release:
Thursday, February 26, 2004

HIGHLIGHTS OF GRAND RAPIDS-MUSKEGON-HOLLAND, MI NATIONAL COMPENSATION SURVEY APRIL 2003

Workers in the Grand Rapids-Muskegon-Holland metropolitan area averaged \$17.09 per hour during April 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 \$21.64 per hour and accounted for 39 percent of the workers in the area. Blue-collar employees averaged \$15.34 per hour and represented 41 percent of the workforce, while the remaining 20 percent worked in service occupations and earned \$11.60 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 249 firms representing 275,100 workers in the Grand Rapids-Muskegon-Holland metropolitan area, which is comprised of Allegan, Kent, Muskegon, and Ottawa Counties. Eighty-five percent of those represented worked in private industry.

In the Grand Rapids-Muskegon-Holland metropolitan area, average hourly wages were published for 44 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$24.03 per hour; billing clerks, \$13.62; and cashiers, \$10.49. Blue-collar occupations included industrial machinery repairers earning \$20.61 per hour; production inspectors, checkers and examiners at \$17.07; and grinding, abrading, buffing, and polishing machine operators at \$12.98. In the service occupations, firefighters averaged \$18.24 per hour and health aides, except nursing, \$10.37.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Grand Rapids-Muskegon-Holland area averaged \$17.85 per hour and part-timers earned \$11.33. Union workers in blue-collar jobs averaged \$17.06 per hour, while their non-union counterparts made \$14.60 per hour. Private industry workers in

establishments employing 50-99 workers averaged \$12.85 per hour and those in establishments with 500 or more employees earned \$17.39.

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 Grand Rapids-Muskegon-Holland National Compensation Survey April 2003 (Bulletin 3120-29). 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. 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 Grand Rapids-Muskegon-Holland, MI April 2003	Pages
9825	News Release	6
9826	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	10
9827	Tables 4-1, 4-2, to 4-3. Hourly earnings for selected occupations and levels.	10
9828	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.	11
9829	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.

#

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, April 2003

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	\$17.09	2.5	\$16.07	3.0	\$24.40	2.1
All excluding sales	17.05	2.5	15.98	2.8	24.40	2.1
White collar	21.64	2.5	19.90	3.5	28.31	2.4
White collar excluding sales	22.01	3.3	20.14	4.3	28.31	2.4
Professional specialty and technical	27.13	3.3	24.39	5.3	33.53	3.3
Professional specialty	29.53	4.8	26.50	7.7	34.45	4.2
Engineers, architects, and surveyors	28.35	11.7	28.36	11.9	—	—
Engineers, n.e.c.	30.42	14.5	30.42	14.5	—	—
Mathematical and computer scientists	33.51	16.3	34.47	16.5	—	—
Computer systems analysts and scientists	35.04	15.3	36.28	15.1	—	—
Health related	24.63	2.3	24.49	2.2	25.75	11.2
Registered nurses	24.03	1.2	24.16	.9	23.22	5.6
Physical therapists	26.91	7.9	26.91	7.9	—	—
Teachers, college and university	40.12	8.8	—	—	40.12	8.8
Teachers, except college and university	33.02	10.4	—	—	37.55	5.9
Elementary school teachers	36.55	8.5	—	—	40.57	2.4
Secondary school teachers	35.59	7.4	—	—	38.43	6.9
Teachers, special education	43.57	13.2	—	—	43.57	13.2
Teachers, n.e.c.	35.06	.0	—	—	35.06	.0
Substitute teachers	11.40	7.5	—	—	12.71	7.5
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	19.66	4.9	—	—	19.66	4.9
Social workers	21.97	6.2	—	—	21.97	6.2
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	20.47	6.0	20.46	6.4	20.57	4.5
Licensed practical nurses	15.05	4.8	14.58	5.4	—	—
Health technologists and technicians, n.e.c.	16.96	11.2	17.02	11.4	—	—
Executive, administrative, and managerial	30.22	3.3	28.36	3.9	38.53	11.3
Executives, administrators, and managers	33.80	4.4	31.28	3.7	42.59	4.8
Administrators, education and related fields	44.54	3.5	—	—	44.54	3.5
Managers and administrators, n.e.c.	31.25	6.9	30.26	6.1	—	—
Management related	24.25	6.0	24.07	6.9	—	—
Accountants and auditors	26.65	10.8	—	—	—	—
Management related, n.e.c.	24.73	8.1	24.22	8.7	—	—
Sales	18.25	22.9	18.25	22.9	—	—
Cashiers	10.49	4.3	10.49	4.3	—	—
Administrative support, including clerical	13.61	2.0	13.25	2.5	15.29	2.7
Secretaries	14.41	4.5	14.33	5.3	14.76	6.9
Bookkeepers, accounting and auditing clerks	13.02	4.0	12.38	2.9	—	—
Billing clerks	13.62	2.3	—	—	—	—
General office clerks	13.29	5.4	10.86	5.1	15.13	3.7
Teachers' aides	13.71	5.6	—	—	13.71	5.6
Administrative support, n.e.c.	14.25	9.7	14.04	11.4	—	—
Blue collar	15.34	1.6	15.27	1.6	17.60	2.6
Precision production, craft, and repair	18.86	4.4	18.82	4.5	19.60	1.7
Industrial machinery repairers	20.61	2.5	20.60	2.7	—	—
Supervisors, production	23.24	7.5	23.24	7.5	—	—
Tool and die makers	24.73	6.3	24.73	6.3	—	—
Machine operators, assemblers, and inspectors	14.16	1.8	14.15	1.8	—	—
Grinding, abrading, buffing, and polishing machine operators	12.98	1.1	12.98	1.1	—	—
Fabricating machine operators, n.e.c.	16.87	12.8	16.87	12.8	—	—
Molding and casting machine operators	11.71	2.9	11.71	2.9	—	—
Extruding and forming machine operators	13.08	10.0	13.08	10.0	—	—
Painting and paint spraying machine operators	14.76	7.4	14.76	7.4	—	—
Miscellaneous machine operators, n.e.c.	13.00	5.2	13.00	5.2	—	—
Assemblers	13.13	4.5	13.13	4.5	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, April 2003 — 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 hand working, n.e.c.	\$15.28	5.4	\$15.28	5.4	—	—
Production inspectors, checkers and examiners ..	17.07	2.5	17.07	2.5	—	—
Transportation and material moving	14.13	5.9	14.00	6.0	\$16.00	6.7
Bus drivers	14.44	4.8	—	—	15.32	.4
Industrial truck and tractor equipment operators ..	16.01	7.3	16.01	7.3	—	—
Handlers, equipment cleaners, helpers, and laborers	11.33	3.3	11.20	3.2	13.93	14.4
Stock handlers and baggers	9.64	4.9	9.23	3.5	—	—
Service	11.60	3.2	10.24	4.4	17.56	3.2
Protective service	19.98	4.2	—	—	19.98	4.2
Firefighting	18.24	1.6	—	—	18.24	1.6
Police and detectives, public service	22.14	.5	—	—	22.14	.5
Food service	9.28	8.2	9.22	8.5	11.55	.6
Waiters, waitresses, and bartenders	3.91	6.6	3.91	6.6	—	—
Other food service	10.62	7.4	10.59	7.7	11.55	.6
Food preparation, n.e.c.	7.72	1.0	7.45	1.2	11.42	1.5
Health service	10.45	2.9	10.15	2.1	13.77	4.9
Health aides, except nursing	10.37	3.1	9.94	2.1	—	—
Cleaning and building service	13.13	6.7	12.55	7.4	15.53	6.7
Janitors and cleaners	12.59	7.8	12.19	9.9	14.15	1.2
Personal service	10.65	2.7	—	—	10.47	11.2
Early childhood teachers' assistants	9.71	6.3	—	—	—	—

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 in printed Bulletin 3120-29.

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.

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 earnings¹ by occupational group,² National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, April 2003**

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	\$17.85	\$11.33	\$19.56	\$16.26	\$16.88	—
All excluding sales	17.74	11.56	19.73	16.13	17.05	—
White collar	22.22	17.51	26.27	20.48	21.14	—
White-collar excluding sales	22.31	19.60	27.43	20.61	22.01	—
Professional specialty and technical	27.58	24.82	32.91	24.47	27.13	—
Professional specialty	29.78	28.27	36.34	26.14	29.53	—
Technical	21.59	14.35	21.01	20.28	20.47	—
Executive, administrative, and managerial	30.42	—	—	30.13	30.22	—
Sales	21.27	8.53	—	19.39	11.31	—
Administrative support, including clerical	13.91	10.77	15.77	13.22	13.61	—
Blue collar	15.68	7.89	17.06	14.60	15.34	—
Precision production, craft, and repair	18.86	—	21.01	18.23	18.86	—
Machine operators, assemblers, and inspectors	14.25	—	18.70	12.73	14.16	—
Transportation and material moving	14.14	—	—	13.92	14.13	—
Handlers, equipment cleaners, helpers, and laborers	13.19	7.43	11.77	10.97	11.33	—
Service	13.57	6.98	15.37	10.44	11.60	—
	Relative error ⁶ (percent)					
All occupations	2.3	14.4	3.7	3.4	2.4	—
All excluding sales	2.3	15.1	3.8	3.2	2.5	—
White collar	2.8	14.1	2.4	3.4	3.4	—
White-collar excluding sales	3.5	12.3	2.8	4.2	3.3	—
Professional specialty and technical	2.9	20.0	4.7	5.3	3.3	—
Professional specialty	4.0	20.3	3.1	7.3	4.8	—
Technical	5.6	4.8	13.7	7.1	6.0	—
Executive, administrative, and managerial	3.2	—	—	3.4	3.3	—
Sales	23.8	3.6	—	23.6	3.8	—
Administrative support, including clerical	2.0	2.9	3.5	2.1	2.0	—
Blue collar	1.9	3.7	4.8	1.9	1.6	—
Precision production, craft, and repair	4.4	—	7.4	5.7	4.4	—
Machine operators, assemblers, and inspectors	2.0	—	6.3	2.8	1.8	—
Transportation and material moving	5.9	—	—	6.6	5.9	—
Handlers, equipment cleaners, helpers, and laborers	5.2	4.4	5.7	4.9	3.3	—
Service	4.8	5.5	4.4	4.7	3.2	—

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 in printed Bulletin 3120-29.

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.

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

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, April 2003**

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	\$16.07	\$12.85	\$16.93	\$16.58	\$17.39
All excluding sales	15.98	12.86	16.84	16.24	17.61
White collar	19.90	17.21	20.36	21.16	19.33
White-collar excluding sales	20.14	17.57	20.60	21.01	20.13
Professional specialty and technical	24.39	20.99	24.66	25.21	24.16
Professional specialty	26.50	25.93	26.54	26.80	26.24
Technical	20.46	—	21.09	20.74	21.29
Executive, administrative, and managerial	28.36	29.99	27.95	28.31	26.85
Sales	18.25	12.03	18.77	21.92	11.16
Administrative support, including clerical	13.25	11.59	13.68	13.02	14.39
Blue collar	15.27	13.16	15.63	14.65	16.98
Precision production, craft, and repair	18.82	15.49	19.16	17.75	22.94
Machine operators, assemblers, and inspectors	14.15	12.97	14.30	12.66	15.93
Transportation and material moving	14.00	—	14.91	13.89	16.04
Handlers, equipment cleaners, helpers, and laborers	11.20	10.52	11.31	10.62	—
Service	10.24	10.15	10.35	8.93	11.93
Relative error ⁴ (percent)					
All occupations	3.0	6.6	3.3	5.6	2.6
All excluding sales	2.8	6.8	3.4	5.7	2.8
White collar	3.5	14.8	3.2	3.5	4.5
White-collar excluding sales	4.3	15.7	4.6	6.7	5.2
Professional specialty and technical	5.3	14.7	6.0	10.8	3.2
Professional specialty	7.7	4.2	8.3	15.0	2.9
Technical	6.4	—	6.2	11.2	7.6
Executive, administrative, and managerial	3.9	10.8	3.8	5.3	4.2
Sales	22.9	13.2	23.3	22.2	2.6
Administrative support, including clerical	2.5	3.2	2.3	3.8	2.3
Blue collar	1.6	6.7	1.9	3.6	3.3
Precision production, craft, and repair	4.5	13.2	5.5	5.9	4.3
Machine operators, assemblers, and inspectors	1.8	11.2	2.7	3.0	5.6
Transportation and material moving	6.0	—	6.3	7.8	11.9
Handlers, equipment cleaners, helpers, and laborers	3.2	16.5	4.1	6.9	—
Service	4.4	13.3	10.7	18.0	5.6

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 in printed Bulletin 3120-29.

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.

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