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HIGHLIGHTS OF GRAND RAPIDS-WYOMING, MI NATIONAL COMPENSATION SURVEY APRIL 2008

Workers in the Grand Rapids-Wyoming Metropolitan Statistical Area earned an average of \$18.91 per hour in April 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Jay A. Mousa noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$24.04 for healthcare practitioner and technical occupations and \$15.43 for office and administrative support occupations. Another occupational group, food preparation and serving related, had a mean hourly wage rate of \$8.64. The NCS data available for the Grand Rapids area include earnings for 18 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical occupational group, were paid \$29.64 per hour. Within the office and administrative support occupational group, bookkeeping, accounting, and auditing clerks earned \$15.90 per hour. Food preparation workers, an occupation within the food preparation and serving related occupational group, averaged \$9.90 per hour.

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$20.31 per hour while their part-time counterparts earned \$10.87. Union workers earned \$24.78 and non-union workers, \$18.00. Workers in establishments with 1-99 workers averaged \$17.81 per hour, those in establishments with 100-499 workers earned \$17.59, and those in establishments with 500 or more employees earned \$22.15.

The occupational wage data available from 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. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at www.bls.gov/ncs/home.htm.

The NCS data provided here covered 251 establishments with one or more workers in private industry and State and local governments. Agricultural

establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 359,200 workers in the Grand Rapids-Wyoming Metropolitan Statistical Area (MSA), which is comprised of Barry, Ionia, Kent, and Newaygo Counties in Michigan.

Survey Availability

Complete survey results are contained in Grand Rapids-Wyoming National Compensation Survey April 2008. The bulletin is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For additional information, please contact the Bureau of Labor Statistics Midwest Information Office in Chicago at (312) 353-1880 from 9 a.m. to 5 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Grand Rapids-Wyoming, MI, April 2008**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$18.91	2.5	\$20.31	2.5	\$10.87	3.7
Management occupations	31.32	10.3	31.32	10.3	–	–
Business and financial operations occupations	24.74	9.1	25.13	9.4	–	–
Computer and mathematical science occupations	24.00	13.8	24.00	13.8	–	–
Architecture and engineering occupations	29.56	12.3	29.56	12.3	–	–
Engineers	33.64	6.6	33.64	6.6	–	–
Education, training, and library occupations	37.34	3.2	39.82	3.0	–	–
Primary, secondary, and special education school teachers	42.49	5.1	42.72	4.8	–	–
Elementary and middle school teachers	37.42	23.2	37.73	23.0	–	–
Elementary school teachers, except special education	35.61	27.0	36.04	27.1	–	–
Arts, design, entertainment, sports, and media occupations	20.05	10.0	–	–	–	–
Healthcare practitioner and technical occupations	24.04	4.5	23.91	4.4	24.54	7.6
Registered nurses	29.64	2.6	31.45	2.7	25.92	2.2
Therapists	23.91	8.2	23.80	8.3	–	–
Licensed practical and licensed vocational nurses	18.52	5.9	18.71	6.4	–	–
Healthcare support occupations	14.28	8.3	14.70	7.9	11.97	11.5
Nursing, psychiatric, and home health aides	12.15	1.9	12.59	3.8	–	–
Nursing aides, orderlies, and attendants	12.34	.9	12.92	2.5	–	–
Protective service occupations	23.28	2.6	23.39	2.5	–	–
Food preparation and serving related occupations	8.64	3.7	10.82	5.5	7.25	2.3
Cooks	11.28	8.4	11.76	10.9	–	–
Food preparation workers	9.90	4.7	–	–	–	–
Food service, tipped	5.35	30.0	–	–	5.76	22.1
Waiters and waitresses	5.29	32.5	–	–	–	–
Fast food and counter workers	7.45	.7	–	–	7.41	1.4
Building and grounds cleaning and maintenance occupations	10.55	6.6	12.98	8.0	8.99	3.4
Building cleaning workers	10.31	6.5	12.46	6.5	8.91	3.4
Janitors and cleaners, except maids and housekeeping cleaners	10.40	8.6	13.46	8.3	8.93	3.4
Maids and housekeeping cleaners	9.91	6.6	–	–	–	–
Personal care and service occupations	11.35	9.4	–	–	10.08	10.3
Sales and related occupations	23.30	7.9	30.16	9.3	8.99	5.2
Retail sales workers	9.70	10.8	10.73	13.3	8.91	6.1
Cashiers, all workers	9.24	9.7	10.58	15.7	8.51	1.6
Cashiers	9.24	9.7	10.58	15.7	8.51	1.6
Counter and rental clerks and parts salespersons	10.80	8.6	–	–	–	–
Retail salespersons	10.08	10.9	10.22	15.1	9.93	6.4
Office and administrative support occupations	15.43	3.1	16.15	3.0	10.71	4.6
First-line supervisors/managers of office and administrative support workers	23.44	3.7	23.44	3.7	–	–
Financial clerks	14.77	2.0	15.10	3.8	13.18	6.9
Billing and posting clerks and machine operators	14.42	3.9	14.42	3.9	–	–
Bookkeeping, accounting, and auditing clerks	15.90	3.7	16.10	5.3	14.91	9.2
Tellers	12.08	.6	12.36	3.2	11.49	1.5
Customer service representatives	14.52	6.2	15.35	5.4	–	–
Shipping, receiving, and traffic clerks	13.84	8.7	13.84	8.7	–	–
Stock clerks and order fillers	10.45	8.6	–	–	8.00	.5
Secretaries and administrative assistants	16.48	6.0	16.49	6.1	–	–
Secretaries, except legal, medical, and executive	15.97	7.5	15.97	7.5	–	–

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Grand Rapids-Wyoming, MI, April 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Office and administrative support occupations —Continued						
Office clerks, general	\$12.77	6.3	\$13.62	4.5	\$10.80	11.8
Construction and extraction occupations	20.09	6.5	20.13	6.4	—	—
Installation, maintenance, and repair occupations	18.49	3.3	19.33	3.3	—	—
Industrial machinery installation, repair, and maintenance workers	19.83	8.7	21.92	4.0	—	—
Industrial machinery mechanics	23.28	3.7	23.28	3.7	—	—
Production occupations	16.37	5.8	16.44	5.5	—	—
First-line supervisors/managers of production and operating workers	32.91	5.1	32.91	5.1	—	—
Miscellaneous assemblers and fabricators	14.69	2.6	14.69	2.6	—	—
Team assemblers	12.76	11.7	12.76	11.7	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	14.30	31.3	14.57	30.7	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	14.16	46.1	14.56	46.0	—	—
Molders and molding machine setters, operators, and tenders, metal and plastic	13.62	6.1	14.39	4.4	—	—
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	13.05	8.7	13.84	.0	—	—
Tool and die makers	24.36	4.1	24.36	4.1	—	—
Welding, soldering, and brazing workers	12.72	2.1	12.72	2.1	—	—
Welders, cutters, solderers, and brazers	13.52	4.9	13.52	4.9	—	—
Woodworking machine setters, operators, and tenders ...	14.51	10.8	14.51	10.8	—	—
Woodworking machine setters, operators, and tenders, except sawing	15.21	10.7	15.21	10.7	—	—
Inspectors, testers, sorters, samplers, and weighers	18.43	16.3	18.43	16.3	—	—
Painting workers	14.32	13.1	14.32	13.1	—	—
Coating, painting, and spraying machine setters, operators, and tenders	12.90	16.0	12.90	16.0	—	—
Miscellaneous production workers	13.56	3.8	13.56	3.8	—	—
Transportation and material moving occupations	15.26	12.7	15.66	13.0	10.19	13.6
Driver/sales workers and truck drivers	18.94	3.6	19.12	3.2	—	—
Truck drivers, heavy and tractor-trailer	18.50	5.4	18.51	5.5	—	—
Industrial truck and tractor operators	13.74	8.3	13.74	8.3	—	—
Laborers and material movers, hand	10.76	11.7	11.16	14.3	8.28	4.2
Laborers and freight, stock, and material movers, hand	12.28	13.3	13.25	15.0	8.49	5.5
Packers and packagers, hand	8.46	2.8	—	—	—	—

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 Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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