

**Average hourly wages for occupational groups and areas by time- and incentive-based pay, civilian workers, 2022<sup>1</sup>**

| Selected occupational groups and areas                       | Time-based pay | Incentive-based pay |
|--|----------------|---------------------|
| <b>13-0000 Business and Financial Operations Occupations</b> |                |                     |
| Boston-Cambridge-Nashua, MA-NH.....                          | \$46.36        | \$71.51             |
| Chicago-Naperville-Elgin, IL-IN-WI.....                      | \$43.49        | \$63.67             |
| Dallas-Fort Worth-Arlington, TX.....                         | \$39.49        | \$52.41             |
| Phoenix-Mesa-Scottsdale, AZ.....                             | \$37.46        | \$40.39             |
| San Jose-Sunnyvale-Santa Clara, CA.....                      | \$60.03        | \$80.98             |
| Washington-Arlington-Alexandria, DC-VA-MD-WV.....            | \$47.71        | \$67.30             |
| <b>41-0000 Sales and Related Occupations</b>                 |                |                     |
| Chicago-Naperville-Elgin, IL-IN-WI.....                      | \$21.45        | \$48.98             |
| Detroit-Warren-Dearborn, MI.....                             | \$21.16        | \$40.50             |
| Houston-The Woodlands-Sugar Land, TX.....                    | \$19.09        | \$36.85             |
| Los Angeles-Long Beach-Anaheim, CA.....                      | \$21.69        | \$47.75             |
| Miami-Fort Lauderdale-West Palm Beach, FL.....               | \$19.69        | \$35.92             |
| New York-Newark-Jersey City, NY-NJ-PA.....                   | \$26.76        | \$55.32             |
| Philadelphia-Camden-Wilmington, PA-NJ-DE-MD.....             | \$20.55        | \$42.51             |
| Phoenix-Mesa-Scottsdale, AZ.....                             | \$20.46        | \$36.36             |
| Seattle-Tacoma-Bellevue, WA.....                             | \$25.01        | \$52.36             |
| Washington-Arlington-Alexandria, DC-VA-MD-WV.....            | \$22.20        | \$43.55             |
| <b>43-0000 Office and Administrative Support Occupations</b> |                |                     |
| Atlanta-Sandy Springs-Roswell, GA.....                       | \$20.99        | \$28.42             |
| Chicago-Naperville-Elgin, IL-IN-WI.....                      | \$23.04        | \$25.99             |
| Dallas-Fort Worth-Arlington, TX.....                         | \$21.41        | \$27.31             |
| Detroit-Warren-Dearborn, MI.....                             | \$21.55        | \$24.51             |
| Houston-The Woodlands-Sugar Land, TX.....                    | \$20.97        | \$26.48             |
| Los Angeles-Long Beach-Anaheim, CA.....                      | \$24.32        | \$28.78             |
| Philadelphia-Camden-Wilmington, PA-NJ-DE-MD.....             | \$22.64        | \$28.02             |
| Phoenix-Mesa-Scottsdale, AZ.....                             | \$21.37        | \$24.04             |

<sup>1</sup> For definitions of terms, see the MWE Handbook of Methods, available at <https://www.bls.gov/opub/hom/mwe/>.

Note: Dashes indicate that no data were reported or that data do not meet publication criteria.

Source: U.S. Bureau of Labor Statistics, Modeled Wage Estimates.