

# Phoenix–Mesa–Scottsdale, AZ National Compensation Survey October 2007

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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 establishments and government agencies 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, call (202) 691-6199, or send an e-mail to [NCSinfo@bls.gov](mailto:NCSinfo@bls.gov).

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are 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 Phoenix–Mesa–Scottsdale, AZ, Metropolitan Statistical Area (MSA). Data were collected between March 2007 and April 2008; the average reference month is October 2007. 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 an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

## NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

## Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

## 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 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within 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.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

**Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Phoenix-Mesa-Scottsdale, AZ, October 2007**

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$19.23	3.5	36.7	\$18.61	4.0	36.5	\$23.95	3.9	37.6
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	32.43	6.7	38.3	33.32	8.5	38.5	29.68	5.7	37.8
Management, business, and financial .....	35.51	5.0	40.4	36.54	5.1	40.6	30.52	15.9	39.4
Professional and related .....	30.70	9.5	37.3	31.22	12.9	37.3	29.40	6.5	37.3
Service .....	11.05	2.1	33.4	9.91	2.0	32.9	18.39	3.7	37.1
Sales and office .....	17.04	3.6	36.4	17.11	3.8	36.2	16.13	8.6	38.1
Sales and related .....	20.37	10.9	34.9	20.45	10.9	34.8	—	—	—
Office and administrative support .....	15.04	3.1	37.3	14.88	3.2	37.2	16.36	8.6	38.0
Natural resources, construction, and maintenance .....	15.71	10.7	39.0	15.68	11.0	39.0	16.86	4.0	40.0
Construction and extraction .....	14.44	12.6	39.8	14.43	12.6	39.8	—	—	—
Installation, maintenance, and repair .....	18.73	8.7	38.6	18.87	9.4	38.5	17.06	4.4	40.0
Production, transportation, and material moving .....	14.97	7.8	37.7	14.96	8.0	37.9	15.55	13.5	31.9
Production .....	14.06	5.5	39.6	14.06	5.5	39.6	—	—	—
Transportation and material moving .....	15.62	13.4	36.5	15.62	13.9	36.7	15.55	13.5	31.9
Full time .....	20.09	3.6	39.6	19.49	4.1	39.6	24.39	3.8	39.5
Part time .....	11.05	8.1	21.5	10.87	8.6	21.7	14.25	12.0	18.5
Union .....	23.85	8.3	35.8	23.04	14.4	34.7	24.99	1.7	37.5
Nonunion .....	18.97	3.7	36.7	18.45	4.1	36.6	23.70	5.1	37.6
Time .....	18.77	3.8	36.7	18.02	4.4	36.6	23.95	3.9	37.6
Incentive .....	23.73	11.7	36.3	23.73	11.7	36.3	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	17.17	4.3	35.6	16.96	4.5	35.4	22.72	6.8	38.9
100-499 workers .....	19.77	10.3	37.8	19.17	11.0	38.0	28.94	16.6	35.0
500 workers or more .....	21.13	4.3	37.0	20.46	5.5	36.7	23.12	4.8	38.0

<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. See appendix A for more information.

<sup>2</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. For more information about RSEs, see appendix A.

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

<sup>4</sup> 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.

<sup>5</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>6</sup> Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.23	3.5	\$20.09	3.6	\$11.05	8.1
<b>Management occupations</b> .....	43.40	7.7	43.40	7.7	—	—
Level 7 .....	19.56	19.7	19.56	19.7	—	—
Level 9 .....	32.08	6.3	32.08	6.3	—	—
Level 10 .....	46.16	11.3	46.16	11.3	—	—
Level 11 .....	60.40	16.0	60.40	16.0	—	—
Not able to be leveled .....	45.77	12.9	45.77	12.9	—	—
General and operations managers .....	57.33	9.3	57.33	9.3	—	—
Marketing and sales managers .....	64.07	28.5	64.07	28.5	—	—
Financial managers .....	45.72	19.8	45.72	19.8	—	—
Not able to be leveled .....	37.96	16.8	37.96	16.8	—	—
Construction managers .....	34.43	7.4	34.43	7.4	—	—
<b>Business and financial operations occupations</b> .....	26.68	6.8	26.74	6.8	—	—
Level 6 .....	19.41	5.5	19.41	5.5	—	—
Level 7 .....	21.15	7.6	21.32	7.8	—	—
Level 8 .....	23.53	8.3	23.53	8.3	—	—
Level 9 .....	29.12	4.9	29.12	4.9	—	—
Level 11 .....	36.73	20.6	36.73	20.6	—	—
Not able to be leveled .....	26.29	17.8	26.29	17.8	—	—
Human resources, training, and labor relations specialists .....	28.06	23.5	28.06	23.5	—	—
Management analysts .....	24.85	11.7	24.85	11.7	—	—
Accountants and auditors .....	28.84	8.7	28.84	8.7	—	—
<b>Computer and mathematical science occupations</b> .....	31.99	4.0	31.99	4.0	—	—
Level 9 .....	32.55	8.9	32.55	8.9	—	—
Computer software engineers .....	38.95	7.5	38.95	7.5	—	—
Computer software engineers, systems software .....	36.50	10.5	36.50	10.5	—	—
Computer systems analysts .....	29.07	6.4	29.07	6.4	—	—
<b>Architecture and engineering occupations</b> .....	32.69	7.6	32.81	7.4	—	—
Level 5 .....	20.59	1.8	20.59	1.8	—	—
Level 6 .....	22.18	5.7	22.77	3.7	—	—
Level 7 .....	26.04	6.7	26.04	6.7	—	—
Level 8 .....	31.83	3.1	31.83	3.1	—	—
Level 11 .....	44.66	2.5	44.66	2.5	—	—
Not able to be leveled .....	32.98	20.0	32.98	20.0	—	—
Engineers .....	42.21	2.2	42.55	2.9	—	—
Level 11 .....	44.66	2.5	44.66	2.5	—	—
Electrical and electronics engineers .....	43.73	3.8	43.73	3.8	—	—
Engineering technicians, except drafters .....	20.92	10.6	20.92	10.6	—	—
Electrical and electronic engineering technicians .....	20.98	14.0	20.98	14.0	—	—
<b>Life, physical, and social science occupations</b> .....	34.27	2.1	34.27	2.1	—	—
<b>Community and social services occupations</b> .....	18.78	8.3	18.76	8.4	—	—
Level 7 .....	19.98	9.8	19.98	9.8	—	—
Counselors .....	22.37	6.4	—	—	—	—
<b>Legal occupations</b> .....	63.04	44.2	63.04	44.2	—	—
Paralegals and legal assistants .....	26.85	16.0	26.85	16.0	—	—
<b>Education, training, and library occupations</b> .....	28.20	15.3	29.55	16.5	15.98	9.7
Level 8 .....	27.12	7.4	27.41	7.1	—	—
Level 9 .....	30.59	5.1	30.62	5.2	—	—
Level 10 .....	32.91	3.9	32.91	3.9	—	—
Not able to be leveled .....	45.28	32.6	47.61	31.1	—	—
Postsecondary teachers .....	57.36	9.1	57.36	9.1	—	—
Primary, secondary, and special education school teachers .....	28.96	4.4	29.18	4.7	—	—
Level 8 .....	26.33	3.4	26.18	3.6	—	—
Level 9 .....	30.71	5.3	30.74	5.3	—	—
Elementary and middle school teachers .....	27.21	1.0	27.58	1.5	—	—
Level 8 .....	26.17	5.0	26.17	5.0	—	—
Level 9 .....	28.62	3.2	28.62	3.2	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Education, training, and library occupations</b> —Continued						
Elementary school teachers, except special education .....	\$27.47	1.3	\$27.90	1.7	—	—
Level 9 .....	28.62	3.2	28.62	3.2	—	—
Special education teachers .....	30.15	2.4	—	—	—	—
Other teachers and instructors .....	44.86	43.5	—	—	—	—
Teacher assistants .....	9.39	6.3	—	—	\$11.04	7.7
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.16	6.9	23.16	6.9	—	—
<b>Healthcare practitioner and technical occupations</b> .....	27.24	7.3	26.83	10.0	29.64	10.4
Level 5 .....	22.60	6.1	23.05	6.6	—	—
Level 7 .....	32.44	3.0	—	—	—	—
Level 8 .....	31.06	3.3	30.14	3.2	34.08	1.6
Level 9 .....	30.61	3.3	30.72	3.8	—	—
Not able to be leveled .....	20.94	15.2	—	—	—	—
Registered nurses .....	32.18	1.2	32.28	1.8	31.89	3.4
Level 8 .....	32.04	1.1	31.21	1.6	34.08	1.6
Level 9 .....	31.46	5.9	—	—	—	—
Therapists .....	26.45	4.4	25.99	3.8	—	—
<b>Healthcare support occupations</b> .....	11.74	5.1	12.86	1.6	—	—
Level 4 .....	12.27	1.5	12.71	1.8	—	—
Nursing, psychiatric, and home health aides .....	—	—	12.49	2.4	—	—
Nursing aides, orderlies, and attendants .....	12.45	2.3	12.49	2.4	—	—
Miscellaneous healthcare support occupations .....	15.10	4.4	15.21	3.1	—	—
<b>Protective service occupations</b> .....	13.80	4.2	13.95	4.7	12.28	14.3
Level 2 .....	10.93	1.7	10.98	1.9	—	—
Level 4 .....	13.94	8.8	13.90	8.9	—	—
Level 7 .....	20.95	16.8	22.31	12.8	—	—
First-line supervisors/managers, law enforcement workers .....	29.45	8.0	29.45	8.0	—	—
Police officers .....	26.12	4.6	26.12	4.6	—	—
Level 7 .....	25.58	8.6	25.58	8.6	—	—
Police and sheriff's patrol officers .....	26.12	4.6	26.12	4.6	—	—
Level 7 .....	25.58	8.6	25.58	8.6	—	—
Security guards and gaming surveillance officers .....	10.93	3.7	10.72	3.4	12.92	16.0
Level 2 .....	10.93	1.7	10.98	1.9	—	—
Security guards .....	10.93	3.7	10.72	3.4	12.92	16.0
Level 2 .....	10.93	1.7	10.98	1.9	—	—
<b>Food preparation and serving related occupations</b> .....	7.84	3.0	9.02	2.9	6.09	2.4
Level 1 .....	6.61	2.0	7.31	4.8	6.09	8.6
Level 2 .....	6.36	5.8	7.01	7.2	5.87	5.5
Level 3 .....	9.08	12.4	9.59	6.3	6.60	38.7
Level 4 .....	10.62	.8	—	—	—	—
First-line supervisors/managers, food preparation and serving workers .....	14.38	5.2	—	—	—	—
First-line supervisors/managers of food preparation and serving workers .....	14.38	5.2	—	—	—	—
Cooks .....	10.05	2.8	9.97	3.4	—	—
Level 3 .....	10.18	5.2	10.12	5.6	—	—
Cooks, restaurant .....	10.15	3.2	10.10	4.3	—	—
Level 3 .....	10.93	4.3	—	—	—	—
Food preparation workers .....	10.17	9.1	10.12	12.3	—	—
Level 3 .....	12.91	2.3	—	—	—	—
Food service, tipped .....	5.16	7.9	6.20	10.3	4.34	3.3
Level 1 .....	4.50	9.5	—	—	4.27	21.0
Level 2 .....	5.02	6.9	5.76	10.5	4.43	6.3
Level 3 .....	4.94	7.2	—	—	—	—
Bartenders .....	7.26	11.0	—	—	—	—
Waiters and waitresses .....	4.09	5.8	4.41	12.8	3.95	4.2
Level 2 .....	4.47	7.3	—	—	4.30	9.7

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b>						
—Continued						
Dining room and cafeteria attendants and bartender helpers .....	\$5.92	13.3	—	—	\$5.28	18.3
Level 1 .....	5.28	9.3	—	—	5.11	15.9
Fast food and counter workers .....	8.91	.7	\$9.82	4.7	7.83	2.3
Level 2 .....	7.96	4.0	—	—	7.84	3.0
Level 3 .....	9.30	2.6	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.98	1.3	10.08	4.2	7.93	1.6
Level 2 .....	7.96	4.0	—	—	7.84	3.0
Counter attendants, cafeteria, food concession, and coffee shop .....	8.70	2.6	—	—	—	—
Dishwashers .....	7.51	.5	—	—	—	—
Level 1 .....	7.51	.5	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b>						
.....	10.89	5.6	11.01	5.5	8.78	6.3
Level 1 .....	9.11	2.8	9.22	2.8	—	—
Level 2 .....	10.36	7.8	10.34	8.0	—	—
Level 3 .....	10.95	5.8	10.95	5.8	—	—
Building cleaning workers .....	10.36	4.4	10.48	4.7	8.78	6.3
Level 1 .....	9.09	2.8	9.21	2.9	—	—
Level 2 .....	10.60	8.8	10.59	9.2	—	—
Level 3 .....	11.06	7.9	11.06	7.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.10	5.7	11.23	5.9	—	—
Level 1 .....	9.50	7.3	—	—	—	—
Level 2 .....	11.19	7.6	11.19	7.6	—	—
Level 3 .....	11.13	8.5	11.13	8.5	—	—
Maids and housekeeping cleaners .....	8.86	2.9	8.79	3.1	—	—
Grounds maintenance workers .....	10.06	5.6	10.06	5.6	—	—
<b>Personal care and service occupations</b>						
.....	11.11	3.7	11.57	3.7	9.14	6.2
Level 2 .....	7.58	7.1	7.32	9.4	—	—
Level 3 .....	8.89	5.3	8.82	4.5	—	—
Level 4 .....	15.40	23.3	—	—	—	—
Child care workers .....	8.30	6.1	—	—	—	—
<b>Sales and related occupations</b>						
.....	20.37	10.9	22.06	12.1	9.04	4.1
Level 1 .....	7.21	2.3	—	—	7.11	2.6
Level 2 .....	10.11	7.0	10.30	6.6	—	—
Level 3 .....	12.32	10.3	12.60	9.2	9.23	7.7
Level 4 .....	15.37	1.7	15.64	2.1	—	—
Level 5 .....	17.50	4.5	17.50	4.5	—	—
Level 6 .....	27.26	26.1	27.26	26.1	—	—
Level 7 .....	39.77	18.7	39.77	18.7	—	—
First-line supervisors/managers, sales workers .....	30.28	29.2	30.28	29.2	—	—
First-line supervisors/managers of retail sales workers .....	23.35	37.3	23.35	37.3	—	—
Retail sales workers .....	14.59	6.1	16.13	5.1	8.62	3.3
Level 1 .....	7.20	2.6	—	—	7.08	2.7
Level 3 .....	11.68	11.5	11.94	11.7	—	—
Level 4 .....	16.96	7.0	17.76	8.8	—	—
Cashiers, all workers .....	10.39	6.5	11.20	11.3	8.34	5.7
Level 3 .....	11.86	11.6	12.00	12.9	—	—
Cashiers .....	10.39	6.5	11.20	11.3	8.34	5.7
Level 3 .....	11.86	11.6	12.00	12.9	—	—
Retail salespersons .....	16.75	8.5	18.39	6.5	8.88	.9
Level 4 .....	16.60	14.3	17.39	16.5	—	—
Sales representatives, wholesale and manufacturing .....	66.96	16.9	66.96	16.9	—	—
Miscellaneous sales and related workers .....	13.33	4.9	13.52	4.0	—	—
<b>Office and administrative support occupations</b>						
.....	15.04	3.1	15.32	3.0	11.69	4.7
Level 1 .....	8.69	2.2	—	—	—	—
Level 2 .....	10.77	2.7	10.72	2.8	11.13	8.8
Level 3 .....	13.88	2.3	13.86	2.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b>						
–Continued						
Level 4 .....	\$14.41	3.2	\$14.58	3.3	\$12.25	2.6
Level 5 .....	16.73	6.5	17.14	6.3	–	–
Level 6 .....	18.37	8.1	18.37	8.1	–	–
Level 7 .....	24.48	5.6	25.53	4.5	–	–
Not able to be leveled .....	16.30	9.3	16.75	7.7	–	–
First-line supervisors/managers of office and administrative support workers .....	19.92	12.6	19.92	12.6	–	–
Financial clerks .....	15.16	4.6	15.96	5.0	11.60	6.0
Level 4 .....	14.51	5.5	14.98	4.7	–	–
Level 5 .....	17.10	14.3	17.51	14.1	–	–
Bill and account collectors .....	12.97	3.7	13.17	3.2	–	–
Level 4 .....	13.16	6.5	13.54	5.3	–	–
Bookkeeping, accounting, and auditing clerks .....	16.95	6.0	17.91	4.9	–	–
Level 4 .....	15.72	6.0	16.19	5.4	–	–
Level 5 .....	20.08	11.6	21.14	7.5	–	–
Customer service representatives .....	14.41	2.4	14.50	2.2	13.25	3.7
Level 4 .....	14.25	4.3	14.42	4.2	–	–
Level 5 .....	13.39	10.9	13.39	10.9	–	–
Receptionists and information clerks .....	11.95	6.6	11.95	6.6	–	–
Level 2 .....	10.62	2.5	10.62	2.5	–	–
Reservation and transportation ticket agents and travel clerks .....	18.23	8.7	–	–	–	–
Dispatchers .....	11.18	7.2	11.32	7.6	–	–
Shipping, receiving, and traffic clerks .....	12.11	13.6	12.50	12.5	–	–
Stock clerks and order fillers .....	12.49	3.5	12.98	3.0	10.74	.0
Secretaries and administrative assistants .....	18.69	3.7	18.82	3.9	–	–
Level 4 .....	15.00	6.7	15.00	6.7	–	–
Level 5 .....	16.69	3.3	16.73	3.3	–	–
Level 6 .....	19.23	14.4	19.23	14.4	–	–
Level 7 .....	26.87	8.1	–	–	–	–
Executive secretaries and administrative assistants .....	21.77	6.4	21.84	6.5	–	–
Level 4 .....	17.29	4.4	17.29	4.4	–	–
Medical secretaries .....	15.24	8.8	14.30	4.2	–	–
Secretaries, except legal, medical, and executive .....	15.55	6.1	15.72	6.3	–	–
Level 4 .....	14.41	11.4	14.41	11.4	–	–
Data entry and information processing workers .....	12.52	6.5	12.52	6.5	–	–
Office clerks, general .....	13.44	5.6	13.62	5.8	–	–
Level 2 .....	9.55	6.4	9.46	6.8	–	–
Level 3 .....	13.17	3.2	13.18	3.4	–	–
Level 4 .....	13.24	6.8	13.24	6.8	–	–
<b>Construction and extraction occupations</b> .....	14.44	12.6	14.44	12.6	–	–
Level 6 .....	25.20	5.6	25.20	5.6	–	–
Level 7 .....	18.42	4.6	18.42	4.6	–	–
First-line supervisors/managers of construction trades and extraction workers .....	25.26	7.5	25.26	7.5	–	–
Carpenters .....	15.51	15.0	15.51	15.0	–	–
Construction laborers .....	10.67	1.8	10.67	1.8	–	–
<b>Installation, maintenance, and repair occupations</b> .....	18.73	8.7	17.63	7.3	–	–
Level 4 .....	18.70	15.5	15.14	7.1	–	–
Level 5 .....	19.93	9.7	19.93	9.7	–	–
Level 6 .....	20.92	3.1	20.92	3.1	–	–
Level 7 .....	21.50	4.6	21.50	4.6	–	–
Automotive technicians and repairers .....	20.80	5.6	20.80	5.6	–	–
Automotive service technicians and mechanics .....	21.59	11.7	21.59	11.7	–	–
Industrial machinery installation, repair, and maintenance workers .....	18.38	5.8	18.38	5.8	–	–
Level 7 .....	23.45	8.4	23.45	8.4	–	–
Miscellaneous installation, maintenance, and repair workers .....	16.62	8.4	16.62	8.4	–	–
<b>Production occupations</b> .....	14.06	5.5	14.14	5.6	–	–
Level 1 .....	9.68	9.2	9.68	9.2	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations —Continued</b>						
Level 2 .....	\$10.58	5.5	\$10.84	5.2	—	—
Level 3 .....	12.37	3.2	12.37	3.2	—	—
Level 4 .....	14.79	2.9	14.79	2.9	—	—
Level 5 .....	17.58	3.4	17.58	3.4	—	—
Level 6 .....	24.34	7.5	24.34	7.5	—	—
Level 7 .....	32.38	14.7	32.38	14.7	—	—
Not able to be leveled .....	11.63	3.4	11.63	3.4	—	—
Electrical, electronics, and electromechanical						
assemblers .....	11.95	4.3	11.95	4.3	—	—
Electrical and electronic equipment assemblers .....	11.52	7.3	11.52	7.3	—	—
Miscellaneous assemblers and fabricators .....						
Level 2 .....	12.01	3.5	12.01	3.5	—	—
Level 2 .....	10.92	8.0	10.92	8.0	—	—
Inspectors, testers, sorters, samplers, and weighers .....	16.12	11.1	16.12	11.1	—	—
Semiconductor processors .....	18.99	7.3	18.99	7.3	—	—
Miscellaneous production workers .....	10.80	7.1	11.05	6.2	—	—
<b>Transportation and material moving occupations .....</b>						
Level 1 .....	15.62	13.4	16.36	14.9	\$8.40	7.6
Level 2 .....	8.33	5.9	8.41	6.7	8.03	6.9
Level 2 .....	11.09	4.1	11.30	3.6	—	—
Level 3 .....	16.08	6.0	16.08	6.0	—	—
Level 4 .....	18.62	11.1	18.72	11.4	—	—
Level 5 .....	19.78	2.9	20.12	1.8	—	—
Not able to be leveled .....	17.52	17.4	17.52	17.4	—	—
Driver/sales workers and truck drivers .....						
Level 3 .....	19.59	12.0	19.70	12.1	—	—
Level 3 .....	17.42	7.4	17.42	7.4	—	—
Truck drivers, heavy and tractor-trailer .....	16.65	7.4	16.65	7.4	—	—
Truck drivers, light or delivery services .....	22.83	14.1	23.13	14.1	—	—
Industrial truck and tractor operators .....						
Laborers and material movers, hand .....	12.97	13.6	12.97	13.6	—	—
Level 1 .....	9.48	9.4	9.78	11.6	8.16	8.8
Level 1 .....	7.96	4.9	7.99	5.5	7.90	6.8
Level 2 .....	10.97	7.7	11.02	7.9	—	—
Laborers and freight, stock, and material movers, hand .....						
Level 1 .....	9.70	11.0	9.81	12.9	8.93	10.0
Level 1 .....	7.87	3.1	—	—	—	—
Machine feeders and offbearers .....						
Packers and packagers, hand .....	12.15	20.0	12.15	20.0	—	—
Level 1 .....	8.00	8.2	—	—	7.50	7.6
Level 1 .....	7.50	7.6	—	—	7.50	7.6

<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. See appendix A for more information.

<sup>2</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>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</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. For more information about RSEs, see appendix A.

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.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.61	4.0	\$19.49	4.1	\$10.87	8.6
<b>Management occupations</b> .....	43.07	7.9	43.07	7.9	—	—
Level 7 .....	19.39	20.5	19.39	20.5	—	—
Level 9 .....	32.08	6.3	32.08	6.3	—	—
Level 10 .....	46.30	12.1	46.30	12.1	—	—
Level 11 .....	63.30	16.3	63.30	16.3	—	—
Not able to be leveled .....	45.05	12.4	45.05	12.4	—	—
General and operations managers .....	56.57	10.1	56.57	10.1	—	—
Marketing and sales managers .....	64.07	28.5	64.07	28.5	—	—
Financial managers .....	45.67	20.5	45.67	20.5	—	—
<b>Business and financial operations occupations</b> .....	28.04	8.0	28.04	8.0	—	—
Level 7 .....	21.60	8.8	21.60	8.8	—	—
Level 9 .....	29.65	5.2	29.65	5.2	—	—
Level 11 .....	36.73	20.6	36.73	20.6	—	—
Not able to be leveled .....	26.37	23.0	26.37	23.0	—	—
Accountants and auditors .....	32.54	6.7	32.54	6.7	—	—
<b>Computer and mathematical science occupations</b> .....	32.75	4.3	32.75	4.3	—	—
Level 9 .....	32.78	10.8	32.78	10.8	—	—
Computer software engineers .....	38.95	7.5	38.95	7.5	—	—
Computer software engineers, systems software .....	36.50	10.5	36.50	10.5	—	—
Computer systems analysts .....	26.72	6.3	26.72	6.3	—	—
<b>Architecture and engineering occupations</b> .....	32.75	8.1	32.88	7.8	—	—
Level 5 .....	20.59	1.8	20.59	1.8	—	—
Level 6 .....	22.32	6.2	—	—	—	—
Level 7 .....	26.04	6.7	26.04	6.7	—	—
Level 8 .....	31.83	3.1	31.83	3.1	—	—
Level 11 .....	44.82	2.8	44.82	2.8	—	—
Not able to be leveled .....	33.21	21.0	33.21	21.0	—	—
Engineers .....	42.77	2.3	43.15	3.3	—	—
Level 11 .....	44.82	2.8	44.82	2.8	—	—
Electrical and electronics engineers .....	43.73	3.8	43.73	3.8	—	—
Engineering technicians, except drafters .....	20.88	11.2	20.88	11.2	—	—
Electrical and electronic engineering technicians .....	20.98	14.0	20.98	14.0	—	—
<b>Community and social services occupations</b> .....	17.68	10.0	17.68	10.0	—	—
<b>Education, training, and library occupations</b> .....	24.10	46.3	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	24.27	6.5	24.27	6.5	—	—
<b>Healthcare practitioner and technical occupations</b> .....	27.09	7.6	26.67	10.4	29.51	10.7
Level 5 .....	22.60	6.1	23.05	6.6	—	—
Level 7 .....	32.44	3.0	—	—	—	—
Level 8 .....	31.07	3.4	30.11	3.4	34.08	1.6
Level 9 .....	30.54	3.5	30.63	4.2	—	—
Registered nurses .....	32.38	1.4	32.56	2.3	31.89	3.4
Level 8 .....	32.11	1.2	31.25	1.8	34.08	1.6
Level 9 .....	31.44	6.4	—	—	—	—
Therapists .....	26.45	4.4	25.99	3.8	—	—
<b>Healthcare support occupations</b> .....	11.59	4.5	12.70	1.3	—	—
Level 4 .....	12.27	1.5	12.71	1.8	—	—
Nursing, psychiatric, and home health aides .....	—	—	12.49	2.4	—	—
Nursing aides, orderlies, and attendants .....	12.45	2.3	12.49	2.4	—	—
Miscellaneous healthcare support occupations .....	15.13	5.3	15.28	3.7	—	—
<b>Protective service occupations</b> .....	10.93	3.9	10.77	4.3	12.32	15.4
Level 2 .....	10.93	1.7	10.98	1.9	—	—
Security guards and gaming surveillance officers .....	10.88	3.7	10.66	3.4	12.92	16.0
Level 2 .....	10.93	1.7	10.98	1.9	—	—
Security guards .....	10.88	3.7	10.66	3.4	12.92	16.0
Level 2 .....	10.93	1.7	10.98	1.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b> .....	\$7.69	3.0	\$8.89	2.9	\$6.03	2.0
Level 1 .....	6.61	2.0	7.31	4.8	6.09	8.6
Level 2 .....	6.29	6.0	6.92	7.9	5.87	5.5
Level 3 .....	8.81	13.9	9.40	7.2	6.03	39.8
Level 4 .....	10.62	.8	—	—	—	—
Cooks .....	9.86	2.6	9.75	3.3	—	—
Level 3 .....	9.86	5.5	9.75	5.9	—	—
Cooks, restaurant .....	9.94	3.5	9.85	5.6	—	—
Food preparation workers .....	9.99	8.5	10.12	12.3	—	—
Food service, tipped .....	5.16	8.1	6.25	10.5	4.34	3.3
Level 1 .....	4.50	9.5	—	—	4.27	21.0
Level 2 .....	5.02	7.2	5.82	11.3	4.43	6.3
Level 3 .....	4.94	7.2	—	—	—	—
Bartenders .....	7.26	11.0	—	—	—	—
Waiters and waitresses .....	4.06	6.0	4.33	14.5	3.95	4.2
Level 2 .....	4.44	7.7	—	—	4.30	9.7
Dining room and cafeteria attendants and bartender helpers .....	5.92	13.3	—	—	5.28	18.3
Level 1 .....	5.28	9.3	—	—	5.11	15.9
Fast food and counter workers .....	8.90	.7	9.82	4.8	7.83	2.3
Level 2 .....	7.90	4.3	—	—	7.84	3.0
Level 3 .....	9.30	2.6	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.96	1.3	10.09	4.4	7.93	1.6
Level 2 .....	7.90	4.3	—	—	7.84	3.0
Counter attendants, cafeteria, food concession, and coffee shop .....	8.70	2.6	—	—	—	—
Dishwashers .....	7.51	.5	—	—	—	—
Level 1 .....	7.51	.5	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.46	6.7	10.58	6.7	—	—
Level 1 .....	9.11	2.8	9.22	2.8	—	—
Level 2 .....	9.27	7.0	9.27	7.0	—	—
Level 3 .....	10.59	7.7	10.59	7.7	—	—
Building cleaning workers .....	9.87	4.7	9.97	5.1	—	—
Level 1 .....	9.09	2.8	9.21	2.9	—	—
Level 2 .....	9.39	9.2	9.39	9.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.51	6.7	10.65	7.1	—	—
Level 1 .....	9.50	7.3	—	—	—	—
Level 2 .....	9.94	8.3	9.94	8.3	—	—
Maids and housekeeping cleaners .....	8.79	3.1	8.79	3.1	—	—
<b>Personal care and service occupations</b> .....	11.31	4.3	11.84	4.3	9.19	6.5
Level 3 .....	8.89	5.3	8.82	4.5	—	—
Level 4 .....	16.05	28.2	—	—	—	—
Child care workers .....	8.30	6.1	—	—	—	—
<b>Sales and related occupations</b> .....	20.45	10.9	22.16	12.2	9.04	4.1
Level 1 .....	7.21	2.3	—	—	7.11	2.6
Level 2 .....	10.07	7.3	—	—	—	—
Level 3 .....	12.32	10.3	12.60	9.2	9.23	7.7
Level 4 .....	15.45	1.7	15.74	2.1	—	—
Level 5 .....	17.50	4.5	17.50	4.5	—	—
Level 6 .....	27.26	26.1	27.26	26.1	—	—
Level 7 .....	39.77	18.7	39.77	18.7	—	—
First-line supervisors/managers, sales workers .....	30.28	29.2	30.28	29.2	—	—
First-line supervisors/managers of retail sales workers .....	23.35	37.3	23.35	37.3	—	—
Retail sales workers .....	14.62	6.1	16.18	5.1	8.62	3.3
Level 1 .....	7.20	2.6	—	—	7.08	2.7
Level 3 .....	11.68	11.5	11.94	11.7	—	—
Level 4 .....	16.96	7.0	17.76	8.8	—	—
Cashiers, all workers .....	10.37	6.7	11.20	11.7	8.34	5.7
Level 3 .....	11.86	11.6	12.00	12.9	—	—
Cashiers .....	10.37	6.7	11.20	11.7	8.34	5.7

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations –Continued</b>						
Cashiers –Continued						
Level 3 .....	\$11.86	11.6	\$12.00	12.9	–	–
Retail salespersons .....	16.75	8.5	18.39	6.5	\$8.88	0.9
Level 4 .....	16.60	14.3	17.39	16.5	–	–
Sales representatives, wholesale and manufacturing .....	66.96	16.9	66.96	16.9	–	–
Miscellaneous sales and related workers .....	13.33	4.9	13.52	4.0	–	–
<b>Office and administrative support occupations .....</b>						
Level 1 .....	14.88	3.2	15.16	3.1	11.67	5.2
Level 2 .....	8.69	2.2	–	–	–	–
Level 3 .....	10.77	2.7	10.72	2.8	11.13	8.8
Level 4 .....	13.97	2.7	13.94	2.8	–	–
Level 5 .....	14.47	3.5	14.63	3.6	12.32	3.2
Level 6 .....	16.42	7.8	16.78	7.4	–	–
Level 7 .....	18.74	9.5	18.74	9.5	–	–
Not able to be leveled .....	24.40	5.9	25.50	4.8	–	–
Level 8 .....	16.00	10.1	16.47	8.4	–	–
First-line supervisors/managers of office and administrative support workers .....	19.19	14.8	19.19	14.8	–	–
Financial clerks .....	15.07	4.8	15.80	5.1	11.58	6.9
Level 4 .....	14.67	5.7	14.98	4.7	–	–
Level 5 .....	17.10	14.3	17.51	14.1	–	–
Bill and account collectors .....	12.97	3.7	13.17	3.2	–	–
Level 4 .....	13.16	6.5	13.54	5.3	–	–
Bookkeeping, accounting, and auditing clerks .....	17.03	6.2	17.83	5.2	–	–
Level 4 .....	16.19	5.4	16.19	5.4	–	–
Level 5 .....	20.08	11.6	21.14	7.5	–	–
Customer service representatives .....	14.38	2.5	14.47	2.3	13.25	3.7
Level 4 .....	14.14	4.5	14.31	4.5	–	–
Level 5 .....	13.39	10.9	13.39	10.9	–	–
Receptionists and information clerks .....	11.95	6.6	11.95	6.6	–	–
Level 2 .....	10.62	2.5	10.62	2.5	–	–
Reservation and transportation ticket agents and travel clerks .....	18.23	8.7	–	–	–	–
Dispatchers .....	10.42	5.0	10.49	5.7	–	–
Shipping, receiving, and traffic clerks .....	12.09	14.7	12.51	13.7	–	–
Stock clerks and order fillers .....	12.49	3.5	12.98	3.0	10.74	.0
Secretaries and administrative assistants .....	18.69	3.6	18.84	3.9	–	–
Level 4 .....	14.97	6.7	14.97	6.7	–	–
Level 5 .....	16.56	4.0	16.62	4.0	–	–
Executive secretaries and administrative assistants .....	22.14	6.2	22.22	6.3	–	–
Medical secretaries .....	15.24	8.8	14.30	4.2	–	–
Secretaries, except legal, medical, and executive .....	15.69	6.5	15.88	6.8	–	–
Level 4 .....	14.41	11.4	14.41	11.4	–	–
Office clerks, general .....	13.35	7.0	13.52	7.1	–	–
Level 2 .....	9.53	7.0	–	–	–	–
Level 3 .....	13.30	3.4	13.30	3.4	–	–
Level 4 .....	13.90	10.9	13.90	10.9	–	–
<b>Construction and extraction occupations .....</b>						
Level 7 .....	14.43	12.6	14.43	12.6	–	–
Level 8 .....	18.42	4.6	18.42	4.6	–	–
First-line supervisors/managers of construction trades and extraction workers .....	25.26	7.5	25.26	7.5	–	–
Carpenters .....	15.51	15.0	15.51	15.0	–	–
Construction laborers .....	10.67	1.8	10.67	1.8	–	–
<b>Installation, maintenance, and repair occupations .....</b>						
Level 4 .....	18.87	9.4	17.69	8.0	–	–
Level 5 .....	18.79	16.2	15.00	7.7	–	–
Level 6 .....	21.01	11.3	21.01	11.3	–	–
Level 7 .....	20.88	3.5	20.88	3.5	–	–
Level 8 .....	21.50	4.6	21.50	4.6	–	–
Automotive technicians and repairers .....	20.80	5.6	20.80	5.6	–	–
Automotive service technicians and mechanics .....	21.59	11.7	21.59	11.7	–	–
Industrial machinery installation, repair, and maintenance workers .....	18.64	7.3	18.64	7.3	–	–
Level 7 .....	23.45	8.4	23.45	8.4	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations</b> .....	\$14.06	5.5	\$14.14	5.6	—	—
Level 1 .....	9.68	9.2	9.68	9.2	—	—
Level 2 .....	10.58	5.5	10.84	5.2	—	—
Level 3 .....	12.37	3.2	12.37	3.2	—	—
Level 4 .....	14.79	2.9	14.79	2.9	—	—
Level 5 .....	17.58	3.4	17.58	3.4	—	—
Level 6 .....	24.34	7.5	24.34	7.5	—	—
Level 7 .....	32.38	14.7	32.38	14.7	—	—
Not able to be leveled .....	11.63	3.4	11.63	3.4	—	—
Electrical, electronics, and electromechanical assemblers .....	11.95	4.3	11.95	4.3	—	—
Electrical and electronic equipment assemblers .....	11.52	7.3	11.52	7.3	—	—
Miscellaneous assemblers and fabricators .....	12.01	3.5	12.01	3.5	—	—
Level 2 .....	10.92	8.0	10.92	8.0	—	—
Inspectors, testers, sorters, samplers, and weighers .....	16.12	11.1	16.12	11.1	—	—
Semiconductor processors .....	18.99	7.3	18.99	7.3	—	—
Miscellaneous production workers .....	10.80	7.1	11.05	6.2	—	—
<b>Transportation and material moving occupations</b> .....	15.62	13.9	16.33	15.3	\$8.09	8.7
Level 1 .....	8.35	6.0	8.41	6.7	8.14	7.0
Level 2 .....	11.04	4.3	11.30	3.6	—	—
Level 3 .....	16.26	6.4	16.26	6.4	—	—
Level 4 .....	18.73	11.7	18.79	11.9	—	—
Level 5 .....	19.83	2.2	19.83	2.2	—	—
Not able to be leveled .....	17.52	17.4	17.52	17.4	—	—
Driver/sales workers and truck drivers .....	19.59	12.0	19.70	12.1	—	—
Level 3 .....	17.42	7.4	17.42	7.4	—	—
Truck drivers, heavy and tractor-trailer .....	16.65	7.4	16.65	7.4	—	—
Truck drivers, light or delivery services .....	22.83	14.1	23.13	14.1	—	—
Industrial truck and tractor operators .....	12.97	13.6	12.97	13.6	—	—
Laborers and material movers, hand .....	9.48	9.4	9.78	11.6	8.16	8.8
Level 1 .....	7.96	4.9	7.99	5.5	7.90	6.8
Level 2 .....	10.97	7.7	11.02	7.9	—	—
Laborers and freight, stock, and material movers, hand .....	9.70	11.0	9.81	12.9	8.93	10.0
Level 1 .....	7.87	3.1	—	—	—	—
Machine feeders and offbearers .....	12.15	20.0	12.15	20.0	—	—
Packers and packagers, hand .....	8.00	8.2	—	—	7.50	7.6
Level 1 .....	7.50	7.6	—	—	7.50	7.6

<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. See appendix A for more information.

<sup>2</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>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</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. For more information about RSEs, see appendix A.

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.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$23.95	3.9	\$24.39	3.8	\$14.25	12.0
<b>Management occupations</b> .....	45.95	26.7	45.95	26.7	—	—
Not able to be leveled .....	48.43	36.4	48.43	36.4	—	—
<b>Business and financial operations occupations</b> .....	22.29	3.9	22.42	4.0	—	—
<b>Computer and mathematical science occupations</b> .....	29.85	8.7	29.85	8.7	—	—
<b>Architecture and engineering occupations</b> .....	31.83	11.7	31.83	11.7	—	—
<b>Community and social services occupations</b> .....	22.51	8.3	—	—	—	—
<b>Legal occupations</b> .....	27.65	12.1	27.65	12.1	—	—
<b>Education, training, and library occupations</b> .....	30.34	8.1	30.97	8.3	17.82	19.9
Level 4 .....	11.07	.9	—	—	—	—
Level 8 .....	24.84	6.2	25.03	5.4	—	—
Level 9 .....	30.59	5.1	30.62	5.2	—	—
Level 10 .....	32.91	3.9	32.91	3.9	—	—
Postsecondary teachers .....	57.93	9.5	57.93	9.5	—	—
Primary, secondary, and special education school teachers .....	29.23	5.0	29.22	5.2	—	—
Level 8 .....	26.33	3.4	26.18	3.6	—	—
Level 9 .....	30.71	5.3	30.74	5.3	—	—
Elementary and middle school teachers .....	27.32	1.3	27.32	1.3	—	—
Level 8 .....	26.17	5.0	26.17	5.0	—	—
Level 9 .....	28.62	3.2	28.62	3.2	—	—
Elementary school teachers, except special education .....	27.67	1.7	27.67	1.7	—	—
Level 9 .....	28.62	3.2	28.62	3.2	—	—
Special education teachers .....	30.15	2.4	—	—	—	—
Teacher assistants .....	10.90	1.4	10.99	3.3	—	—
Level 4 .....	11.07	.9	—	—	—	—
<b>Protective service occupations</b> .....	23.34	.8	23.69	1.3	—	—
Level 7 .....	25.35	7.9	25.35	7.9	—	—
First-line supervisors/managers, law enforcement workers .....	29.45	8.0	29.45	8.0	—	—
Police officers .....	26.12	4.6	26.12	4.6	—	—
Level 7 .....	25.58	8.6	25.58	8.6	—	—
Police and sheriff's patrol officers .....	26.12	4.6	26.12	4.6	—	—
Level 7 .....	25.58	8.6	25.58	8.6	—	—
<b>Food preparation and serving related occupations</b> .....	11.12	13.4	10.84	15.0	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.79	6.3	12.90	7.2	—	—
Building cleaning workers .....	12.57	4.7	12.70	5.3	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	12.95	6.6	12.95	6.6	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Personal care and service occupations</b> .....	\$9.38	16.5	—	—	—	—
<b>Office and administrative support occupations</b> .....	16.36	8.6	\$16.64	8.9	—	—
Level 3 .....	13.21	2.7	13.23	2.8	—	—
Level 4 .....	13.85	5.1	14.07	5.6	—	—
Level 5 .....	18.18	5.1	18.94	3.1	—	—
Level 6 .....	16.91	8.7	16.91	8.7	—	—
Secretaries and administrative assistants .....	18.74	15.0	18.74	15.0	—	—
Executive secretaries and administrative assistants ....	20.49	20.3	20.49	20.3	—	—
Office clerks, general .....	13.71	9.0	13.94	9.5	—	—
<b>Installation, maintenance, and repair occupations</b> .....	17.06	4.4	17.06	4.4	—	—
<b>Transportation and material moving occupations</b> .....	15.55	13.5	—	—	—	—

<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. See appendix A for more information.

<sup>2</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>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</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. For more information about RSEs, see appendix A.

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.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.23	3.5	\$20.09	3.6	\$11.05	8.1
<b>Management occupations</b> .....	43.40	7.7	43.40	7.7	—	—
Group II .....	22.84	17.6	—	—	—	—
Group III .....	47.39	7.4	—	—	—	—
General and operations managers .....	57.33	9.3	57.33	9.3	—	—
Group III .....	55.69	14.7	55.69	14.7	—	—
Marketing and sales managers .....	64.07	28.5	64.07	28.5	—	—
Financial managers .....	45.72	19.8	45.72	19.8	—	—
Group III .....	52.32	16.3	52.32	16.3	—	—
Construction managers .....	34.43	7.4	34.43	7.4	—	—
<b>Business and financial operations occupations</b> .....	26.68	6.8	26.74	6.8	—	—
Group II .....	21.08	3.8	—	—	—	—
Group III .....	32.28	5.2	—	—	—	—
Human resources, training, and labor relations specialists .....	28.06	23.5	28.06	23.5	—	—
Management analysts .....	24.85	11.7	24.85	11.7	—	—
Accountants and auditors .....	28.84	8.7	28.84	8.7	—	—
<b>Computer and mathematical science occupations</b> .....	31.99	4.0	31.99	4.0	—	—
Group II .....	23.59	3.6	—	—	—	—
Group III .....	36.59	4.6	—	—	—	—
Computer software engineers .....	38.95	7.5	38.95	7.5	—	—
Group III .....	38.95	7.5	—	—	—	—
Computer software engineers, systems software .....	36.50	10.5	36.50	10.5	—	—
Group III .....	36.50	10.5	36.50	10.5	—	—
Computer systems analysts .....	29.07	6.4	29.07	6.4	—	—
Group III .....	32.71	4.6	32.71	4.6	—	—
<b>Architecture and engineering occupations</b> .....	32.69	7.6	32.81	7.4	—	—
Group II .....	24.30	6.7	—	—	—	—
Group III .....	41.93	2.8	—	—	—	—
Engineers .....	42.21	2.2	42.55	2.9	—	—
Group II .....	29.28	4.8	—	—	—	—
Group III .....	43.36	2.4	—	—	—	—
Electrical and electronics engineers .....	43.73	3.8	43.73	3.8	—	—
Engineering technicians, except drafters .....	20.92	10.6	20.92	10.6	—	—
Group II .....	22.94	3.5	—	—	—	—
Electrical and electronic engineering technicians .....	20.98	14.0	20.98	14.0	—	—
Group II .....	23.37	4.7	23.37	4.7	—	—
<b>Life, physical, and social science occupations</b> .....	34.27	2.1	34.27	2.1	—	—
<b>Community and social services occupations</b> .....	18.78	8.3	18.76	8.4	—	—
Group II .....	19.19	8.1	—	—	—	—
Counselors .....	22.37	6.4	—	—	—	—
<b>Legal occupations</b> .....	63.04	44.2	63.04	44.2	—	—
Group II .....	26.93	15.0	—	—	—	—
Paralegals and legal assistants .....	26.85	16.0	26.85	16.0	—	—
Group II .....	26.85	16.0	26.85	16.0	—	—
<b>Education, training, and library occupations</b> .....	28.20	15.3	29.55	16.5	15.98	9.7
Group I .....	9.31	5.8	—	—	—	—
Group II .....	23.23	8.2	—	—	—	—
Group III .....	35.47	9.6	—	—	—	—
Postsecondary teachers .....	57.36	9.1	57.36	9.1	—	—
Group III .....	58.80	9.8	—	—	—	—
Primary, secondary, and special education school teachers .....	28.96	4.4	29.18	4.7	—	—
Group II .....	26.87	.9	—	—	—	—
Group III .....	30.77	5.1	—	—	—	—
Elementary and middle school teachers .....	27.21	1.0	27.58	1.5	—	—
Group II .....	26.17	5.0	—	—	—	—
Group III .....	28.62	3.2	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Education, training, and library occupations –Continued</b>						
Elementary school teachers, except special education .....	\$27.47	1.3	\$27.90	1.7	–	–
Group III .....	28.62	3.2	28.62	3.2	–	–
Special education teachers .....	30.15	2.4	–	–	–	–
Other teachers and instructors .....	44.86	43.5	–	–	–	–
Teacher assistants .....	9.39	6.3	–	–	\$11.04	7.7
Group I .....	9.31	5.8	–	–	–	–
<b>Arts, design, entertainment, sports, and media occupations</b>						
.....	23.16	6.9	23.16	6.9	–	–
Group II .....	18.65	8.8	–	–	–	–
<b>Healthcare practitioner and technical occupations</b>						
.....	27.24	7.3	26.83	10.0	29.64	10.4
Group II .....	29.44	1.7	–	–	–	–
Group III .....	36.45	11.7	–	–	–	–
Registered nurses .....	32.18	1.2	32.28	1.8	31.89	3.4
Group II .....	31.81	.6	31.51	1.2	32.60	1.9
Group III .....	32.51	4.1	33.29	4.3	–	–
Therapists .....	26.45	4.4	25.99	3.8	–	–
Group II .....	26.41	6.8	–	–	–	–
<b>Healthcare support occupations</b>						
.....	11.74	5.1	12.86	1.6	–	–
Group I .....	11.59	4.5	–	–	–	–
Nursing, psychiatric, and home health aides .....	–	–	12.49	2.4	–	–
Nursing aides, orderlies, and attendants .....	12.45	2.3	12.49	2.4	–	–
Group I .....	12.45	2.3	12.49	2.4	–	–
Miscellaneous healthcare support occupations .....	15.10	4.4	15.21	3.1	–	–
Group I .....	15.13	5.3	–	–	–	–
<b>Protective service occupations</b>						
.....	13.80	4.2	13.95	4.7	12.28	14.3
Group I .....	10.86	3.1	–	–	–	–
Group II .....	22.25	9.6	–	–	–	–
First-line supervisors/managers, law enforcement workers .....	29.45	8.0	29.45	8.0	–	–
Police officers .....	26.12	4.6	26.12	4.6	–	–
Group II .....	26.37	4.6	–	–	–	–
Police and sheriff's patrol officers .....	26.12	4.6	26.12	4.6	–	–
Group II .....	26.37	4.6	26.37	4.6	–	–
Security guards and gaming surveillance officers .....	10.93	3.7	10.72	3.4	12.92	16.0
Group I .....	10.63	2.5	–	–	–	–
Security guards .....	10.93	3.7	10.72	3.4	12.92	16.0
Group I .....	10.63	2.5	10.62	2.9	10.64	2.0
<b>Food preparation and serving related occupations</b>						
.....	7.84	3.0	9.02	2.9	6.09	2.4
Group I .....	7.44	1.3	–	–	–	–
First-line supervisors/managers, food preparation and serving workers .....	14.38	5.2	–	–	–	–
First-line supervisors/managers of food preparation and serving workers .....	14.38	5.2	–	–	–	–
Cooks .....	10.05	2.8	9.97	3.4	–	–
Group I .....	10.05	2.8	–	–	–	–
Cooks, restaurant .....	10.15	3.2	10.10	4.3	–	–
Group I .....	10.15	3.2	10.10	4.3	–	–
Food preparation workers .....	10.17	9.1	10.12	12.3	–	–
Group I .....	10.17	9.1	10.12	12.3	–	–
Food service, tipped .....	5.16	7.9	6.20	10.3	4.34	3.3
Group I .....	4.86	4.5	–	–	–	–
Bartenders .....	7.26	11.0	–	–	–	–
Group I .....	6.13	7.2	–	–	–	–
Waiters and waitresses .....	4.09	5.8	4.41	12.8	3.95	4.2
Group I .....	4.09	5.8	4.41	12.8	3.95	4.2
Dining room and cafeteria attendants and bartender helpers .....	5.92	13.3	–	–	5.28	18.3
Group I .....	5.92	13.3	–	–	5.28	18.3
Fast food and counter workers .....	8.91	.7	9.82	4.7	7.83	2.3

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Food preparation and serving related occupations</b>						
—Continued						
Fast food and counter workers —Continued						
Group I .....	\$8.39	1.4	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.98	1.3	\$10.08	4.2	\$7.93	1.6
Group I .....	8.27	1.5	8.73	2.4	7.93	1.6
Counter attendants, cafeteria, food concession, and coffee shop .....	8.70	2.6	—	—	—	—
Group I .....	8.70	2.6	—	—	—	—
Dishwashers .....	7.51	.5	—	—	—	—
Group I .....	7.51	.5	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b>	10.89	5.6	11.01	5.5	8.78	6.3
Group I .....	10.75	5.5	—	—	—	—
Building cleaning workers .....	10.36	4.4	10.48	4.7	8.78	6.3
Group I .....	10.34	4.4	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.10	5.7	11.23	5.9	—	—
Group I .....	11.11	5.8	11.23	5.9	—	—
Maids and housekeeping cleaners .....	8.86	2.9	8.79	3.1	—	—
Group I .....	8.86	2.9	8.79	3.1	—	—
Grounds maintenance workers .....	10.06	5.6	10.06	5.6	—	—
Group I .....	10.06	5.6	—	—	—	—
<b>Personal care and service occupations</b>	11.11	3.7	11.57	3.7	9.14	6.2
Group I .....	9.62	3.0	—	—	—	—
Child care workers .....	8.30	6.1	—	—	—	—
Group I .....	8.30	6.1	—	—	—	—
<b>Sales and related occupations</b>	20.37	10.9	22.06	12.1	9.04	4.1
Group I .....	12.43	3.5	—	—	—	—
Group II .....	29.24	19.4	—	—	—	—
First-line supervisors/managers, sales workers .....	30.28	29.2	30.28	29.2	—	—
Group II .....	40.34	13.6	—	—	—	—
First-line supervisors/managers of retail sales workers .....	23.35	37.3	23.35	37.3	—	—
Group II .....	32.85	8.7	32.85	8.7	—	—
Retail sales workers .....	14.59	6.1	16.13	5.1	8.62	3.3
Group I .....	12.58	3.5	—	—	—	—
Cashiers, all workers .....	10.39	6.5	11.20	11.3	8.34	5.7
Group I .....	10.64	10.1	—	—	—	—
Cashiers .....	10.39	6.5	11.20	11.3	8.34	5.7
Group I .....	10.64	10.1	11.25	12.3	8.70	4.2
Retail salespersons .....	16.75	8.5	18.39	6.5	8.88	.9
Group I .....	13.87	10.4	16.50	12.0	8.88	.9
Sales representatives, wholesale and manufacturing .....	66.96	16.9	66.96	16.9	—	—
Miscellaneous sales and related workers .....	13.33	4.9	13.52	4.0	—	—
Group I .....	13.33	4.9	—	—	—	—
<b>Office and administrative support occupations</b>	15.04	3.1	15.32	3.0	11.69	4.7
Group I .....	13.21	2.2	—	—	—	—
Group II .....	18.72	4.4	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	19.92	12.6	19.92	12.6	—	—
Group II .....	20.49	12.8	20.49	12.8	—	—
Financial clerks .....	15.16	4.6	15.96	5.0	11.60	6.0
Group I .....	14.08	4.1	—	—	—	—
Group II .....	17.53	11.4	—	—	—	—
Bill and account collectors .....	12.97	3.7	13.17	3.2	—	—
Group I .....	13.16	6.5	13.54	5.3	—	—
Bookkeeping, accounting, and auditing clerks .....	16.95	6.0	17.91	4.9	—	—
Group I .....	15.07	6.2	15.91	5.3	—	—
Group II .....	20.31	9.8	21.22	6.3	—	—
Customer service representatives .....	14.41	2.4	14.50	2.2	13.25	3.7
Group I .....	13.87	4.0	13.95	4.1	13.25	3.7

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b>						
—Continued						
Customer service representatives —Continued						
Group II .....	\$15.26	9.8	\$15.26	9.8	—	—
Receptionists and information clerks .....	11.95	6.6	11.95	6.6	—	—
Group I .....	11.95	6.7	11.95	6.7	—	—
Reservation and transportation ticket agents and travel clerks .....	18.23	8.7	—	—	—	—
Group I .....	17.92	9.7	—	—	—	—
Dispatchers .....	11.18	7.2	11.32	7.6	—	—
Group I .....	10.42	5.1	—	—	—	—
Shipping, receiving, and traffic clerks .....	12.11	13.6	12.50	12.5	—	—
Group I .....	12.63	12.5	12.63	12.5	—	—
Stock clerks and order fillers .....	12.49	3.5	12.98	3.0	\$10.74	0.0
Group I .....	12.34	3.1	12.82	2.3	10.74	.0
Secretaries and administrative assistants .....	18.69	3.7	18.82	3.9	—	—
Group I .....	14.76	5.1	—	—	—	—
Group II .....	20.85	3.7	—	—	—	—
Executive secretaries and administrative assistants .....	21.77	6.4	21.84	6.5	—	—
Group I .....	17.29	4.4	17.29	4.4	—	—
Group II .....	22.30	7.8	22.41	7.8	—	—
Medical secretaries .....	15.24	8.8	14.30	4.2	—	—
Secretaries, except legal, medical, and executive .....	15.55	6.1	15.72	6.3	—	—
Group I .....	14.21	7.8	14.40	8.6	—	—
Data entry and information processing workers .....	12.52	6.5	12.52	6.5	—	—
Office clerks, general .....	13.44	5.6	13.62	5.8	—	—
Group I .....	12.40	3.6	12.53	3.7	—	—
Group II .....	17.76	8.7	—	—	—	—
<b>Construction and extraction occupations</b> .....	14.44	12.6	14.44	12.6	—	—
Group II .....	20.80	2.0	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers .....	25.26	7.5	25.26	7.5	—	—
Carpenters .....	15.51	15.0	15.51	15.0	—	—
Construction laborers .....	10.67	1.8	10.67	1.8	—	—
<b>Installation, maintenance, and repair occupations</b> .....	18.73	8.7	17.63	7.3	—	—
Group I .....	16.58	18.1	—	—	—	—
Group II .....	20.90	2.6	—	—	—	—
Automotive technicians and repairers .....	20.80	5.6	20.80	5.6	—	—
Group II .....	21.63	2.2	—	—	—	—
Automotive service technicians and mechanics .....	21.59	11.7	21.59	11.7	—	—
Group II .....	22.80	5.8	22.80	5.8	—	—
Industrial machinery installation, repair, and maintenance workers .....	18.38	5.8	18.38	5.8	—	—
Group II .....	21.32	6.1	—	—	—	—
Miscellaneous installation, maintenance, and repair workers .....	16.62	8.4	16.62	8.4	—	—
Group II .....	19.56	9.8	—	—	—	—
<b>Production occupations</b> .....	14.06	5.5	14.14	5.6	—	—
Group I .....	12.39	2.2	—	—	—	—
Group II .....	20.57	4.5	—	—	—	—
Electrical, electronics, and electromechanical assemblers .....	11.95	4.3	11.95	4.3	—	—
Electrical and electronic equipment assemblers .....	11.52	7.3	11.52	7.3	—	—
Miscellaneous assemblers and fabricators .....	12.01	3.5	12.01	3.5	—	—
Group I .....	11.85	6.8	—	—	—	—
Inspectors, testers, sorters, samplers, and weighers .....	16.12	11.1	16.12	11.1	—	—
Semiconductor processors .....	18.99	7.3	18.99	7.3	—	—
Miscellaneous production workers .....	10.80	7.1	11.05	6.2	—	—
Group I .....	10.35	5.0	—	—	—	—
<b>Transportation and material moving occupations</b> .....	15.62	13.4	16.36	14.9	8.40	7.6
Group I .....	12.47	11.9	—	—	—	—
Group II .....	20.64	3.6	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations</b>						
—Continued						
Driver/sales workers and truck drivers .....	\$19.59	12.0	\$19.70	12.1	—	—
Group I .....	19.56	13.1	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	16.65	7.4	16.65	7.4	—	—
Truck drivers, light or delivery services .....	22.83	14.1	23.13	14.1	—	—
Group I .....	22.83	14.1	23.13	14.1	—	—
Industrial truck and tractor operators .....	12.97	13.6	12.97	13.6	—	—
Laborers and material movers, hand .....	9.48	9.4	9.78	11.6	\$8.16	8.8
Group I .....	9.43	9.4	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	9.70	11.0	9.81	12.9	8.93	10.0
Group I .....	9.72	11.3	9.85	13.3	8.93	10.0
Machine feeders and offbearers .....	12.15	20.0	12.15	20.0	—	—
Packers and packagers, hand .....	8.00	8.2	—	—	7.50	7.6
Group I .....	8.09	10.2	—	—	7.50	7.6

<sup>1</sup> Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

<sup>2</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. See appendix A for more information.

<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> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</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. For more information about RSEs, see appendix A.

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.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.39	\$10.10	\$14.51	\$22.22	\$35.00
<b>Management occupations</b> .....	21.70	25.27	40.38	50.82	72.09
General and operations managers .....	41.32	44.48	49.81	62.39	82.86
Marketing and sales managers .....	34.22	43.27	51.04	113.06	113.06
Financial managers .....	22.52	29.58	34.27	53.19	67.75
Construction managers .....	25.00	27.50	34.91	37.79	45.19
<b>Business and financial operations occupations</b> .....	16.16	19.85	23.99	32.00	40.00
Human resources, training, and labor relations specialists .....	10.00	16.00	22.51	39.32	45.91
Management analysts .....	16.47	20.02	21.63	23.99	34.65
Accountants and auditors .....	21.49	23.08	27.67	36.82	36.82
<b>Computer and mathematical science occupations</b> .....	21.64	24.62	30.41	37.69	45.52
Computer software engineers .....	23.57	34.62	38.77	45.49	55.16
Computer software engineers, systems software .....	21.10	25.51	39.67	42.35	47.02
Computer systems analysts .....	21.64	23.54	28.99	31.61	38.22
<b>Architecture and engineering occupations</b> .....	14.50	22.28	31.25	43.07	53.83
Engineers .....	28.82	35.22	41.78	47.95	55.75
Electrical and electronics engineers .....	30.28	36.00	44.03	48.67	59.38
Engineering technicians, except drafters .....	12.50	14.07	20.73	25.58	30.36
Electrical and electronic engineering technicians .....	12.50	12.50	22.65	25.58	30.36
<b>Life, physical, and social science occupations</b> .....	23.66	28.42	34.48	37.69	47.52
<b>Community and social services occupations</b> .....	10.99	15.05	17.65	23.08	27.49
Counselors .....	16.98	18.51	22.10	23.08	30.90
<b>Legal occupations</b> .....	19.86	23.08	35.80	76.92	153.49
Paralegals and legal assistants .....	21.33	22.12	25.96	30.40	36.41
<b>Education, training, and library occupations</b> .....	8.69	15.64	26.12	32.70	47.57
Postsecondary teachers .....	33.89	38.29	49.48	65.42	96.60
Primary, secondary, and special education school teachers .....	22.23	24.49	28.77	30.90	38.51
Elementary and middle school teachers .....	21.24	22.89	26.70	28.77	34.75
Elementary school teachers, except special education .....	20.90	23.05	27.69	28.77	35.35
Special education teachers .....	24.98	28.40	29.11	31.11	38.51
Other teachers and instructors .....	16.00	16.00	16.00	81.05	91.45
Teacher assistants .....	8.40	8.40	8.69	10.04	10.70
<b>Arts, design, entertainment, sports, and media occupations</b> .....	16.00	16.04	20.00	22.70	47.90
<b>Healthcare practitioner and technical occupations</b> .....	14.51	18.34	27.09	33.73	36.37
Registered nurses .....	27.25	29.29	31.91	35.76	36.72
Therapists .....	20.93	24.00	24.00	26.37	35.65
<b>Healthcare support occupations</b> .....	8.50	9.50	10.61	12.98	16.49
Nursing aides, orderlies, and attendants .....	10.98	12.00	12.00	12.98	14.70
Miscellaneous healthcare support occupations .....	11.40	12.24	15.31	17.16	18.90
<b>Protective service occupations</b> .....	9.00	9.50	10.75	15.00	24.93
First-line supervisors/managers, law enforcement workers .....	22.77	26.18	27.61	32.67	38.20
Police officers .....	20.13	21.75	25.70	30.50	30.50
Police and sheriff's patrol officers .....	20.13	21.75	25.70	30.50	30.50
Security guards and gaming surveillance officers .....	9.00	9.00	10.35	11.50	14.00
Security guards .....	9.00	9.00	10.35	11.50	14.00
<b>Food preparation and serving related occupations</b> .....	3.75	5.50	7.69	9.79	11.53
First-line supervisors/managers, food preparation and serving workers .....	9.24	9.50	16.38	17.50	17.50
First-line supervisors/managers of food preparation and serving workers .....	9.24	9.50	16.38	17.50	17.50
Cooks .....	7.00	9.00	10.47	11.04	12.43
Cooks, restaurant .....	8.00	8.77	10.50	11.03	12.52

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** —  
Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Food preparation and serving related occupations</b>					
—Continued					
Food preparation workers .....	\$7.69	\$8.00	\$8.50	\$12.55	\$15.11
Food service, tipped .....	2.45	3.75	3.90	6.50	8.51
Bartenders .....	5.14	6.19	6.50	7.00	11.00
Waiters and waitresses .....	2.45	3.75	3.75	3.90	5.15
Dining room and cafeteria attendants and bartender helpers .....	3.75	5.00	5.70	6.98	8.48
Fast food and counter workers .....	7.02	7.46	8.50	9.50	10.59
Combined food preparation and serving workers, including fast food .....	7.01	7.46	8.04	9.05	11.50
Counter attendants, cafeteria, food concession, and coffee shop .....	7.02	7.02	8.50	9.50	10.00
Dishwashers .....	7.00	7.00	7.50	8.00	8.61
<b>Building and grounds cleaning and maintenance occupations</b> .....					
Building cleaning workers .....	8.00	8.98	9.92	12.05	15.45
Janitors and cleaners, except maids and housekeeping cleaners .....	7.98	8.74	9.34	12.00	14.13
Maids and housekeeping cleaners .....	7.98	9.34	10.94	12.57	14.55
Grounds maintenance workers .....	7.72	8.24	9.00	9.01	9.92
.....	8.77	8.77	9.96	11.11	11.80
<b>Personal care and service occupations</b> .....					
Child care workers .....	7.25	7.86	8.95	10.22	17.31
.....	7.50	7.86	7.86	9.00	9.25
<b>Sales and related occupations</b> .....					
First-line supervisors/managers, sales workers .....	8.00	10.50	14.26	19.50	44.01
.....	10.50	11.50	21.55	51.67	54.11
First-line supervisors/managers of retail sales workers .....	10.50	10.50	16.00	30.19	51.67
Retail sales workers .....	7.40	9.03	13.65	17.52	21.69
Cashiers, all workers .....	7.40	8.00	9.55	12.35	15.22
Cashiers .....	7.40	8.00	9.55	12.35	15.22
Retail salespersons .....	7.25	11.70	17.52	17.52	26.87
Sales representatives, wholesale and manufacturing .....	17.29	35.92	49.19	65.15	70.77
Miscellaneous sales and related workers .....	12.00	13.09	13.55	14.21	14.21
<b>Office and administrative support occupations</b> .....					
First-line supervisors/managers of office and administrative support workers .....	10.00	11.54	13.54	17.31	21.64
.....	11.00	12.66	20.43	26.76	26.76
Financial clerks .....	10.84	12.00	14.17	17.95	21.64
Bill and account collectors .....	11.00	11.61	12.40	14.16	15.81
Bookkeeping, accounting, and auditing clerks .....	11.76	12.75	16.25	20.21	24.04
Customer service representatives .....	11.09	12.40	13.32	15.96	18.57
Receptionists and information clerks .....	9.00	10.00	11.00	13.00	17.00
Reservation and transportation ticket agents and travel clerks .....	10.18	13.41	18.50	24.00	24.00
Dispatchers .....	8.00	9.00	10.50	12.00	16.13
Shipping, receiving, and traffic clerks .....	8.45	8.45	12.08	13.74	18.20
Stock clerks and order fillers .....	9.00	11.22	12.50	13.11	15.40
Secretaries and administrative assistants .....	11.80	14.09	17.00	21.13	27.92
Executive secretaries and administrative assistants .....	13.50	16.64	19.01	26.92	34.51
Medical secretaries .....	12.34	14.09	14.09	17.42	18.50
Secretaries, except legal, medical, and executive .....	11.00	12.85	16.08	17.66	19.73
Data entry and information processing workers .....	11.28	11.28	11.72	12.71	17.46
Office clerks, general .....	9.50	10.45	12.50	15.36	20.40
<b>Construction and extraction occupations</b> .....					
First-line supervisors/managers of construction trades and extraction workers .....	9.94	9.94	12.00	17.70	22.47
.....	21.64	23.46	24.05	26.44	30.48
Carpenters .....	10.00	12.50	15.00	18.00	21.01
Construction laborers .....	9.94	9.94	9.94	11.00	13.00
<b>Installation, maintenance, and repair occupations</b> .....					
Automotive technicians and repairers .....	11.50	13.75	17.51	22.11	28.05
.....	16.00	18.50	20.66	23.00	28.05
Automotive service technicians and mechanics .....	10.96	19.50	22.11	25.00	28.05
Industrial machinery installation, repair, and maintenance workers .....	14.50	15.38	17.12	20.00	27.59
Miscellaneous installation, maintenance, and repair workers .....	7.78	15.84	16.16	17.00	23.51

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007** —  
Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Production occupations</b> .....	\$8.50	\$10.59	\$13.45	\$16.50	\$19.81
Electrical, electronics, and electromechanical assemblers .....	9.62	9.62	11.55	12.96	17.78
Electrical and electronic equipment assemblers .....	8.50	9.62	10.18	12.96	17.78
Miscellaneous assemblers and fabricators .....	9.27	10.29	11.65	13.80	14.56
Inspectors, testers, sorters, samplers, and weighers .....	9.41	9.41	17.60	17.90	22.42
Semiconductor processors .....	15.71	16.53	19.12	19.81	24.46
Miscellaneous production workers .....	7.60	9.00	11.00	12.00	15.32
<b>Transportation and material moving occupations</b> .....	7.50	7.97	12.38	17.00	22.00
Driver/sales workers and truck drivers .....	14.00	15.39	17.00	21.82	26.00
Truck drivers, heavy and tractor-trailer .....	14.00	15.39	16.75	17.00	19.18
Truck drivers, light or delivery services .....	12.25	16.00	21.16	26.00	42.54
Industrial truck and tractor operators .....	7.25	7.25	14.18	15.50	16.04
Laborers and material movers, hand .....	6.90	7.50	7.71	10.51	14.45
hand .....	7.50	7.71	7.71	11.00	14.25
Machine feeders and offbearers .....	7.35	7.35	9.26	15.89	20.76
Packers and packagers, hand .....	6.75	6.85	7.00	7.74	9.88

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th 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, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.00	\$10.00	\$13.80	\$21.00	\$34.57
<b>Management occupations</b> .....	21.70	25.27	39.80	49.81	71.61
General and operations managers .....	41.32	44.48	49.81	62.39	82.86
Marketing and sales managers .....	34.22	43.27	51.04	113.06	113.06
Financial managers .....	22.52	29.58	32.21	53.19	67.75
<b>Business and financial operations occupations</b> .....	16.16	20.71	25.38	36.82	43.59
Accountants and auditors .....	23.16	27.67	36.82	36.82	37.87
<b>Computer and mathematical science occupations</b> .....	21.64	24.62	30.41	39.29	48.80
Computer software engineers .....	23.57	34.62	38.77	45.49	55.16
Computer software engineers, systems software .....	21.10	25.51	39.67	42.35	47.02
Computer systems analysts .....	21.64	21.64	26.67	29.74	31.61
<b>Architecture and engineering occupations</b> .....	14.50	21.20	31.25	43.11	55.66
Engineers .....	30.18	35.91	42.97	49.12	57.00
Electrical and electronics engineers .....	30.28	36.00	44.03	48.67	59.38
Engineering technicians, except drafters .....	12.50	12.50	20.73	25.58	30.36
Electrical and electronic engineering technicians .....	12.50	12.50	22.65	25.58	30.36
<b>Community and social services occupations</b> .....	10.99	13.25	16.98	21.53	23.08
<b>Education, training, and library occupations</b> .....	8.40	8.62	10.08	26.68	81.05
<b>Arts, design, entertainment, sports, and media occupations</b> .....	14.06	16.04	20.00	30.37	49.42
<b>Healthcare practitioner and technical occupations</b> .....	14.51	18.34	26.37	34.22	36.72
Registered nurses .....	27.19	30.00	32.92	36.00	36.72
Therapists .....	20.93	24.00	24.00	26.37	35.65
<b>Healthcare support occupations</b> .....	8.50	9.50	10.50	12.65	16.00
Nursing aides, orderlies, and attendants .....	10.98	12.00	12.00	12.98	14.70
Miscellaneous healthcare support occupations .....	11.40	12.00	15.55	17.17	18.90
<b>Protective service occupations</b> .....	9.00	9.00	10.25	11.50	14.44
Security guards and gaming surveillance officers .....	9.00	9.00	10.25	11.50	14.00
Security guards .....	9.00	9.00	10.25	11.50	14.00
<b>Food preparation and serving related occupations</b> .....	3.75	5.50	7.50	9.50	11.14
Cooks .....	7.00	8.77	10.47	11.03	11.53
Cooks, restaurant .....	7.50	8.77	10.50	11.03	11.07
Food preparation workers .....	7.69	8.00	8.50	12.55	12.55
Food service, tipped .....	2.45	3.75	3.90	6.50	8.51
Bartenders .....	5.14	6.19	6.50	7.00	11.00
Waiters and waitresses .....	2.45	3.75	3.75	3.82	5.20
Dining room and cafeteria attendants and bartender helpers .....	3.75	5.00	5.70	6.98	8.48
Fast food and counter workers .....	7.02	7.46	8.50	9.50	10.65
Combined food preparation and serving workers, including fast food .....	7.01	7.46	8.04	9.00	11.50
Counter attendants, cafeteria, food concession, and coffee shop .....	7.02	7.02	8.50	9.50	10.00
Dishwashers .....	7.00	7.00	7.50	8.00	8.61
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.98	8.75	9.34	12.00	14.27
Building cleaning workers .....	7.75	8.45	9.25	10.88	12.57
Janitors and cleaners, except maids and housekeeping cleaners .....	7.84	9.21	10.11	12.00	14.00
Maids and housekeeping cleaners .....	7.72	8.24	9.00	9.01	9.92
<b>Personal care and service occupations</b> .....	7.50	7.86	9.00	10.05	16.93
Child care workers .....	7.50	7.86	7.86	9.00	9.25
<b>Sales and related occupations</b> .....	8.00	10.50	14.26	19.50	44.01
First-line supervisors/managers, sales workers .....	10.50	11.50	21.55	51.67	54.11
First-line supervisors/managers of retail sales workers .....	10.50	10.50	16.00	30.19	51.67
Retail sales workers .....	7.40	9.00	13.65	17.52	21.69

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Sales and related occupations —Continued</b>					
Cashiers, all workers .....	\$7.00	\$8.00	\$9.50	\$12.40	\$15.22
Cashiers .....	7.00	8.00	9.50	12.40	15.22
Retail salespersons .....	7.25	11.70	17.52	17.52	26.87
Sales representatives, wholesale and manufacturing .....	17.29	35.92	49.19	65.15	70.77
Miscellaneous sales and related workers .....	12.00	13.09	13.55	14.21	14.21
<b>Office and administrative support occupations .....</b>					
10.00	11.50	13.17	17.04	21.44	
First-line supervisors/managers of office and administrative support workers .....	11.00	12.66	20.50	26.76	26.76
Financial clerks .....	10.82	12.00	14.17	17.50	21.15
Bill and account collectors .....	11.00	11.61	12.40	14.16	15.81
Bookkeeping, accounting, and auditing clerks .....	10.84	13.85	16.30	19.49	24.04
Customer service representatives .....	11.06	12.40	13.15	16.35	18.70
Receptionists and information clerks .....	9.00	10.00	11.00	13.00	17.00
Reservation and transportation ticket agents and travel clerks .....	10.18	13.41	18.50	24.00	24.00
Dispatchers .....	8.00	9.00	10.25	11.25	12.25
Shipping, receiving, and traffic clerks .....	8.45	8.45	11.13	13.74	18.20
Stock clerks and order fillers .....	9.00	11.22	12.50	13.11	15.40
Secretaries and administrative assistants .....	12.34	14.09	17.00	21.13	27.82
Executive secretaries and administrative assistants .....	14.50	16.76	19.23	26.92	34.51
Medical secretaries .....	12.34	14.09	14.09	17.42	18.50
Secretaries, except legal, medical, and executive .....	11.00	13.60	16.08	18.23	19.73
Office clerks, general .....	9.00	10.29	12.50	15.00	20.40
<b>Construction and extraction occupations .....</b>					
9.94	9.94	12.00	17.70	22.47	
First-line supervisors/managers of construction trades and extraction workers .....	21.64	23.46	24.05	26.44	30.48
Carpenters .....	10.00	12.50	15.00	18.00	21.01
Construction laborers .....	9.94	9.94	9.94	11.00	13.00
<b>Installation, maintenance, and repair occupations .....</b>					
11.50	13.00	18.00	22.22	28.05	
Automotive technicians and repairers .....	16.00	18.50	20.66	23.00	28.05
Automotive service technicians and mechanics .....	10.96	19.50	22.11	25.00	28.05
Industrial machinery installation, repair, and maintenance workers .....	14.36	15.30	17.00	20.00	28.35
<b>Production occupations .....</b>					
8.50	10.59	13.45	16.50	19.81	
Electrical, electronics, and electromechanical assemblers .....	9.62	9.62	11.55	12.96	17.78
Electrical and electronic equipment assemblers .....	8.50	9.62	10.18	12.96	17.78
Miscellaneous assemblers and fabricators .....	9.27	10.29	11.65	13.80	14.56
Inspectors, testers, sorters, samplers, and weighers .....	9.41	9.41	17.60	17.90	22.42
Semiconductor processors .....	15.71	16.53	19.12	19.81	24.46
Miscellaneous production workers .....	7.60	9.00	11.00	12.00	15.32
<b>Transportation and material moving occupations .....</b>					
7.50	7.97	11.72	17.00	22.10	
Driver/sales workers and truck drivers .....	14.00	15.39	17.00	21.82	26.00
Truck drivers, heavy and tractor-trailer .....	14.00	15.39	16.75	17.00	19.18
Truck drivers, light or delivery services .....	12.25	16.00	21.16	26.00	42.54
Industrial truck and tractor operators .....	7.25	7.25	14.18	15.50	16.04
Laborers and material movers, hand .....	6.90	7.50	7.71	10.51	14.45
Laborers and freight, stock, and material movers, hand .....	7.50	7.71	7.71	11.00	14.25
Machine feeders and offbearers .....	7.35	7.35	9.26	15.89	20.76
Packers and packagers, hand .....	6.75	6.85	7.00	7.74	9.88

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th 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, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$11.50	\$15.46	\$21.81	\$29.39	\$37.65
<b>Management occupations</b> .....	21.43	29.99	41.59	66.81	77.75
<b>Business and financial operations occupations</b> .....	15.40	19.23	22.03	24.32	27.92
<b>Computer and mathematical science occupations</b> .....	21.93	23.61	30.47	33.86	38.37
<b>Architecture and engineering occupations</b> .....	17.25	25.10	31.00	39.41	43.07
<b>Community and social services occupations</b> .....	15.13	17.00	20.97	29.77	30.90
<b>Legal occupations</b> .....	18.62	19.85	23.63	35.80	43.09
<b>Education, training, and library occupations</b> .....	15.69	22.93	28.77	33.75	44.11
Postsecondary teachers .....	33.89	37.38	48.87	67.90	96.60
Primary, secondary, and special education school teachers .....	22.23	24.98	28.77	30.90	38.51
Elementary and middle school teachers .....	21.66	22.89	27.13	28.77	34.23
Elementary school teachers, except special education .....	21.58	23.23	28.46	28.77	34.57
Special education teachers .....	24.98	28.40	29.11	31.11	38.51
Teacher assistants .....	9.53	9.97	10.67	11.48	12.39
<b>Protective service occupations</b> .....	15.17	18.43	22.77	29.32	30.50
First-line supervisors/managers, law enforcement workers .....	22.77	26.18	27.61	32.67	38.20
Police officers .....	20.13	21.75	25.70	30.50	30.50
Police and sheriff's patrol officers .....	20.13	21.75	25.70	30.50	30.50
<b>Food preparation and serving related occupations</b> .....	5.15	9.78	10.87	12.91	16.38
<b>Building and grounds cleaning and maintenance   occupations</b> .....	9.95	11.11	11.80	14.81	16.46
Building cleaning workers .....	9.86	10.88	12.12	14.39	15.62
Janitors and cleaners, except maids and housekeeping cleaners .....	10.21	11.21	12.90	14.81	15.62
<b>Personal care and service occupations</b> .....	5.15	5.15	5.15	10.22	21.23
<b>Office and administrative support occupations</b> .....	11.24	12.29	15.24	18.35	22.93
Secretaries and administrative assistants .....	11.76	14.10	16.59	20.83	32.52
Executive secretaries and administrative assistants .....	12.59	14.40	18.66	27.89	32.52
Office clerks, general .....	10.33	10.89	12.79	16.00	18.35
<b>Installation, maintenance, and repair occupations</b> .....	15.79	15.84	16.19	17.12	18.45
<b>Transportation and material moving occupations</b> .....	11.74	12.95	15.02	17.12	21.48

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th 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, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$9.00	\$10.72	\$15.36	\$23.00	\$36.26
<b>Management occupations</b> .....	21.70	25.27	40.38	50.82	72.09
General and operations managers .....	41.32	44.48	49.81	62.39	82.86
Marketing and sales managers .....	34.22	43.27	51.04	113.06	113.06
Financial managers .....	22.52	29.58	34.27	53.19	67.75
Construction managers .....	25.00	27.50	34.91	37.79	45.19
<b>Business and financial operations occupations</b> .....	16.16	19.85	23.99	32.00	40.00
Human resources, training, and labor relations specialists .....	10.00	16.00	22.51	39.32	45.91
Management analysts .....	16.47	20.02	21.63	23.99	34.65
Accountants and auditors .....	21.49	23.08	27.67	36.82	36.82
<b>Computer and mathematical science occupations</b> .....	21.64	24.62	30.41	37.69	45.52
Computer software engineers .....	23.57	34.62	38.77	45.49	55.16
Computer software engineers, systems software .....	21.10	25.51	39.67	42.35	47.02
Computer systems analysts .....	21.64	23.54	28.99	31.61	38.22
<b>Architecture and engineering occupations</b> .....	15.97	22.28	31.25	43.07	54.33
Engineers .....	30.18	35.82	41.85	48.04	55.75
Electrical and electronics engineers .....	30.28	36.00	44.03	48.67	59.38
Engineering technicians, except drafters .....	12.50	14.07	20.73	25.58	30.36
Electrical and electronic engineering technicians .....	12.50	12.50	22.65	25.58	30.36
<b>Life, physical, and social science occupations</b> .....	23.66	28.42	34.48	37.69	47.52
<b>Community and social services occupations</b> .....	10.99	15.05	17.59	23.08	27.49
<b>Legal occupations</b> .....	19.86	23.08	35.80	76.92	153.49
Paralegals and legal assistants .....	21.33	22.12	25.96	30.40	36.41
<b>Education, training, and library occupations</b> .....	8.62	17.55	27.49	34.34	48.62
Postsecondary teachers .....	33.89	38.29	49.48	65.42	96.60
Primary, secondary, and special education school teachers .....	22.23	24.67	28.77	30.90	38.51
Elementary and middle school teachers .....	21.88	23.05	27.13	28.77	35.33
Elementary school teachers, except special education .....	21.58	23.83	28.01	29.18	35.87
<b>Arts, design, entertainment, sports, and media   occupations</b> .....	16.00	16.04	20.00	22.70	47.90
<b>Healthcare practitioner and technical occupations</b> .....	14.51	18.34	26.00	32.85	36.02
Registered nurses .....	27.85	29.29	31.53	35.99	36.72
Therapists .....	20.93	24.00	24.00	26.37	35.65
<b>Healthcare support occupations</b> .....	8.50	11.29	12.00	15.00	17.16
Nursing, psychiatric, and home health aides .....	11.05	12.00	12.00	12.98	14.70
Nursing aides, orderlies, and attendants .....	11.05	12.00	12.00	12.98	14.70
Miscellaneous healthcare support occupations .....	11.40	12.95	15.31	17.16	18.90
<b>Protective service occupations</b> .....	9.00	9.50	10.93	15.00	25.18
First-line supervisors/managers, law enforcement workers .....	22.77	26.18	27.61	32.67	38.20
Police officers .....	20.13	21.75	25.70	30.50	30.50
Police and sheriff's patrol officers .....	20.13	21.75	25.70	30.50	30.50
Security guards and gaming surveillance officers .....	9.00	9.00	10.25	11.50	14.00
Security guards .....	9.00	9.00	10.25	11.50	14.00
<b>Food preparation and serving related occupations</b> .....	5.15	7.00	8.61	10.60	12.55
Cooks .....	7.00	8.77	10.47	11.03	12.52
Cooks, restaurant .....	7.50	8.77	10.14	11.03	12.52
Food preparation workers .....	7.69	8.50	8.50	12.55	12.55
Food service, tipped .....	3.75	3.90	6.19	7.90	11.00
Waiters and waitresses .....	2.73	3.75	3.82	3.90	8.51
Fast food and counter workers .....	7.76	8.50	9.00	10.00	15.91

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007  
 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Food preparation and serving related occupations</b> —Continued					
Combined food preparation and serving workers, including fast food .....	\$7.01	\$8.60	\$9.00	\$10.10	\$16.40
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.08	9.00	10.00	12.16	15.62
Building cleaning workers .....	8.00	9.00	9.53	12.00	14.13
Janitors and cleaners, except maids and housekeeping cleaners .....	8.00	9.34	11.21	12.57	14.77
Maids and housekeeping cleaners .....	7.72	8.24	9.00	9.01	9.92
Grounds maintenance workers .....	8.77	8.77	9.96	11.11	11.80
<b>Personal care and service occupations</b> .....	7.50	7.86	9.00	10.62	19.63
<b>Sales and related occupations</b> .....	10.00	11.70	15.37	21.33	49.19
First-line supervisors/managers, sales workers .....	10.50	11.50	21.55	51.67	54.11
First-line supervisors/managers of retail sales workers .....	10.50	10.50	16.00	30.19	51.67
Retail sales workers .....	8.85	10.67	16.18	17.52	22.31
Cashiers, all workers .....	8.00	8.85	10.00	13.35	15.22
Cashiers .....	8.00	8.85	10.00	13.35	15.22
Retail salespersons .....	10.50	15.47	17.52	17.52	33.28
Sales representatives, wholesale and manufacturing .....	17.29	35.92	49.19	65.15	70.77
Miscellaneous sales and related workers .....	12.83	13.09	13.63	14.21	14.21
<b>Office and administrative support occupations</b> .....	10.00	12.00	13.86	17.50	21.88
First-line supervisors/managers of office and administrative support workers .....	11.00	12.66	20.43	26.76	26.76
Financial clerks .....	11.64	12.52	15.00	18.75	22.93
Bill and account collectors .....	11.06	12.00	12.49	14.16	16.40
Bookkeeping, accounting, and auditing clerks .....	12.52	14.33	18.22	21.15	24.04
Customer service representatives .....	11.54	12.50	13.44	16.08	18.20
Receptionists and information clerks .....	9.00	10.00	11.00	13.00	17.00
Dispatchers .....	8.00	9.00	10.50	12.00	16.13
Shipping, receiving, and traffic clerks .....	8.45	8.45	12.37	13.74	18.69
Stock clerks and order fillers .....	10.78	12.50	12.50	13.11	17.03
Secretaries and administrative assistants .....	12.34	14.09	16.90	21.29	28.26
Executive secretaries and administrative assistants .....	13.47	16.64	19.27	26.92	34.51
Medical secretaries .....	12.34	14.09	14.09	14.69	16.02
Secretaries, except legal, medical, and executive .....	11.00	13.60	16.20	18.00	19.73
Data entry and information processing workers .....	11.28	11.28	11.72	12.71	17.46
Office clerks, general .....	9.73	10.70	12.98	15.70	20.40
<b>Construction and extraction occupations</b> .....	9.94	9.94	12.00	17.70	22.47
First-line supervisors/managers of construction trades and extraction workers .....	21.64	23.46	24.05	26.44	30.48
Carpenters .....	10.00	12.50	15.00	18.00	21.01
Construction laborers .....	9.94	9.94	9.94	11.00	13.00
<b>Installation, maintenance, and repair occupations</b> .....	11.50	13.00	17.12	20.96	25.00
Automotive technicians and repairers .....	16.00	18.50	20.66	23.00	28.05
Automotive service technicians and mechanics .....	10.96	19.50	22.11	25.00	28.05
Industrial machinery installation, repair, and maintenance workers .....	14.50	15.38	17.12	20.00	27.59
Miscellaneous installation, maintenance, and repair workers .....	7.78	15.84	16.16	17.00	23.51
<b>Production occupations</b> .....	9.00	10.95	13.48	16.53	19.81
Electrical, electronics, and electromechanical assemblers .....	9.62	9.62	11.55	12.96	17.78
Electrical and electronic equipment assemblers .....	8.50	9.62	10.18	12.96	17.78
Miscellaneous assemblers and fabricators .....	9.27	10.29	11.65	13.80	14.56
Inspectors, testers, sorters, samplers, and weighers .....	9.41	9.41	17.60	17.90	22.42
Semiconductor processors .....	15.71	16.53	19.12	19.81	24.46
Miscellaneous production workers .....	7.67	9.00	11.00	12.00	15.87
<b>Transportation and material moving occupations</b> .....	7.71	8.68	14.00	17.61	24.22

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007  
— Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b>					
—Continued					
Driver/sales workers and truck drivers .....	\$14.00	\$15.39	\$17.00	\$21.82	\$26.00
Truck drivers, heavy and tractor-trailer .....	14.00	15.39	16.75	17.00	19.18
Truck drivers, light or delivery services .....	12.61	16.00	21.16	26.00	42.54
Industrial truck and tractor operators .....	7.25	7.25	14.18	15.50	16.04
Laborers and material movers, hand .....	7.35	7.71	7.74	11.00	14.97
Laborers and freight, stock, and material movers, hand .....	7.71	7.71	7.71	11.00	14.62
Machine feeders and offbearers .....	7.35	7.35	9.26	15.89	20.76

<sup>1</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>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th 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, and holidays; nonproduction bonuses; and tips.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$3.90	\$7.00	\$9.50	\$11.55	\$17.91
<b>Education, training, and library occupations</b> .....	10.00	14.12	16.00	16.00	20.88
Teacher assistants .....	9.57	10.00	10.29	11.50	14.12
<b>Healthcare practitioner and technical occupations</b> .....	10.56	26.59	32.54	34.83	39.89
Registered nurses .....	26.59	28.61	33.49	34.83	36.90
<b>Protective service occupations</b> .....	8.00	9.50	10.43	11.50	24.80
Security guards and gaming surveillance officers .....	9.00	10.00	10.50	12.00	26.00
Security guards .....	9.00	10.00	10.50	12.00	26.00
<b>Food preparation and serving related occupations</b> .....	2.45	3.75	6.75	7.50	9.57
Food service, tipped .....	2.45	3.75	3.75	4.35	6.75
Waiters and waitresses .....	2.42	2.45	3.75	3.75	3.90
Dining room and cafeteria attendants and bartender helpers .....	3.75	3.75	5.70	6.75	6.98
Fast food and counter workers .....	7.00	7.21	7.46	8.04	8.96
Combined food preparation and serving workers, including fast food .....	7.21	7.21	7.46	8.04	8.75
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	8.50	8.50	9.50	10.28
Building cleaning workers .....	7.00	8.50	8.50	9.50	10.28
<b>Personal care and service occupations</b> .....	6.90	7.35	8.66	9.74	11.19
<b>Sales and related occupations</b> .....	6.75	7.00	7.85	10.75	12.50
Retail sales workers .....	6.75	6.93	7.81	9.63	12.64
Cashiers, all workers .....	6.75	7.00	7.85	8.50	10.72
Cashiers .....	6.75	7.00	7.85	8.50	10.72
Retail salespersons .....	6.75	6.75	7.11	11.50	12.75
<b>Office and administrative support occupations</b> .....	8.46	9.50	10.84	12.25	15.77
Financial clerks .....	10.00	10.50	10.84	11.76	15.26
Customer service representatives .....	10.15	10.50	11.19	15.35	19.38
Stock clerks and order fillers .....	8.00	8.46	9.00	12.25	15.40
<b>Transportation and material moving occupations</b> .....	6.75	6.89	7.15	9.88	11.74
Laborers and material movers, hand .....	6.75	6.89	6.90	9.88	10.50
Laborers and freight, stock, and material movers, hand .....	6.89	6.89	7.25	10.50	11.72
Packers and packagers, hand .....	6.75	6.75	6.90	7.15	9.88

<sup>1</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>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th 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, and holidays; nonproduction bonuses; and tips.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$20.09	\$15.36	\$796	\$608	39.6	\$40,893	\$31,658	2,035
<b>Management occupations</b> .....	43.40	40.38	1,752	1,592	40.4	90,962	82,786	2,096
General and operations managers .....	57.33	49.81	2,351	2,185	41.0	122,274	113,635	2,133
Marketing and sales managers .....	64.07	51.04	2,563	2,041	40.0	133,256	106,155	2,080
Financial managers .....	45.72	34.27	1,829	1,371	40.0	95,097	71,271	2,080
Construction managers .....	34.43	34.91	1,400	1,400	40.6	72,788	72,800	2,114
<b>Business and financial operations occupations</b> .....	26.74	23.99	1,085	958	40.6	56,409	49,820	2,110
Human resources, training, and labor relations specialists .....	28.06	22.51	1,099	867	39.2	57,156	45,104	2,037
Management analysts .....	24.85	21.63	994	865	40.0	51,685	44,990	2,080
Accountants and auditors .....	28.84	27.67	1,141	1,107	39.6	59,320	57,549	2,057
<b>Computer and mathematical science occupations</b> .....	31.99	30.41	1,288	1,216	40.3	66,967	63,249	2,093
Computer software engineers .....	38.95	38.77	1,558	1,551	40.0	81,015	80,644	2,080
Computer software engineers, systems software .....	36.50	39.67	1,460	1,587	40.0	75,925	82,509	2,080
Computer systems analysts .....	29.07	28.99	1,188	1,160	40.9	61,790	60,308	2,125
<b>Architecture and engineering occupations</b> .....	32.81	31.25	1,315	1,250	40.1	68,367	65,000	2,083
Engineers .....	42.55	41.85	1,707	1,723	40.1	88,768	89,581	2,086
Electrical and electronics engineers .....	43.73	44.03	1,749	1,761	40.0	90,967	91,582	2,080
Engineering technicians, except drafters .....	20.92	20.73	837	829	40.0	43,508	43,116	2,080
Electrical and electronic engineering technicians .....	20.98	22.65	839	906	40.0	43,632	47,112	2,080
<b>Life, physical, and social science occupations</b> .....	34.27	34.48	1,371	1,379	40.0	71,277	71,712	2,080
<b>Community and social services occupations</b> .....	18.76	17.59	739	692	39.4	38,433	35,984	2,049
<b>Legal occupations</b> .....	63.04	35.80	2,426	1,365	38.5	126,126	71,000	2,001
Paralegals and legal assistants .....	26.85	25.96	1,037	1,057	38.6	53,919	54,941	2,008
<b>Education, training, and library occupations</b> .....	29.55	27.49	1,143	1,078	38.7	48,831	43,781	1,653
Postsecondary teachers .....	57.36	49.48	1,992	1,501	34.7	77,313	58,541	1,348
Primary, secondary, and special education school teachers .....	29.18	28.77	1,146	1,151	39.3	45,313	44,961	1,553
Elementary and middle school teachers .....	27.58	27.13	1,096	1,067	39.7	43,406	42,685	1,574
Elementary school teachers, except special education .....	27.90	28.01	1,107	1,117	39.7	43,888	43,064	1,573
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.16	20.00	931	800	40.2	48,417	41,600	2,091
<b>Healthcare practitioner and technical occupations</b> .....	26.83	26.00	1,051	1,040	39.2	54,353	54,080	2,026
Registered nurses .....	32.28	31.53	1,231	1,223	38.1	63,108	63,105	1,955
Therapists .....	25.99	24.00	994	881	38.2	51,687	45,802	1,989
<b>Healthcare support occupations</b> .....	12.86	12.00	492	456	38.2	25,565	23,716	1,987
Nursing, psychiatric, and home health aides .....	12.49	12.00	467	432	37.4	24,283	22,464	1,944
Nursing aides, orderlies, and attendants .....	12.49	12.00	467	432	37.4	24,283	22,464	1,944
Miscellaneous healthcare support occupations .....	15.21	15.31	604	612	39.7	31,388	31,845	2,063

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Protective service occupations</b> .....	\$13.95	\$10.93	\$563	\$440	40.4	\$29,235	\$22,880	2,096
First-line supervisors/managers, law enforcement workers .....	29.45	27.61	1,178	1,104	40.0	61,265	57,429	2,080
Police officers .....	26.12	25.70	1,045	1,028	40.0	54,329	53,456	2,080
Police and sheriff's patrol officers ...	26.12	25.70	1,045	1,028	40.0	54,329	53,456	2,080
Security guards and gaming surveillance officers .....	10.72	10.25	429	410	40.0	22,235	21,320	2,074
Security guards .....	10.72	10.25	429	410	40.0	22,235	21,320	2,074
<b>Food preparation and serving related occupations</b> .....	9.02	8.61	345	340	38.2	17,745	17,000	1,966
Cooks .....	9.97	10.47	383	404	38.4	19,612	19,504	1,968
Cooks, restaurant .....	10.10	10.14	391	405	38.7	20,341	21,066	2,014
Food preparation workers .....	10.12	8.50	405	340	40.0	20,768	17,000	2,052
Food service, tipped .....	6.20	6.19	226	220	36.4	11,754	11,440	1,894
Waiters and waitresses .....	4.41	3.82	155	150	35.0	8,034	7,800	1,820
Fast food and counter workers .....	9.82	9.00	386	360	39.3	19,859	18,720	2,022
Combined food preparation and serving workers, including fast food .....	10.08	9.00	397	360	39.4	20,301	18,720	2,013
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.01	10.00	435	397	39.5	22,420	20,623	2,036
Building cleaning workers .....	10.48	9.53	416	374	39.7	21,388	19,431	2,041
Janitors and cleaners, except maids and housekeeping cleaners .....	11.23	11.21	444	445	39.5	22,724	23,109	2,023
Maids and housekeeping cleaners .....	8.79	9.00	352	360	40.0	18,289	18,720	2,080
Grounds maintenance workers .....	10.06	9.96	381	353	37.9	19,832	18,379	1,971
<b>Personal care and service occupations</b> .....	11.57	9.00	420	360	36.3	21,864	18,720	1,889
<b>Sales and related occupations</b> .....	22.06	15.37	876	615	39.7	45,536	31,959	2,064
First-line supervisors/managers, sales workers .....	30.28	21.55	1,246	836	41.1	64,791	43,493	2,139
First-line supervisors/managers of retail sales workers .....	23.35	16.00	969	606	41.5	50,388	31,533	2,158
Retail sales workers .....	16.13	16.18	657	701	40.7	34,089	36,431	2,114
Cashiers, all workers .....	11.20	10.00	448	400	40.0	23,172	20,800	2,068
Cashiers .....	11.20	10.00	448	400	40.0	23,172	20,800	2,068
Retail salespersons .....	18.39	17.52	757	701	41.2	39,382	36,431	2,142
Sales representatives, wholesale and manufacturing .....	66.96	49.19	2,714	1,968	40.5	141,126	102,313	2,108
Miscellaneous sales and related workers .....	13.52	13.63	541	545	40.0	28,119	28,340	2,080
<b>Office and administrative support occupations</b> .....	15.32	13.86	607	545	39.6	31,533	28,350	2,058
First-line supervisors/managers of office and administrative support workers .....	19.92	20.43	795	795	39.9	41,355	41,316	2,076
Financial clerks .....	15.96	15.00	635	590	39.8	33,027	30,680	2,069
Bill and account collectors .....	13.17	12.49	527	500	40.0	27,394	25,979	2,080
Bookkeeping, accounting, and auditing clerks .....	17.91	18.22	710	700	39.6	36,898	36,400	2,060
Customer service representatives .....	14.50	13.44	579	538	39.9	30,088	27,997	2,075
Receptionists and information clerks ..	11.95	11.00	476	440	39.8	24,742	22,880	2,071
Dispatchers .....	11.32	10.50	453	420	40.0	23,539	21,840	2,079
Shipping, receiving, and traffic clerks ..	12.50	12.37	500	495	40.0	26,005	25,730	2,080
Stock clerks and order fillers .....	12.98	12.50	519	500	40.0	27,003	26,000	2,080
Secretaries and administrative assistants .....	18.82	16.90	743	676	39.5	38,479	35,006	2,044
Executive secretaries and administrative assistants .....	21.84	19.27	870	771	39.8	45,217	40,082	2,071

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Office and administrative support occupations –Continued</b>								
Medical secretaries .....	\$14.30	\$14.09	\$553	\$564	38.7	\$28,754	\$29,311	2,011
Secretaries, except legal, medical, and executive .....	15.72	16.20	627	648	39.9	32,133	33,114	2,044
Data entry and information processing workers .....	12.52	11.72	501	469	40.0	25,424	24,378	2,030
Office clerks, general .....	13.62	12.98	522	500	38.3	27,122	26,000	1,991
<b>Construction and extraction occupations .....</b>								
First-line supervisors/managers of construction trades and extraction workers .....	14.44	12.00	574	480	39.8	29,843	24,960	2,067
Carpenters .....	25.26	24.05	1,015	962	40.2	52,806	50,022	2,090
Construction laborers .....	15.51	15.00	620	600	40.0	32,259	31,200	2,080
	10.67	9.94	427	398	40.0	22,188	20,671	2,080
<b>Installation, maintenance, and repair occupations .....</b>								
Automotive technicians and repairers .....	17.63	17.12	712	697	40.4	37,019	36,254	2,099
Automotive service technicians and mechanics .....	20.80	20.66	851	826	40.9	44,251	42,973	2,127
Industrial machinery installation, repair, and maintenance workers .....	21.59	22.11	864	884	40.0	44,913	45,991	2,080
Miscellaneous installation, maintenance, and repair workers .....	18.38	17.12	732	685	39.8	38,073	35,610	2,071
	16.62	16.16	674	648	40.6	35,049	33,675	2,109
<b>Production occupations .....</b>								
Electrical, electronics, and electromechanical assemblers .....	14.14	13.48	565	539	40.0	29,401	28,043	2,079
Electrical and electronic equipment assemblers .....	11.95	11.55	478	462	40.0	24,861	24,024	2,080
Miscellaneous assemblers and fabricators .....	11.52	10.18	461	407	40.0	23,957	21,174	2,080
Inspectors, testers, sorters, samplers, and weighers .....	12.01	11.65	480	466	40.0	24,975	24,222	2,080
Semiconductor processors .....	16.12	17.60	645	704	40.0	33,533	36,614	2,080
Miscellaneous production workers .....	18.99	19.12	755	745	39.7	39,247	38,750	2,066
	11.05	11.00	442	440	40.0	22,988	22,880	2,080
<b>Transportation and material moving occupations .....</b>								
Driver/sales workers and truck drivers .....	16.36	14.00	642	560	39.2	33,250	29,120	2,032
Truck drivers, heavy and tractor-trailer .....	19.70	17.00	776	680	39.4	40,335	35,360	2,047
Truck drivers, light or delivery services .....	16.65	16.75	666	670	40.0	34,627	34,840	2,080
Industrial truck and tractor operators ..	23.13	21.16	896	853	38.8	46,615	44,381	2,015
Laborers and material movers, hand ..	12.97	14.18	519	567	40.0	26,981	29,494	2,080
Laborers and freight, stock, and material movers, hand .....	9.78	7.74	390	309	39.9	20,289	16,089	2,074
Machine feeders and offbearers .....	9.81	7.71	392	308	40.0	20,373	16,035	2,077
	12.15	9.26	475	370	39.1	24,685	19,261	2,032

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.49	\$14.44	\$772	\$571	39.6	\$40,105	\$29,692	2,057
<b>Management occupations</b> .....	43.07	39.80	1,741	1,592	40.4	90,371	82,786	2,098
General and operations managers .....	56.57	49.81	2,324	2,185	41.1	120,858	113,635	2,137
Marketing and sales managers .....	64.07	51.04	2,563	2,041	40.0	133,256	106,155	2,080
Financial managers .....	45.67	32.21	1,827	1,288	40.0	94,993	66,988	2,080
<b>Business and financial operations occupations</b> .....	28.04	25.38	1,143	1,000	40.7	59,424	52,000	2,119
Accountants and auditors .....	32.54	36.82	1,279	1,325	39.3	66,516	68,914	2,044
<b>Computer and mathematical science occupations</b> .....	32.75	30.41	1,322	1,216	40.4	68,720	63,249	2,098
Computer software engineers .....	38.95	38.77	1,558	1,551	40.0	81,015	80,644	2,080
Computer software engineers, systems software .....	36.50	39.67	1,460	1,587	40.0	75,925	82,509	2,080
Computer systems analysts .....	26.72	26.67	1,103	1,067	41.3	57,340	55,474	2,146
<b>Architecture and engineering occupations</b> .....	32.88	31.25	1,318	1,250	40.1	68,511	65,000	2,084
Engineers .....	43.15	43.11	1,732	1,740	40.1	90,059	90,480	2,087
Electrical and electronics engineers .....	43.73	44.03	1,749	1,761	40.0	90,967	91,582	2,080
Engineering technicians, except drafters .....	20.88	20.73	835	829	40.0	43,424	43,116	2,080
Electrical and electronic engineering technicians .....	20.98	22.65	839	906	40.0	43,632	47,112	2,080
<b>Community and social services occupations</b> .....	17.68	16.98	694	649	39.2	36,082	33,738	2,040
<b>Arts, design, entertainment, sports, and media occupations</b> .....	24.27	20.00	978	800	40.3	50,834	41,600	2,094
<b>Healthcare practitioner and technical occupations</b> .....	26.67	26.00	1,044	1,040	39.1	54,278	54,080	2,035
Registered nurses .....	32.56	32.62	1,234	1,223	37.9	64,142	63,606	1,970
Therapists .....	25.99	24.00	994	881	38.2	51,687	45,802	1,989
<b>Healthcare support occupations</b> .....	12.70	12.00	483	456	38.1	25,141	23,716	1,980
Nursing, psychiatric, and home health aides .....	12.49	12.00	467	432	37.4	24,283	22,464	1,944
Nursing aides, orderlies, and attendants .....	12.49	12.00	467	432	37.4	24,283	22,464	1,944
Miscellaneous healthcare support occupations .....	15.28	15.75	605	618	39.6	31,465	32,142	2,059
<b>Protective service occupations</b> .....	10.77	10.25	437	412	40.5	22,699	21,424	2,108
Security guards and gaming surveillance officers .....	10.66	10.25	426	410	40.0	22,170	21,320	2,080
Security guards .....	10.66	10.25	426	410	40.0	22,170	21,320	2,080
<b>Food preparation and serving related occupations</b> .....	8.89	8.51	339	340	38.2	17,574	17,000	1,977
Cooks .....	9.75	10.10	373	368	38.2	19,213	19,115	1,971
Cooks, restaurant .....	9.85	10.10	379	404	38.5	19,706	21,012	2,001
Food preparation workers .....	10.12	8.50	405	340	40.0	20,768	17,000	2,052
Food service, tipped .....	6.25	6.25	227	220	36.3	11,797	11,440	1,887
Waiters and waitresses .....	4.33	3.82	149	150	34.5	7,760	7,800	1,794
Fast food and counter workers .....	9.82	9.00	389	360	39.6	20,236	18,720	2,061
Combined food preparation and serving workers, including fast food .....	10.09	9.00	402	360	39.8	20,897	18,720	2,071
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.58	9.34	419	374	39.6	21,789	19,431	2,059
Building cleaning workers .....	9.97	9.34	398	374	39.9	20,694	19,431	2,075

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Building and grounds cleaning and maintenance occupations</b> —Continued								
Janitors and cleaners, except maids and housekeeping cleaners .....	\$10.65	\$10.29	\$424	\$412	39.8	\$22,072	\$21,407	2,072
Maids and housekeeping cleaners .....	8.79	9.00	352	360	40.0	18,289	18,720	2,080
<b>Personal care and service occupations</b> .....	11.84	9.00	425	360	35.9	22,106	18,720	1,867
<b>Sales and related occupations</b> .....	22.16	15.40	881	615	39.7	45,754	31,959	2,064
First-line supervisors/managers, sales workers .....	30.28	21.55	1,246	836	41.1	64,791	43,493	2,139
First-line supervisors/managers of retail sales workers .....	23.35	16.00	969	606	41.5	50,388	31,533	2,158
Retail sales workers .....	16.18	16.18	659	701	40.7	34,209	36,431	2,114
Cashiers, all workers .....	11.20	10.00	448	400	40.0	23,167	20,800	2,068
Cashiers .....	11.20	10.00	448	400	40.0	23,167	20,800	2,068
Retail salespersons .....	18.39	17.52	757	701	41.2	39,382	36,431	2,142
Sales representatives, wholesale and manufacturing .....	66.96	49.19	2,714	1,968	40.5	141,126	102,313	2,108
Miscellaneous sales and related workers .....	13.52	13.63	541	545	40.0	28,119	28,340	2,080
<b>Office and administrative support occupations</b> .....	15.16	13.63	600	537	39.6	31,213	27,934	2,058
First-line supervisors/managers of office and administrative support workers .....	19.19	20.50	766	795	39.9	39,812	41,316	2,075
Financial clerks .....	15.80	14.75	629	590	39.8	32,685	30,680	2,068
Bill and account collectors .....	13.17	12.49	527	500	40.0	27,394	25,979	2,080
Bookkeeping, accounting, and auditing clerks .....	17.83	17.91	705	699	39.6	36,681	36,329	2,058
Customer service representatives .....	14.47	13.26	577	530	39.9	30,023	27,581	2,075
Receptionists and information clerks ..	11.95	11.00	476	440	39.8	24,742	22,880	2,071
Dispatchers .....	10.49	10.25	419	410	40.0	21,805	21,320	2,079
Shipping, receiving, and traffic clerks ..	12.51	12.66	501	506	40.0	26,027	26,333	2,080
Stock clerks and order fillers .....	12.98	12.50	519	500	40.0	27,003	26,000	2,080
Secretaries and administrative assistants .....	18.84	16.90	742	676	39.4	38,607	35,146	2,050
Executive secretaries and administrative assistants .....	22.22	19.84	884	794	39.8	45,958	41,267	2,068
Medical secretaries .....	14.30	14.09	553	564	38.7	28,754	29,311	2,011
Secretaries, except legal, medical, and executive .....	15.88	16.50	633	660	39.9	32,917	34,320	2,072
Office clerks, general .....	13.52	12.93	511	500	37.8	26,551	26,000	1,964
<b>Construction and extraction occupations</b> .....	14.43	12.00	574	480	39.8	29,829	24,960	2,067
First-line supervisors/managers of construction trades and extraction workers .....	25.26	24.05	1,015	962	40.2	52,806	50,022	2,090
Carpenters .....	15.51	15.00	620	600	40.0	32,259	31,200	2,080
Construction laborers .....	10.67	9.94	427	398	40.0	22,188	20,671	2,080
<b>Installation, maintenance, and repair occupations</b> .....	17.69	17.43	715	705	40.4	37,167	36,654	2,101
Automotive technicians and repairers ..	20.80	20.66	851	826	40.9	44,251	42,973	2,127
Automotive service technicians and mechanics .....	21.59	22.11	864	884	40.0	44,913	45,991	2,080
Industrial machinery installation, repair, and maintenance workers ..	18.64	17.00	742	680	39.8	38,565	35,360	2,070
<b>Production occupations</b> .....	14.14	13.48	565	539	40.0	29,401	28,043	2,079

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Production occupations</b> –Continued								
Electrical, electronics, and electromechanical assemblers .....	\$11.95	\$11.55	\$478	\$462	40.0	\$24,861	\$24,024	2,080
Electrical and electronic equipment assemblers .....	11.52	10.18	461	407	40.0	23,957	21,174	2,080
Miscellaneous assemblers and fabricators .....	12.01	11.65	480	466	40.0	24,975	24,222	2,080
Inspectors, testers, sorters, samplers, and weighers .....	16.12	17.60	645	704	40.0	33,533	36,614	2,080
Semiconductor processors .....	18.99	19.12	755	745	39.7	39,247	38,750	2,066
Miscellaneous production workers .....	11.05	11.00	442	440	40.0	22,988	22,880	2,080
<b>Transportation and material moving occupations</b> .....								
Driver/sales workers and truck drivers	16.33	13.36	640	560	39.2	33,297	29,120	2,039
Truck drivers, heavy and tractor-trailer .....	19.70	17.00	776	680	39.4	40,335	35,360	2,047
Truck drivers, light or delivery services .....	16.65	16.75	666	670	40.0	34,627	34,840	2,080
Industrial truck and tractor operators ..	23.13	21.16	896	853	38.8	46,615	44,381	2,015
Laborers and material movers, hand ..	12.97	14.18	519	567	40.0	26,981	29,494	2,080
Laborers and freight, stock, and material movers, hand .....	9.78	7.74	390	309	39.9	20,289	16,089	2,074
Machine feeders and offbearers .....	9.81	7.71	392	308	40.0	20,373	16,035	2,077
	12.15	9.26	475	370	39.1	24,685	19,261	2,032

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$24.39	\$22.16	\$962	\$885	39.5	\$46,100	\$42,973	1,890
<b>Management occupations</b> .....	45.95	41.59	1,838	1,664	40.0	95,576	86,507	2,080
<b>Business and financial operations occupations</b> .....	22.42	22.03	897	881	40.0	46,639	45,822	2,080
<b>Computer and mathematical science occupations</b> .....	29.85	30.47	1,194	1,219	40.0	62,083	63,384	2,080
<b>Architecture and engineering occupations</b> .....	31.83	31.00	1,273	1,240	40.0	66,210	64,480	2,080
<b>Legal occupations</b> .....	27.65	23.63	1,106	945	40.0	57,510	49,150	2,080
<b>Education, training, and library occupations</b> .....	30.97	28.77	1,185	1,151	38.3	48,084	47,648	1,553
Postsecondary teachers .....	57.93	48.87	1,993	1,484	34.4	77,721	57,894	1,342
Primary, secondary, and special education school teachers .....	29.22	28.77	1,145	1,151	39.2	45,232	46,112	1,548
Elementary and middle school teachers .....	27.32	27.13	1,084	1,071	39.7	42,845	41,901	1,568
Elementary school teachers, except special education .....	27.67	28.46	1,096	1,132	39.6	43,347	43,234	1,566
Teacher assistants .....	10.99	10.63	370	334	33.6	13,806	12,039	1,256
<b>Protective service occupations</b> .....	23.69	22.94	948	918	40.0	48,873	47,715	2,063
First-line supervisors/managers, law enforcement workers .....	29.45	27.61	1,178	1,104	40.0	61,265	57,429	2,080
Police officers .....	26.12	25.70	1,045	1,028	40.0	54,329	53,456	2,080
Police and sheriff's patrol officers ...	26.12	25.70	1,045	1,028	40.0	54,329	53,456	2,080
<b>Food preparation and serving related occupations</b> .....	10.84	10.14	423	406	39.0	19,916	20,146	1,838
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.90	12.10	503	483	39.0	25,033	24,544	1,941
Building cleaning workers .....	12.70	12.28	492	491	38.7	24,204	24,523	1,906
Janitors and cleaners, except maids and housekeeping cleaners .....	12.95	12.90	500	507	38.6	24,483	25,293	1,891
<b>Office and administrative support occupations</b> .....	16.64	15.46	666	618	40.0	34,171	31,882	2,053
Secretaries and administrative assistants .....	18.74	16.59	750	664	40.0	37,734	33,218	2,013
Executive secretaries and administrative assistants .....	20.49	18.66	820	746	40.0	42,629	38,802	2,080
Office clerks, general .....	13.94	13.08	557	523	40.0	28,989	27,206	2,080
<b>Installation, maintenance, and repair occupations</b> .....	17.06	16.19	683	648	40.0	35,494	33,675	2,080

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Phoenix-Mesa-Scottsdale, AZ, October 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$18.61	\$16.96	\$19.17	\$20.46
Management, professional, and related .....	33.32	28.33	39.01	33.19
Management, business, and financial .....	36.54	34.71	37.60	37.41
Professional and related .....	31.22	23.70	39.88	30.56
Service .....	9.91	8.76	10.16	11.29
Sales and office .....	17.11	18.03	16.23	16.47
Sales and related .....	20.45	22.70	17.89	18.07
Office and administrative support .....	14.88	13.95	14.25	16.23
Natural resources, construction, and maintenance .....	15.68	17.70	13.70	19.96
Construction and extraction .....	14.43	17.27	—	—
Installation, maintenance, and repair .....	18.87	18.36	20.04	19.10
Production, transportation, and material moving .....	14.96	14.17	13.50	17.92
Production .....	14.06	13.38	12.44	17.05
Transportation and material moving .....	15.62	15.02	13.98	18.48
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.0	4.5	11.0	5.5
Management, professional, and related .....	8.5	13.9	17.3	6.4
Management, business, and financial .....	5.1	11.5	8.6	9.7
Professional and related .....	12.9	15.9	28.5	7.8
Service .....	2.0	3.7	9.6	4.8
Sales and office .....	3.8	7.3	6.1	4.1
Sales and related .....	10.9	17.5	12.9	14.9
Office and administrative support .....	3.2	5.8	5.7	3.3
Natural resources, construction, and maintenance .....	11.0	9.5	17.4	3.2
Construction and extraction .....	12.6	11.5	—	—
Installation, maintenance, and repair .....	9.4	15.5	3.3	5.4
Production, transportation, and material moving .....	8.0	10.2	6.3	28.0
Production .....	5.5	9.9	2.2	13.5
Transportation and material moving .....	13.9	18.3	8.2	47.8

<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. See appendix A for more information.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$18.02	\$13.63	\$714	\$542	39.6	\$37,037	\$28,340	2,055
<b>Management occupations</b> .....	43.78	34.22	1,766	1,369	40.3	91,234	71,180	2,084
<b>Business and financial operations occupations</b> ...	26.99	25.64	1,129	1,107	41.8	58,688	57,549	2,175
<b>Architecture and engineering occupations</b> .....	30.84	28.05	1,233	1,122	40.0	64,139	58,344	2,080
Engineers .....	38.40	35.91	1,536	1,437	40.0	79,878	74,699	2,080
<b>Food preparation and serving related occupations</b> .....	8.70	8.50	329	339	37.8	17,003	17,000	1,955
Cooks .....	9.19	9.19	348	351	37.8	17,862	18,244	1,944
Food service, tipped .....	6.82	6.50	241	220	35.4	12,546	11,440	1,840
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.52	9.01	380	360	39.9	19,740	18,741	2,073
Building cleaning workers .....	9.52	9.01	380	360	39.9	19,740	18,741	2,073
Janitors and cleaners, except maids and housekeeping cleaners .....	10.30	9.34	409	374	39.7	21,274	19,431	2,066
<b>Personal care and service occupations</b> .....	8.78	8.25	343	314	39.1	17,832	16,347	2,032
<b>Sales and related occupations</b> .....	24.64	17.52	982	701	39.9	50,987	36,431	2,069
Retail sales workers .....	16.73	17.52	669	701	40.0	34,679	36,431	2,073
<b>Office and administrative support occupations</b> ....	14.13	12.66	557	506	39.4	28,980	26,335	2,051
Receptionists and information clerks .....	12.14	11.00	486	440	40.0	25,249	22,880	2,080
Secretaries and administrative assistants .....	17.80	17.00	712	680	40.0	37,027	35,360	2,080
Office clerks, general .....	13.01	12.50	482	500	37.0	25,048	26,000	1,926
<b>Construction and extraction occupations</b> .....	17.27	16.00	674	608	39.0	35,055	31,610	2,030
<b>Installation, maintenance, and repair occupations</b>	16.30	16.00	664	640	40.7	34,523	33,280	2,118
Automotive technicians and repairers .....	20.55	20.45	855	825	41.6	44,449	42,899	2,163
<b>Production occupations</b> .....	13.50	12.50	540	500	40.0	28,089	26,000	2,080
Miscellaneous production workers .....	11.05	11.00	442	440	40.0	22,988	22,880	2,080
<b>Transportation and material moving occupations</b>	15.77	14.18	625	567	39.6	32,485	29,494	2,060
Driver/sales workers and truck drivers .....	21.89	19.18	851	767	38.9	44,255	39,894	2,022
Laborers and material movers, hand .....	9.94	9.50	398	380	40.0	20,683	19,760	2,080

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$20.49	\$14.99	\$812	\$599	39.6	\$42,179	\$31,138	2,059
<b>Management occupations</b> .....	42.80	39.80	1,731	1,592	40.5	90,036	82,786	2,104
General and operations managers .....	63.64	62.39	2,585	2,496	40.6	134,428	129,780	2,112
Financial managers .....	38.35	32.21	1,534	1,288	40.0	79,776	66,988	2,080
<b>Business and financial operations occupations</b> .....	28.82	24.31	1,153	965	40.0	59,944	50,170	2,080
<b>Computer and mathematical science occupations</b> .....	33.35	30.41	1,348	1,216	40.4	70,111	63,249	2,103
Computer software engineers .....	42.13	40.84	1,685	1,634	40.0	87,623	84,947	2,080
Computer systems analysts .....	26.43	26.67	1,091	1,067	41.3	56,751	55,474	2,147
<b>Architecture and engineering occupations</b> .....	33.93	35.61	1,361	1,424	40.1	70,752	74,065	2,085
Engineers .....	45.50	46.04	1,829	1,844	40.2	95,121	95,863	2,090
Engineering technicians, except drafters .....	20.29	18.45	812	738	40.0	42,206	38,376	2,080
Electrical and electronic engineering technicians .....	20.28	18.45	811	738	40.0	42,190	38,376	2,080
<b>Community and social services occupations</b> .....	17.68	16.98	694	649	39.2	36,082	33,738	2,040
<b>Education, training, and library occupations</b> .....	64.00	81.05	2,479	3,242	38.7	120,783	168,580	1,887
<b>Healthcare practitioner and technical occupations</b> .....	26.10	22.94	1,030	907	39.5	53,571	47,154	2,052
Registered nurses .....	33.13	34.36	1,270	1,298	38.3	66,049	67,486	1,993
Therapists .....	27.14	26.37	1,064	1,055	39.2	55,332	54,854	2,039
<b>Healthcare support occupations</b> .....	12.97	12.98	499	486	38.5	25,947	25,253	2,000
Nursing, psychiatric, and home health aides .....	12.82	12.98	493	492	38.4	25,622	25,590	1,998
Nursing aides, orderlies, and attendants .....	12.82	12.98	493	492	38.4	25,622	25,590	1,998
<b>Protective service occupations</b> .....	10.81	10.05	439	410	40.6	22,806	21,320	2,110
Security guards and gaming surveillance officers .....	10.69	10.00	428	400	40.0	22,230	20,800	2,080
Security guards .....	10.69	10.00	428	400	40.0	22,230	20,800	2,080
<b>Food preparation and serving related occupations</b> .....	9.18	9.00	355	350	38.7	18,443	18,200	2,010
Food service, tipped .....	5.29	6.19	200	248	37.9	10,423	12,881	1,972
Fast food and counter workers .....	10.29	9.05	405	360	39.4	21,082	18,720	2,049
Combined food preparation and serving workers, including fast food .....	10.29	9.00	410	360	39.8	21,302	18,720	2,069
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.04	11.27	472	445	39.2	24,552	23,150	2,040
Building cleaning workers .....	11.19	11.45	448	458	40.0	23,274	23,816	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	11.20	11.80	448	472	40.0	23,303	24,544	2,080
<b>Personal care and service occupations</b> .....	17.38	10.48	544	437	31.3	28,290	22,714	1,628
<b>Sales and related occupations</b> .....	19.26	14.98	763	599	39.6	39,654	31,138	2,058
First-line supervisors/managers, sales workers .....	28.81	21.55	1,215	836	42.2	63,163	43,493	2,192
First-line supervisors/managers of retail sales workers .....	28.88	21.95	1,218	836	42.2	63,338	43,493	2,193
Retail sales workers .....	15.53	14.95	647	599	41.6	33,631	31,138	2,165
Cashiers, all workers .....	12.92	12.50	517	500	40.0	26,877	26,000	2,080
Cashiers .....	12.92	12.50	517	500	40.0	26,877	26,000	2,080
Retail salespersons .....	16.37	15.84	703	651	42.9	36,552	33,862	2,233
<b>Office and administrative support occupations</b> .....	15.84	14.17	628	564	39.7	32,679	29,328	2,063
First-line supervisors/managers of office and administrative support workers .....	19.95	20.66	793	826	39.8	41,249	42,971	2,067
Financial clerks .....	15.03	13.88	597	555	39.7	31,037	28,860	2,065
Bill and account collectors .....	13.17	12.49	527	500	40.0	27,394	25,979	2,080
Bookkeeping, accounting, and auditing clerks .....	17.07	15.54	672	618	39.4	34,962	32,136	2,048
Customer service representatives .....	14.65	13.41	584	536	39.9	30,391	27,893	2,075
Receptionists and information clerks .....	11.14	10.50	436	420	39.1	22,672	21,840	2,035

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Phoenix-Mesa-Scottsdale, AZ, October 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Office and administrative support occupations</b>								
—Continued								
Shipping, receiving, and traffic clerks .....	\$14.05	\$13.46	\$562	\$538	40.0	\$29,216	\$27,997	2,080
Secretaries and administrative assistants .....	19.19	16.79	753	672	39.2	39,142	34,932	2,039
Executive secretaries and administrative assistants .....	22.36	19.01	887	760	39.7	46,135	39,530	2,064
Medical secretaries .....	14.30	14.09	553	564	38.7	28,754	29,311	2,011
Secretaries, except legal, medical, and executive .....	16.45	15.92	654	623	39.7	33,992	32,395	2,067
Office clerks, general .....	14.63	13.35	578	527	39.5	30,045	27,414	2,054
<b>Construction and extraction occupations</b>	13.40	10.00	536	400	40.0	27,882	20,800	2,081
First-line supervisors/managers of construction trades and extraction workers .....	25.26	24.05	1,015	962	40.2	52,806	50,022	2,090
Carpenters .....	15.51	15.00	620	600	40.0	32,259	31,200	2,080
<b>Installation, maintenance, and repair occupations</b>	19.75	19.00	789	760	39.9	41,015	39,520	2,077
Automotive technicians and repairers .....	21.15	22.00	846	880	40.0	43,984	45,760	2,080
Automotive service technicians and mechanics .....	21.15	22.00	846	880	40.0	43,984	45,760	2,080
Industrial machinery installation, repair, and maintenance workers .....	18.64	17.00	742	680	39.8	38,565	35,360	2,070
<b>Production occupations</b>	14.93	13.74	596	550	40.0	31,012	28,581	2,078
Electrical, electronics, and electromechanical assemblers .....	11.04	10.18	441	407	40.0	22,956	21,174	2,080
Miscellaneous assemblers and fabricators .....	11.58	11.15	463	446	40.0	24,093	23,192	2,080
Semiconductor processors .....	18.99	19.12	755	745	39.7	39,247	38,750	2,066
<b>Transportation and material moving occupations</b>	16.66	11.22	650	449	39.0	33,777	23,338	2,028
Driver/sales workers and truck drivers .....	17.03	17.00	681	680	40.0	35,416	35,360	2,080
Laborers and material movers, hand .....	9.69	7.71	386	308	39.8	20,057	16,035	2,071
Laborers and freight, stock, and material movers, hand .....	9.60	7.71	383	308	39.9	19,930	16,035	2,076

<sup>1</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>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</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. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$23.85	\$23.04	\$24.99	\$18.97	\$18.45	\$23.70
Management, professional, and related .....	28.33	—	29.20	32.64	33.42	29.78
Management, business, and financial .....	—	—	—	35.51	36.54	30.52
Professional and related .....	28.33	—	29.20	30.90	31.35	29.46
Service .....	19.44	18.41	20.37	10.42	9.57	17.65
Sales and office .....	19.51	17.73	23.94	16.94	17.09	14.65
Sales and related .....	16.39	16.39	—	20.48	20.56	—
Office and administrative support .....	20.60	18.49	23.94	14.77	14.76	14.84
Natural resources, construction, and maintenance ....	19.95	20.49	—	15.60	15.56	16.98
Construction and extraction .....	—	—	—	14.31	14.30	—
Installation, maintenance, and repair .....	20.96	23.63	—	18.66	18.77	—
Production, transportation, and material moving .....	29.14	29.58	—	13.58	13.53	15.91
Production .....	16.58	16.58	—	13.93	13.93	—
Transportation and material moving .....	33.06	33.79	—	13.32	13.22	15.91
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	8.3	14.4	1.7	3.7	4.1	5.1
Management, professional, and related .....	4.9	—	4.8	7.1	8.6	6.9
Management, business, and financial .....	—	—	—	5.0	5.1	15.9
Professional and related .....	4.9	—	4.8	10.4	13.2	8.4
Service .....	8.6	17.1	5.3	2.5	2.2	6.4
Sales and office .....	7.3	4.0	15.0	3.7	3.9	5.4
Sales and related .....	4.7	4.7	—	11.2	11.3	—
Office and administrative support .....	8.8	4.8	15.0	3.0	3.3	5.2
Natural resources, construction, and maintenance ....	5.6	6.0	—	11.0	11.3	4.5
Construction and extraction .....	—	—	—	13.1	13.2	—
Installation, maintenance, and repair .....	10.0	3.4	—	9.0	9.6	—
Production, transportation, and material moving .....	31.8	32.5	—	7.9	8.1	14.3
Production .....	6.9	6.9	—	6.0	6.0	—
Transportation and material moving .....	36.1	36.9	—	13.7	14.1	14.3

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</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. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

<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. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$18.77	\$18.02	\$23.73	\$23.73
Management, professional, and related .....	31.85	32.60	46.57	46.57
Management, business, and financial .....	34.16	35.03	46.57	46.57
Professional and related .....	30.70	31.22	—	—
Service .....	10.99	9.80	13.77	13.77
Sales and office .....	15.88	15.85	21.57	21.57
Sales and related .....	18.38	18.50	22.53	22.53
Office and administrative support .....	15.05	14.89	14.65	14.65
Natural resources, construction, and maintenance ....	14.98	14.92	21.49	21.49
Construction and extraction .....	—	14.12	—	—
Installation, maintenance, and repair .....	17.90	18.01	20.51	20.51
Production, transportation, and material moving .....	14.74	14.72	20.39	20.39
Production .....	14.06	14.06	—	—
Transportation and material moving .....	15.25	15.24	20.39	20.39
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	3.8	4.4	11.7	11.7
Management, professional, and related .....	6.7	8.6	18.1	18.1
Management, business, and financial .....	5.0	5.1	18.1	18.1
Professional and related .....	9.5	12.9	—	—
Service .....	2.4	2.4	15.2	15.2
Sales and office .....	2.6	2.8	14.3	14.3
Sales and related .....	10.2	10.3	15.5	15.5
Office and administrative support .....	3.1	3.3	18.1	18.1
Natural resources, construction, and maintenance ....	11.7	12.0	19.0	19.0
Construction and extraction .....	—	14.2	—	—
Installation, maintenance, and repair .....	6.3	7.1	18.2	18.2
Production, transportation, and material moving .....	7.3	7.4	34.3	34.3
Production .....	5.5	5.5	—	—
Transportation and material moving .....	13.0	13.5	34.3	34.3

<sup>1</sup> 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.

<sup>2</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. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

<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. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Phoenix-Mesa-Scottsdale, AZ, October 2007

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	-	-	\$19.24	\$19.91	-	-	\$18.86	-	\$14.50
Management, professional, and related	-	-	37.42	29.30	-	-	25.70	-	-
Management, business, and financial	-	-	36.95	-	-	-	38.75	-	-
Professional and related .....	-	-	38.05	-	-	-	22.98	-	-
Service .....	-	-	16.26	-	-	-	10.38	-	-
Sales and office .....	-	-	17.34	16.80	-	-	14.41	-	14.68
Sales and related .....	-	-	18.90	20.69	-	-	-	-	-
Office and administrative support .....	-	-	14.05	15.37	-	-	14.41	-	14.68
Natural resources, construction, and maintenance .....	-	-	15.76	-	-	-	-	-	17.22
Installation, maintenance, and repair ..	-	-	15.72	-	-	-	-	-	19.34
Production, transportation, and material moving .....	-	-	18.76	-	-	-	-	-	12.47
Production .....	-	-	19.93	-	-	-	-	-	-
Transportation and material moving ...	-	-	18.64	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	-	-	5.8	1.9	-	-	6.4	-	2.5
Management, professional, and related	-	-	14.5	5.1	-	-	11.7	-	-
Management, business, and financial	-	-	24.1	-	-	-	17.7	-	-
Professional and related .....	-	-	4.3	-	-	-	10.6	-	-
Service .....	-	-	.5	-	-	-	1.3	-	-
Sales and office .....	-	-	2.9	4.9	-	-	2.7	-	14.5
Sales and related .....	-	-	9.0	7.2	-	-	-	-	-
Office and administrative support .....	-	-	9.6	9.8	-	-	2.7	-	14.5
Natural resources, construction, and maintenance .....	-	-	10.9	-	-	-	-	-	2.8
Installation, maintenance, and repair ..	-	-	11.1	-	-	-	-	-	5.6
Production, transportation, and material moving .....	-	-	12.9	-	-	-	-	-	8.8
Production .....	-	-	18.1	-	-	-	-	-	-
Transportation and material moving ...	-	-	14.1	-	-	-	-	-	-

<sup>1</sup> Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

<sup>2</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. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<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. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

# 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 of the steps required to produce the data.

## Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

### Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Phoenix–Mesa–Scottsdale, AZ, Metropolitan Statistical Area (MSA) includes Maricopa and Pinal Counties, AZ.

### 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. Approximately one-fifth of the sample is reselected each year.

### 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. 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 Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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 for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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.

### **Occupational leveling**

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

### **Combined work levels**

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

## 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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

*Time-based worker.* Any employee whose earnings are solely tied to an hourly rate or salary.

*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.

*Nonunion worker.* An employee in an occupation not meeting the conditions for union coverage.

*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

*Level.* A ranking within an occupation based on the requirements of the position.

## Processing and analyzing the data

Data were processed and analyzed at the BLS 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 data for 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 during the initial interview, 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 data for the nonrespondents equals the mean value of data for 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

### **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 sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

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.

### **Percentiles**

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

### **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 \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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. 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, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Phoenix-Mesa-Scottsdale, AZ, October 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	1,808,800	1,589,300	219,500
Management, professional, and related .....	446,300	323,600	122,700
Management, business, and financial .....	145,900	120,400	25,500
Professional and related .....	300,400	203,200	97,200
Service .....	408,800	358,100	50,700
Sales and office .....	505,200	471,500	33,700
Sales and related .....	198,300	196,800	–
Office and administrative support .....	306,900	274,700	32,200
Natural resources, construction, and maintenance ....	204,700	199,200	5,500
Construction and extraction .....	137,000	136,300	–
Installation, maintenance, and repair .....	60,600	55,800	4,800
Production, transportation, and material moving .....	243,900	237,000	6,900
Production .....	95,500	95,500	–
Transportation and material moving .....	148,400	141,400	6,900

<sup>1</sup> The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

<sup>2</sup> Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Phoenix-Mesa-Scottsdale, AZ, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	58,110	57,468	642
Total in sample .....	509	466	43
Responding .....	287	246	41
Refused or unable to provide data .....	141	139	2
Out of business or not in survey scope .....	81	81	0

<sup>1</sup> The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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