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HIGHLIGHTS OF MEMPHIS, TN-MS-AR NATIONAL COMPENSATION SURVEY FEBRUARY 2008

Workers in the Memphis Metropolitan Statistical Area (MSA) earned an average of \$18.77 per hour in February 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$26.26 for installation, maintenance, and repair occupations and \$25.29 for healthcare practitioner and technical occupations. Another occupational group, office and administrative support occupations, had a mean hourly wage rate of \$14.57. The NCS data available for the Memphis area include earnings for 19 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Bus and truck mechanics and diesel engine specialists, part of the installation, maintenance, and repair occupational group, earned \$19.07 per hour. Within the healthcare practitioner and technical occupations, physical therapists averaged \$30.34 per hour. Bookkeeping, accounting, and auditing clerks, an occupation within the office and administrative support occupational group, averaged \$16.03, and shipping, receiving and traffic clerks earned \$15.19 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$20.25 per hour while their part-time counterparts earned \$9.55. Union workers earned \$20.00 and non-union workers, \$18.65. Workers in establishments with 1-99 workers averaged \$15.16 per hour, those in establishments with 100-499 workers earned \$18.99, and those in establishments with 500 or more employees earned \$22.63.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at <http://www.bls.gov/ncs/home.htm>.

The NCS data reported here covered 354 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 566,600 workers in the Memphis, TN-MS-AR Metropolitan Statistical Area (MSA) which is comprised of Fayette, Shelby, and Tipton Counties in Tennessee; DeSoto, Marshall, Tate, and Tunica Counties in Mississippi, and Crittenden County in Arkansas.

Survey Availability

Complete survey results are contained in the Memphis, TN-MS-AR National Compensation Survey February 2008 which is available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the Southeast Information Office by calling (404) 893-4222 from 9:00 a.m. to 12:00 p.m. and 1:00 p.m. to 4:00 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Memphis, TN-MS-AR, February 2008**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$18.77	5.7	\$20.25	6.6	\$9.55	6.7
Management occupations	39.67	8.8	39.67	8.8	—	—
General and operations managers	63.92	23.6	63.92	23.6	—	—
Financial managers	31.69	8.8	31.69	8.8	—	—
Education administrators	38.94	8.9	38.94	8.9	—	—
Education administrators, postsecondary	35.54	21.3	35.54	21.3	—	—
Business and financial operations occupations	25.73	6.5	25.73	6.5	—	—
Accountants and auditors	19.40	4.0	19.40	4.0	—	—
Financial analysts and advisors	26.74	5.3	26.74	5.3	—	—
Financial analysts	26.74	5.3	26.74	5.3	—	—
Computer and mathematical science occupations	32.57	10.4	32.57	10.4	—	—
Computer software engineers	45.60	9.2	45.60	9.2	—	—
Computer support specialists	23.40	20.4	23.40	20.4	—	—
Architecture and engineering occupations	31.18	8.1	31.18	8.1	—	—
Engineers	32.71	5.8	32.71	5.8	—	—
Life, physical, and social science occupations	17.48	15.4	17.33	15.8	—	—
Community and social services occupations	18.40	10.8	18.40	10.8	—	—
Counselors	21.29	12.7	21.29	12.7	—	—
Education, training, and library occupations	26.52	3.7	28.67	5.9	10.79	10.5
Postsecondary teachers	24.99	14.6	24.99	14.7	—	—
Primary, secondary, and special education school teachers	31.01	5.7	31.69	5.4	—	—
Elementary and middle school teachers	31.26	12.6	31.88	11.9	—	—
Elementary school teachers, except special education	33.01	15.6	33.98	14.7	—	—
Middle school teachers, except special and vocational education	26.73	1.5	26.73	1.5	—	—
Secondary school teachers	31.61	10.8	31.61	10.8	—	—
Secondary school teachers, except special and vocational education	31.61	10.8	31.61	10.8	—	—
Other teachers and instructors	27.50	5.4	—	—	9.55	4.5
Teacher assistants	9.00	9.7	8.24	8.4	—	—
Healthcare practitioner and technical occupations	25.29	9.1	25.15	8.6	26.33	20.2
Registered nurses	28.86	6.0	28.49	4.3	30.88	18.6
Therapists	25.22	12.6	24.26	10.0	—	—
Physical therapists	30.34	7.0	—	—	—	—
Clinical laboratory technologists and technicians	24.01	1.7	24.40	.1	—	—
Licensed practical and licensed vocational nurses	16.48	2.7	—	—	—	—
Healthcare support occupations	10.99	4.6	11.05	5.9	—	—
Nursing, psychiatric, and home health aides	11.88	.4	11.88	.4	—	—
Nursing aides, orderlies, and attendants	11.88	.4	11.88	.4	—	—
Miscellaneous healthcare support occupations	10.12	4.6	10.18	5.4	—	—
Protective service occupations	12.06	20.3	12.28	20.5	—	—
Fire fighters	15.53	10.7	15.53	10.7	—	—
Police officers	21.57	2.4	21.57	2.4	—	—
Police and sheriff's patrol officers	21.57	2.4	21.57	2.4	—	—
Food preparation and serving related occupations	6.37	3.3	7.73	8.7	5.60	4.4
Cooks	9.10	8.5	9.09	13.3	—	—
Food service, tipped	3.27	.9	5.51	14.2	2.58	4.2
Waiters and waitresses	2.55	9.2	—	—	2.31	4.7
Fast food and counter workers	7.16	3.4	—	—	7.40	3.1
Combined food preparation and serving workers, including fast food	7.16	3.4	—	—	7.40	3.1
Building and grounds cleaning and maintenance occupations	11.37	8.1	12.24	8.0	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Memphis, TN-MS-AR, February 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Building cleaning workers	\$10.56	10.3	\$11.69	9.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.83	10.9	12.27	8.5	—	—
Maids and housekeeping cleaners	8.70	8.8	—	—	—	—
Personal care and service occupations	11.38	13.0	11.57	15.9	\$10.56	24.0
Sales and related occupations	26.69	19.2	30.73	19.4	7.99	3.6
First-line supervisors/managers, sales workers	24.91	10.4	24.91	10.4	—	—
First-line supervisors/managers of retail sales workers	24.83	11.5	24.83	11.5	—	—
Retail sales workers	10.20	3.2	11.36	2.3	7.98	3.6
Cashiers, all workers	8.64	10.9	9.37	12.4	7.60	7.8
Cashiers	8.64	10.9	9.37	12.4	7.60	7.8
Counter and rental clerks and parts salespersons	12.10	13.0	—	—	—	—
Retail salespersons	12.41	4.4	13.87	9.9	8.84	.0
Sales representatives, wholesale and manufacturing	32.50	6.8	32.50	6.8	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.63	6.8	32.63	6.8	—	—
Office and administrative support occupations	14.57	1.7	14.81	1.9	12.30	3.6
Financial clerks	15.80	3.2	15.84	3.2	—	—
Bookkeeping, accounting, and auditing clerks	16.03	4.7	16.04	4.7	—	—
Customer service representatives	14.97	8.7	15.24	9.6	—	—
Receptionists and information clerks	14.76	9.2	14.76	9.2	—	—
Shipping, receiving, and traffic clerks	15.19	4.9	15.19	4.9	—	—
Stock clerks and order fillers	10.71	5.4	11.62	3.4	9.34	2.6
Secretaries and administrative assistants	15.93	3.7	15.93	3.7	—	—
Executive secretaries and administrative assistants	17.42	6.6	17.42	6.6	—	—
Secretaries, except legal, medical, and executive	14.65	3.7	14.65	3.7	—	—
Data entry and information processing workers	12.84	4.7	13.17	3.6	—	—
Data entry keyers	12.92	5.5	12.92	5.5	—	—
Office clerks, general	12.80	6.3	12.80	6.3	—	—
Construction and extraction occupations	16.48	3.3	16.48	3.3	—	—
Installation, maintenance, and repair occupations	26.26	11.5	26.35	11.4	—	—
First-line supervisors/managers of mechanics, installers, and repairers	32.44	9.9	32.44	9.9	—	—
Bus and truck mechanics and diesel engine specialists	19.07	2.7	19.07	2.7	—	—
Industrial machinery installation, repair, and maintenance workers	19.78	11.4	19.78	11.4	—	—
Industrial machinery mechanics	22.25	9.4	22.25	9.4	—	—
Production occupations	14.36	11.4	14.39	11.3	—	—
Welding, soldering, and brazing workers	17.48	3.0	17.48	3.0	—	—
Welders, cutters, solderers, and brazers	17.47	3.2	17.47	3.2	—	—
Helpers--production workers	10.31	21.1	10.31	21.1	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Memphis, TN-MS-AR, February 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Transportation and material moving occupations	\$14.78	10.2	\$15.90	13.2	\$11.46	4.0
Bus drivers	10.94	7.7	—	—	—	—
Bus drivers, school	10.94	7.7	—	—	—	—
Driver/sales workers and truck drivers	17.58	9.8	18.40	10.4	—	—
Truck drivers, heavy and tractor-trailer	19.30	10.0	19.30	10.0	—	—
Industrial truck and tractor operators	12.58	12.7	12.61	13.1	—	—
Laborers and material movers, hand	10.22	6.2	10.00	8.1	10.55	9.0
Laborers and freight, stock, and material movers, hand	11.22	5.4	11.65	3.3	10.93	9.4
Packers and packagers, hand	8.48	6.8	8.56	6.7	—	—

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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