

# **Knoxville, TN**

# **National Compensation Survey**

# **May 2007**

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U.S. Department of Labor  
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U.S. Bureau of Labor Statistics  
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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 [ocltinfo@bls.gov](mailto:ocltinfo@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 Knoxville, TN, Metropolitan Statistical Area. Data were collected between March 2007 and July 2007; the average reference month is May 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 ag-

gregations 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, Knoxville, TN, May 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> .....	\$16.25	4.4	36.4	\$15.84	4.9	36.2	\$19.34	6.4	38.0
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	29.68	8.8	37.3	32.20	11.3	37.4	23.36	4.3	37.1
Management, business, and financial .....	38.76	17.0	38.6	41.56	18.7	39.5	28.48	13.9	35.4
Professional and related .....	27.00	4.8	37.0	29.06	6.8	36.7	22.30	5.3	37.5
Service .....	9.07	4.3	34.3	8.04	4.0	33.7	15.26	12.7	38.7
Sales and office .....	13.65	4.3	36.4	13.66	4.5	36.2	13.41	13.3	39.6
Sales and related .....	15.43	10.8	35.4	15.43	10.8	35.4	—	—	—
Office and administrative support .....	12.73	2.4	36.9	12.67	2.3	36.7	13.41	13.3	39.6
Natural resources, construction, and maintenance .....	15.71	8.1	39.2	15.49	8.7	39.2	18.30	8.9	39.6
Construction and extraction .....	15.62	13.8	40.0	15.15	15.0	40.0	—	—	—
Installation, maintenance, and repair .....	15.79	4.8	38.6	15.74	5.1	38.6	—	—	—
Production, transportation, and material moving .....	13.32	2.8	36.7	13.30	2.9	36.6	—	—	—
Production .....	13.17	2.5	37.9	13.17	2.5	37.9	—	—	—
Transportation and material moving .....	13.44	4.7	35.8	13.40	4.8	35.6	—	—	—
Full time .....	17.12	4.6	40.0	16.79	5.3	40.1	19.38	6.8	39.4
Part time .....	9.71	6.4	21.6	9.52	6.5	21.9	17.69	16.9	15.2
Union .....	18.24	8.8	39.5	14.80	9.0	39.9	29.51	6.7	38.4
Nonunion .....	16.12	4.7	36.2	15.90	5.2	36.0	17.85	7.4	38.0
Time .....	15.95	4.5	36.3	15.48	5.1	36.1	19.34	6.4	38.0
Incentive .....	23.17	13.0	38.8	23.17	13.0	38.8	—	—	—
<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 .....	16.86	8.6	35.3	16.64	8.8	35.3	—	—	—
100-499 workers .....	14.83	6.9	37.4	14.61	7.4	37.4	18.77	14.2	36.5
500 workers or more .....	17.20	5.2	37.5	16.00	8.9	36.5	18.56	5.0	38.7

<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>, Knoxville, TN, May 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> .....	\$16.25	4.4	\$17.12	4.6	\$9.71	6.4
<b>Management occupations</b> .....	43.58	17.0	43.53	17.1	—	—
Level 7 .....	19.73	13.5	19.73	13.5	—	—
Level 8 .....	24.18	6.4	24.18	6.4	—	—
Level 12 .....	53.22	27.5	53.22	27.5	—	—
Not able to be leveled .....	54.84	16.3	—	—	—	—
Education administrators .....	39.31	2.2	39.31	2.2	—	—
<b>Business and financial operations occupations</b> .....	24.75	13.6	21.72	3.3	—	—
<b>Computer and mathematical science occupations</b> .....	23.62	3.8	23.62	3.8	—	—
<b>Architecture and engineering occupations</b> .....	38.56	11.7	38.56	11.7	—	—
Level 9 .....	29.90	6.2	29.90	6.2	—	—
Engineers .....	44.85	25.2	44.85	25.2	—	—
Level 9 .....	30.49	7.0	30.49	7.0	—	—
<b>Education, training, and library occupations</b> .....	19.44	14.0	20.36	11.6	—	—
Level 7 .....	13.46	4.5	—	—	14.86	6.1
Level 9 .....	28.34	3.0	28.30	2.9	—	—
Postsecondary teachers .....	28.26	4.6	28.60	4.3	—	—
Primary, secondary, and special education school teachers .....	23.49	15.9	23.42	15.9	—	—
Level 9 .....	28.24	3.0	28.20	2.9	—	—
Elementary and middle school teachers .....	28.09	2.5	28.04	2.4	—	—
Level 9 .....	28.09	2.5	28.04	2.4	—	—
Elementary school teachers, except special education .....	27.78	1.6	27.72	1.4	—	—
Level 9 .....	27.78	1.6	27.72	1.4	—	—
Teacher assistants .....	9.73	12.3	11.20	3.7	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.20	9.7	20.20	9.7	—	—
<b>Healthcare practitioner and technical occupations</b> .....	28.68	4.6	29.21	4.8	24.46	19.0
Level 5 .....	16.34	4.3	16.46	4.6	—	—
Level 6 .....	16.65	13.0	16.65	13.0	—	—
Level 7 .....	20.61	5.5	20.87	8.2	—	—
Level 8 .....	—	—	22.70	1.0	—	—
Level 9 .....	26.26	11.6	26.27	11.6	—	—
Level 10 .....	51.35	7.2	50.34	6.4	—	—
Pharmacists .....	48.07	2.2	48.07	2.2	—	—
Level 10 .....	49.90	.8	49.90	.8	—	—
Registered nurses .....	27.31	21.1	26.87	19.5	—	—
Level 7 .....	22.18	2.5	22.18	2.5	—	—
Level 8 .....	—	—	22.70	1.0	—	—
Level 9 .....	23.37	8.2	23.38	8.3	—	—
Therapists .....	27.63	18.0	28.62	17.3	—	—
Diagnostic related technologists and technicians .....	22.21	3.9	—	—	—	—
Radiologic technologists and technicians .....	20.22	4.2	—	—	—	—
Health diagnosing and treating practitioner support technicians .....	14.14	2.9	14.14	2.9	—	—
Licensed practical and licensed vocational nurses .....	15.07	2.4	15.02	1.8	—	—
Level 5 .....	14.98	2.2	14.87	.8	—	—
<b>Healthcare support occupations</b> .....	12.08	9.6	12.34	10.4	—	—
Level 3 .....	10.24	4.5	10.38	5.2	—	—
Nursing, psychiatric, and home health aides .....	9.63	1.5	9.59	1.8	—	—
Level 3 .....	9.83	.5	9.83	.5	—	—
Nursing aides, orderlies, and attendants .....	9.63	1.5	9.59	1.8	—	—
Level 3 .....	9.83	.5	9.83	.5	—	—
Miscellaneous healthcare support occupations .....	13.78	8.5	14.78	6.2	—	—
Level 3 .....	11.09	10.4	—	—	—	—
<b>Protective service occupations</b> .....	15.79	12.7	15.90	14.8	—	—

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>, Knoxville, TN, May 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)
Security guards and gaming surveillance officers .....	—	—	\$11.98	4.2	—	—
Security guards .....	—	—	11.98	4.2	—	—
<b>Food preparation and serving related occupations</b> .....	\$6.27	4.8	7.19	7.3	\$4.42	8.8
Level 1 .....	5.17	6.6	5.67	8.0	—	—
Level 2 .....	5.09	11.0	5.19	16.0	4.94	5.5
Level 3 .....	5.63	29.7	6.73	29.1	—	—
Level 4 .....	10.55	9.8	11.55	5.6	—	—
First-line supervisors/managers, food preparation and serving workers .....	12.63	16.4	12.63	16.4	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.63	16.4	12.63	16.4	—	—
Cooks .....	10.18	2.3	10.24	3.1	—	—
Level 3 .....	9.91	3.0	9.91	3.0	—	—
Cooks, restaurant .....	10.53	3.9	—	—	—	—
Food preparation workers .....	9.27	4.0	9.71	7.3	—	—
Level 2 .....	8.88	7.7	—	—	—	—
Food service, tipped .....	2.46	2.3	2.44	3.3	2.49	3.2
Level 1 .....	2.75	3.6	2.84	4.7	—	—
Level 2 .....	2.24	1.0	—	—	2.22	.0
Waiters and waitresses .....	2.31	.3	2.27	1.0	2.36	1.0
Level 1 .....	2.51	.7	—	—	—	—
Level 2 .....	2.24	1.0	—	—	2.22	.0
Fast food and counter workers .....	8.16	4.5	—	—	—	—
Level 2 .....	6.84	2.3	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.16	4.5	—	—	—	—
Level 2 .....	6.84	2.3	—	—	—	—
Dishwashers .....	8.36	3.4	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.04	2.8	9.36	1.8	—	—
Level 1 .....	7.93	2.5	8.25	1.8	—	—
Level 2 .....	9.96	4.8	9.96	4.8	—	—
Building cleaning workers .....	8.72	3.3	9.04	3.3	—	—
Level 1 .....	7.93	2.6	8.25	1.8	—	—
Level 2 .....	9.96	4.8	9.96	4.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	8.91	5.7	9.54	4.4	—	—
Level 1 .....	7.32	4.1	—	—	—	—
Level 2 .....	10.15	6.6	10.15	6.6	—	—
Maids and housekeeping cleaners .....	8.50	1.9	8.58	3.1	—	—
Level 1 .....	8.32	1.6	8.40	2.9	—	—
<b>Personal care and service occupations</b> .....	10.07	3.6	10.25	4.1	—	—
Level 3 .....	9.44	2.5	—	—	—	—
<b>Sales and related occupations</b> .....	15.43	10.8	16.97	10.7	8.61	5.6
Level 1 .....	8.06	.0	—	—	7.39	.0
Level 2 .....	8.79	6.8	9.63	1.1	—	—
Level 3 .....	9.83	2.6	9.63	3.4	10.22	5.2
Level 4 .....	13.51	6.2	13.59	6.4	—	—
Level 5 .....	20.64	10.8	20.64	10.8	—	—
Level 8 .....	39.68	15.4	39.68	15.4	—	—
First-line supervisors/managers, sales workers .....	16.59	33.0	16.59	33.0	—	—
Retail sales workers .....	9.75	4.8	10.23	5.4	8.61	5.6
Level 1 .....	8.06	.0	—	—	7.39	.0
Level 2 .....	8.79	6.8	9.63	1.1	—	—
Level 3 .....	9.64	2.1	9.33	1.4	10.22	5.2
Cashiers, all workers .....	8.91	4.1	9.39	3.2	7.37	7.6
Level 2 .....	9.39	.7	—	—	—	—
Cashiers .....	8.91	4.1	9.39	3.2	7.37	7.6
Level 2 .....	9.39	.7	—	—	—	—
Retail salespersons .....	10.09	5.2	10.03	4.7	10.20	6.3
Level 3 .....	9.89	1.9	9.47	.9	—	—
Sales representatives, wholesale and manufacturing .....	24.75	6.8	24.75	6.8	—	—

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>, Knoxville, TN, May 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)
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	\$22.64	8.9	\$22.64	8.9	—	—
<b>Office and administrative support occupations</b> .....	12.73	2.4	13.00	2.7	\$9.89	2.7
Level 2 .....	10.09	2.4	10.32	2.3	9.08	4.0
Level 3 .....	11.78	4.4	11.93	4.6	—	—
Level 4 .....	13.05	2.6	13.04	2.6	—	—
Level 5 .....	16.86	9.1	16.86	9.1	—	—
Level 6 .....	18.44	2.5	18.68	2.3	—	—
Level 7 .....	20.63	9.1	20.63	9.1	—	—
Financial clerks .....	14.35	6.4	14.36	6.4	—	—
Level 3 .....	12.28	7.0	12.28	7.0	—	—
Level 4 .....	13.66	4.6	13.66	4.7	—	—
Bookkeeping, accounting, and auditing clerks .....	13.41	5.0	13.41	5.0	—	—
Level 4 .....	13.47	6.6	13.47	6.6	—	—
Customer service representatives .....	12.47	7.3	14.36	8.2	—	—
Hotel, motel, and resort desk clerks .....	9.52	4.6	—	—	—	—
Receptionists and information clerks .....	11.02	2.6	11.10	2.9	—	—
Level 3 .....	11.38	4.4	—	—	—	—
Shipping, receiving, and traffic clerks .....	11.10	5.8	11.20	6.8	—	—
Stock clerks and order fillers .....	12.42	4.6	12.63	5.2	—	—
Secretaries and administrative assistants .....	16.12	6.4	16.14	6.4	—	—
Level 4 .....	12.42	5.4	12.42	5.4	—	—
Executive secretaries and administrative assistants .....	18.28	11.1	18.28	11.1	—	—
Medical secretaries .....	11.39	3.3	11.29	3.4	—	—
Level 4 .....	11.06	1.8	11.06	1.8	—	—
Secretaries, except legal, medical, and executive .....	16.02	10.6	16.02	10.6	—	—
Office clerks, general .....	12.78	9.1	12.76	9.2	—	—
Level 3 .....	10.88	2.7	10.88	2.7	—	—
Level 4 .....	14.13	6.8	14.11	7.0	—	—
<b>Construction and extraction occupations</b> .....	15.62	13.8	15.62	13.8	—	—
Level 7 .....	20.99	6.6	20.99	6.6	—	—
<b>Installation, maintenance, and repair occupations</b> .....	15.79	4.8	16.06	5.5	—	—
Level 5 .....	14.59	5.2	14.90	5.8	—	—
Level 6 .....	19.05	6.1	19.05	6.1	—	—
Industrial machinery installation, repair, and maintenance workers .....	15.60	5.6	15.60	5.6	—	—
Level 5 .....	16.04	3.6	16.04	3.6	—	—
Industrial machinery mechanics .....	20.63	3.1	20.63	3.1	—	—
Maintenance and repair workers, general .....	14.48	8.2	14.48	8.2	—	—
<b>Production occupations</b> .....	13.17	2.5	13.30	2.1	10.31	21.1
Level 1 .....	7.65	5.0	—	—	—	—
Level 2 .....	9.80	4.5	9.80	4.5	—	—
Level 3 .....	12.41	4.4	12.41	4.4	—	—
Level 4 .....	13.75	2.5	13.63	2.4	—	—
Level 5 .....	16.10	2.4	16.10	2.4	—	—
Level 6 .....	18.12	7.1	18.27	7.5	—	—
First-line supervisors/managers of production and operating workers .....	16.90	9.7	16.90	9.7	—	—
Miscellaneous assemblers and fabricators .....	14.50	5.3	14.50	5.3	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.35	25.4	16.35	25.4	—	—
Welding, soldering, and brazing workers .....	17.07	5.4	17.07	5.4	—	—
Welders, cutters, solderers, and brazers .....	17.74	6.2	17.74	6.2	—	—
Laundry and dry-cleaning workers .....	7.73	4.9	—	—	—	—
Miscellaneous production workers .....	11.92	1.0	12.00	1.2	—	—
<b>Transportation and material moving occupations</b> .....	13.44	4.7	14.00	5.0	11.07	11.6
Level 1 .....	9.73	16.5	10.67	15.2	—	—
Level 2 .....	11.33	6.4	11.79	4.8	—	—
Level 3 .....	12.80	3.4	12.69	4.7	—	—
Level 4 .....	15.06	5.4	15.05	5.5	—	—
Level 5 .....	17.94	3.0	17.94	3.0	—	—

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>, Knoxville, TN, May 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)
Driver/sales workers and truck drivers .....	\$15.04	7.5	\$15.17	7.3	—	—
Level 2 .....	11.39	9.1	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	15.79	9.1	15.79	9.2	—	—
Truck drivers, light or delivery services .....	12.04	10.6	—	—	—	—
Industrial truck and tractor operators .....	13.41	7.0	13.41	7.0	—	—
Laborers and material movers, hand .....	11.79	7.6	11.91	7.0	—	—
Level 1 .....	9.84	18.9	—	—	—	—
Level 2 .....	12.10	3.2	12.10	3.2	—	—
Laborers and freight, stock, and material movers, hand .....	12.79	3.9	12.70	6.1	—	—

<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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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>, Knoxville, TN, May 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> .....	\$15.84	4.9	\$16.79	5.3	\$9.52	6.5
<b>Management occupations</b> .....	45.49	18.5	45.49	18.5	—	—
Level 8 .....	24.18	6.4	24.18	6.4	—	—
<b>Business and financial operations occupations</b> .....	26.65	19.6	21.94	4.2	—	—
<b>Architecture and engineering occupations</b> .....	38.56	11.7	38.56	11.7	—	—
Level 9 .....	29.90	6.2	29.90	6.2	—	—
Engineers .....	44.85	25.2	44.85	25.2	—	—
Level 9 .....	30.49	7.0	30.49	7.0	—	—
<b>Education, training, and library occupations</b>						
Postsecondary teachers .....	28.26	4.6	28.60	4.3	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	19.92	10.1	19.92	10.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	30.51	4.0	31.36	3.3	25.04	22.0
Level 5 .....	16.56	5.0	16.73	5.5	—	—
Level 6 .....	20.42	5.5	20.42	5.5	—	—
Level 7 .....	21.71	7.0	22.19	10.8	—	—
Level 8 .....	—	—	22.67	1.0	—	—
Level 10 .....	53.90	4.9	52.86	3.9	—	—
Pharmacists .....	49.92	.8	49.92	.8	—	—
Level 10 .....	49.90	.8	49.90	.8	—	—
Registered nurses .....	27.62	23.4	27.18	21.8	—	—
Level 7 .....	22.18	2.5	22.18	2.5	—	—
Level 8 .....	—	—	22.67	1.0	—	—
Diagnostic related technologists and technicians .....	22.55	4.1	—	—	—	—
Licensed practical and licensed vocational nurses .....	15.07	2.4	15.02	1.8	—	—
Level 5 .....	14.98	2.2	14.87	.8	—	—
<b>Healthcare support occupations</b> .....	10.50	2.5	10.62	2.7	—	—
Level 3 .....	10.35	5.4	10.52	6.5	—	—
Nursing, psychiatric, and home health aides .....	9.63	1.7	9.58	2.1	—	—
Level 3 .....	9.86	.8	9.86	.8	—	—
Nursing aides, orderlies, and attendants .....	9.63	1.7	9.59	2.1	—	—
Level 3 .....	9.86	.8	9.86	.8	—	—
Miscellaneous healthcare support occupations .....	12.48	7.0	13.46	3.8	—	—
<b>Food preparation and serving related occupations</b> .....	6.23	5.1	7.15	7.6	4.40	9.0
Level 1 .....	4.97	7.1	5.39	9.3	—	—
Level 2 .....	5.04	10.9	5.14	16.4	4.90	5.1
Level 3 .....	5.63	29.7	6.73	29.1	—	—
Level 4 .....	10.55	9.8	11.55	5.6	—	—
First-line supervisors/managers, food preparation and serving workers .....	12.63	16.4	12.63	16.4	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.63	16.4	12.63	16.4	—	—
Cooks .....	10.18	2.3	10.24	3.1	—	—
Level 3 .....	9.91	3.0	9.91	3.0	—	—
Cooks, restaurant .....	10.53	3.9	—	—	—	—
Food preparation workers .....	9.27	4.0	9.71	7.3	—	—
Level 2 .....	8.88	7.7	—	—	—	—
Food service, tipped .....	2.46	2.3	2.44	3.3	2.49	3.2
Level 1 .....	2.75	3.6	2.84	4.7	—	—
Level 2 .....	2.24	1.0	—	—	2.22	.0
Waiters and waitresses .....	2.31	.3	2.27	1.0	2.36	1.0
Level 1 .....	2.51	.7	—	—	—	—
Level 2 .....	2.24	1.0	—	—	2.22	.0
Fast food and counter workers .....	8.14	4.9	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.14	4.9	—	—	—	—
Dishwashers .....	8.36	3.4	—	—	—	—

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>, Knoxville, TN, May 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>Building and grounds cleaning and maintenance occupations</b>	\$8.78	2.9	\$9.12	1.5	—	—
Level 1	7.93	2.5	8.25	1.8	—	—
Level 2	9.38	3.5	9.38	3.5	—	—
Building cleaning workers	8.44	3.3	8.77	3.3	—	—
Level 1	7.93	2.6	8.25	1.8	—	—
Level 2	9.38	3.5	9.38	3.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.37	6.8	9.06	5.6	—	—
Level 1	7.32	4.1	—	—	—	—
Maids and housekeeping cleaners	8.50	1.9	8.58	3.1	—	—
Level 1	8.32	1.6	8.40	2.9	—	—
<b>Personal care and service occupations</b>	10.23	4.2	10.49	5.6	—	—
<b>Sales and related occupations</b>	15.43	10.8	16.97	10.7	\$8.61	5.6
Level 1	8.06	.0	—	—	7.39	.0
Level 2	8.79	6.8	9.63	1.1	—	—
Level 3	9.83	2.6	9.63	3.4	10.22	5.2
Level 4	13.51	6.2	13.59	6.4	—	—
Level 5	20.64	10.8	20.64	10.8	—	—
Level 8	39.68	15.4	39.68	15.4	—	—
First-line supervisors/managers, sales workers	16.59	33.0	16.59	33.0	—	—
Retail sales workers	9.75	4.8	10.23	5.4	8.61	5.6
Level 1	8.06	.0	—	—	7.39	.0
Level 2	8.79	6.8	9.63	1.1	—	—
Level 3	9.64	2.1	9.33	1.4	10.22	5.2
Cashiers, all workers	8.91	4.1	9.39	3.2	7.37	7.6
Level 2	9.39	.7	—	—	—	—
Cashiers	8.91	4.1	9.39	3.2	7.37	7.6
Level 2	9.39	.7	—	—	—	—
Retail salespersons	10.09	5.2	10.03	4.7	10.20	6.3
Level 3	9.89	1.9	9.47	.9	—	—
Sales representatives, wholesale and manufacturing	24.75	6.8	24.75	6.8	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.64	8.9	22.64	8.9	—	—
<b>Office and administrative support occupations</b>	12.67	2.3	12.96	2.6	9.89	2.7
Level 2	10.10	2.4	10.35	2.3	9.08	4.0
Level 3	12.07	4.4	12.28	4.4	—	—
Level 4	13.10	2.6	13.09	2.7	—	—
Level 5	16.75	12.8	16.75	12.8	—	—
Level 6	18.19	3.2	—	—	—	—
Financial clerks	14.45	6.3	14.46	6.4	—	—
Level 3	12.28	7.0	12.28	7.0	—	—
Level 4	13.84	4.4	13.85	4.5	—	—
Bookkeeping, accounting, and auditing clerks	13.43	5.0	13.43	5.0	—	—
Level 4	13.51	6.6	13.51	6.6	—	—
Customer service representatives	12.47	7.3	14.36	8.2	—	—
Hotel, motel, and resort desk clerks	9.52	4.6	—	—	—	—
Receptionists and information clerks	11.02	2.6	11.10	2.9	—	—
Level 3	11.38	4.4	—	—	—	—
Shipping, receiving, and traffic clerks	11.31	6.6	—	—	—	—
Stock clerks and order fillers	12.54	4.3	12.77	5.1	—	—
Secretaries and administrative assistants	15.34	8.8	15.35	8.9	—	—
Level 4	12.42	5.4	12.42	5.4	—	—
Executive secretaries and administrative assistants	18.20	12.8	18.20	12.8	—	—
Medical secretaries	11.39	3.3	11.29	3.4	—	—
Level 4	11.06	1.8	11.06	1.8	—	—
Office clerks, general	12.91	9.9	12.89	10.0	—	—
Level 3	10.88	3.1	10.88	3.1	—	—
Level 4	14.13	6.8	14.11	7.0	—	—
<b>Construction and extraction occupations</b>	15.15	15.0	15.15	15.0	—	—
Level 7	20.73	8.4	20.73	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>, Knoxville, TN, May 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>Installation, maintenance, and repair occupations</b> .....	\$15.74	5.1	\$16.03	5.9	—	—
Level 5 .....	14.51	6.1	14.88	6.9	—	—
Level 6 .....	18.94	6.5	18.94	6.5	—	—
Industrial machinery installation, repair, and maintenance workers .....	15.69	5.9	15.69	5.9	—	—
Industrial machinery mechanics .....	20.63	3.1	20.63	3.1	—	—
Maintenance and repair workers, general .....	14.49	9.0	14.49	9.0	—	—
<b>Production occupations</b> .....	13.17	2.5	13.30	2.1	\$10.31	21.1
Level 1 .....	7.65	5.0	—	—	—	—
Level 2 .....	9.80	4.5	9.80	4.5	—	—
Level 3 .....	12.41	4.4	12.41	4.4	—	—
Level 4 .....	13.75	2.5	13.63	2.4	—	—
Level 5 .....	16.10	2.4	16.10	2.4	—	—
Level 6 .....	18.12	7.1	18.27	7.5	—	—
First-line supervisors/managers of production and operating workers .....	16.90	9.7	16.90	9.7	—	—
Miscellaneous assemblers and fabricators .....	14.50	5.3	14.50	5.3	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.35	25.4	16.35	25.4	—	—
Welding, soldering, and brazing workers .....	17.07	5.4	17.07	5.4	—	—
Welders, cutters, solderers, and brazers .....	17.74	6.2	17.74	6.2	—	—
Laundry and dry-cleaning workers .....	7.73	4.9	—	—	—	—
Miscellaneous production workers .....	11.92	1.0	12.00	1.2	—	—
<b>Transportation and material moving occupations</b> .....	13.40	4.8	13.97	5.3	11.07	11.6
Level 1 .....	9.73	16.5	10.67	15.2	—	—
Level 2 .....	11.33	6.4	11.79	4.8	—	—
Level 3 .....	12.67	4.0	12.45	5.1	—	—
Level 4 .....	15.06	5.4	15.05	5.5	—	—
Level 5 .....	17.99	3.0	17.99	3.0	—	—
Driver/sales workers and truck drivers .....	15.06	8.1	15.21	7.9	—	—
Level 2 .....	11.39	9.1	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	15.76	9.4	15.76	9.5	—	—
Industrial truck and tractor operators .....	13.41	7.0	13.41	7.0	—	—
Laborers and material movers, hand .....	11.79	7.6	11.91	7.0	—	—
Level 1 .....	9.84	18.9	—	—	—	—
Level 2 .....	12.10	3.2	12.10	3.2	—	—
Laborers and freight, stock, and material movers, hand .....	12.79	3.9	12.70	6.1	—	—

<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.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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>, Knoxville, TN, May 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> .....	\$19.34	6.4	\$19.38	6.8	\$17.69	16.9
<b>Management occupations</b> .....	33.83	16.1	33.34	16.8	—	—
<b>Education, training, and library occupations</b> .....	22.93	7.3	23.05	7.7	—	—
Level 9 .....	28.36	3.0	28.32	2.9	—	—
Primary, secondary, and special education school teachers .....	28.24	3.0	28.20	2.9	—	—
Level 9 .....	28.24	3.0	28.20	2.9	—	—
Elementary and middle school teachers .....	28.09	2.5	28.04	2.4	—	—
Level 9 .....	28.09	2.5	28.04	2.4	—	—
Elementary school teachers, except special education .....	27.78	1.6	27.72	1.4	—	—
Level 9 .....	27.78	1.6	27.72	1.4	—	—
Teacher assistants .....	11.20	3.7	11.20	3.7	—	—
<b>Healthcare practitioner and technical occupations</b> .....	22.88	16.4	23.06	16.6	—	—
<b>Protective service occupations</b> .....	17.63	16.9	17.95	18.8	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.80	7.4	10.80	7.4	—	—
Level 2 .....	10.61	8.4	10.61	8.4	—	—
Building cleaning workers .....	10.61	8.4	10.61	8.4	—	—
Level 2 .....	10.61	8.4	10.61	8.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.61	8.4	10.61	8.4	—	—
Level 2 .....	10.61	8.4	10.61	8.4	—	—
<b>Office and administrative support occupations</b> .....	13.41	13.3	13.41	13.3	—	—

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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>, Knoxville, TN, May 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> .....	\$16.25	4.4	\$17.12	4.6	\$9.71	6.4
<b>Management occupations</b> .....	43.58	17.0	43.53	17.1	—	—
Group II .....	19.89	8.0	—	—	—	—
Group III .....	45.93	22.1	—	—	—	—
Education administrators .....	39.31	2.2	39.31	2.2	—	—
<b>Business and financial operations occupations</b> .....	24.75	13.6	21.72	3.3	—	—
Group II .....	20.05	5.5	—	—	—	—
<b>Computer and mathematical science occupations</b> .....	23.62	3.8	23.62	3.8	—	—
<b>Architecture and engineering occupations</b> .....	38.56	11.7	38.56	11.7	—	—
Group II .....	32.77	19.0	—	—	—	—
Group III .....	31.25	2.1	—	—	—	—
Engineers .....	44.85	25.2	44.85	25.2	—	—
Group III .....	32.07	5.7	—	—	—	—
<b>Education, training, and library occupations</b> .....	19.44	14.0	20.36	11.6	—	—
Group I .....	9.73	12.3	—	—	—	—
Group II .....	11.12	12.0	—	—	—	—
Group III .....	28.39	2.9	—	—	—	—
Postsecondary teachers .....	28.26	4.6	28.60	4.3	—	—
Group III .....	30.10	3.1	—	—	—	—
Primary, secondary, and special education school teachers .....	23.49	15.9	23.42	15.9	—	—
Group III .....	28.24	3.0	—	—	—	—
Elementary and middle school teachers .....	28.09	2.5	28.04	2.4	—	—
Group III .....	28.09	2.5	—	—	—	—
Elementary school teachers, except special education .....	27.78	1.6	27.72	1.4	—	—
Group III .....	27.78	1.6	27.72	1.4	—	—
Teacher assistants .....	9.73	12.3	11.20	3.7	—	—
Group I .....	9.73	12.3	11.20	3.7	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.20	9.7	20.20	9.7	—	—
Group II .....	18.13	2.8	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	28.68	4.6	29.21	4.8	24.46	19.0
Group II .....	20.18	5.0	—	—	—	—
Group III .....	47.40	5.0	—	—	—	—
Pharmacists .....	48.07	2.2	48.07	2.2	—	—
Group III .....	48.07	2.2	48.07	2.2	—	—
Registered nurses .....	27.31	21.1	26.87	19.5	—	—
Group II .....	22.66	.9	22.41	.5	—	—
Group III .....	38.97	34.6	37.00	33.7	—	—
Therapists .....	27.63	18.0	28.62	17.3	—	—
Group II .....	18.11	6.6	—	—	—	—
Diagnostic related technologists and technicians .....	22.21	3.9	—	—	—	—
Group II .....	22.21	3.9	—	—	—	—
Radiologic technologists and technicians .....	20.22	4.2	—	—	—	—
Group II .....	20.22	4.2	—	—	—	—
Health diagnosing and treating practitioner support technicians .....	14.14	2.9	14.14	2.9	—	—
Licensed practical and licensed vocational nurses .....	15.07	2.4	15.02	1.8	—	—
Group II .....	15.14	3.0	15.08	2.4	—	—
<b>Healthcare support occupations</b> .....	12.08	9.6	12.34	10.4	—	—
Group I .....	10.02	2.6	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.63	1.5	9.59	1.8	—	—
Group I .....	9.63	1.5	—	—	—	—
Nursing aides, orderlies, and attendants .....	9.63	1.5	9.59	1.8	—	—
Group I .....	9.63	1.5	9.59	1.8	—	—
Miscellaneous healthcare support occupations .....	13.78	8.5	14.78	6.2	—	—
Group I .....	11.27	8.9	—	—	—	—

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>, Knoxville, TN, May 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>Protective service occupations</b> .....	\$15.79	12.7	\$15.90	14.8	—	—
Group II .....	18.32	16.5	—	—	—	—
Security guards and gaming surveillance officers .....	—	—	11.98	4.2	—	—
Security guards .....	—	—	11.98	4.2	—	—
<b>Food preparation and serving related occupations</b> .....	6.27	4.8	7.19	7.3	\$4.42	8.8
Group I .....	5.77	2.7	—	—	—	—
First-line supervisors/managers, food preparation and serving workers .....	12.63	16.4	12.63	16.4	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.63	16.4	12.63	16.4	—	—
Cooks .....	10.18	2.3	10.24	3.1	—	—
Group I .....	10.18	2.3	—	—	—	—
Cooks, restaurant .....	10.53	3.9	—	—	—	—
Group I .....	10.53	3.9	—	—	—	—
Food preparation workers .....	9.27	4.0	9.71	7.3	—	—
Group I .....	9.27	4.0	9.71	7.3	—	—
Food service, tipped .....	2.46	2.3	2.44	3.3	2.49	3.2
Group I .....	2.46	2.3	—	—	—	—
Waiters and waitresses .....	2.31	.3	2.27	1.0	2.36	1.0
Group I .....	2.31	.3	2.27	1.0	2.36	1.0
Fast food and counter workers .....	8.16	4.5	—	—	—	—
Group I .....	8.16	4.5	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.16	4.5	—	—	—	—
Group I .....	8.16	4.5	—	—	—	—
Dishwashers .....	8.36	3.4	—	—	—	—
Group I .....	8.36	3.4	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.04	2.8	9.36	1.8	—	—
Group I .....	8.99	3.2	—	—	—	—
Building cleaning workers .....	8.72	3.3	9.04	3.3	—	—
Group I .....	8.72	3.3	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	8.91	5.7	9.54	4.4	—	—
Group I .....	8.91	5.7	9.54	4.4	—	—
Maids and housekeeping cleaners .....	8.50	1.9	8.58	3.1	—	—
Group I .....	8.50	1.9	8.58	3.1	—	—
<b>Personal care and service occupations</b> .....	10.07	3.6	10.25	4.1	—	—
Group I .....	9.86	3.2	—	—	—	—
<b>Sales and related occupations</b> .....	15.43	10.8	16.97	10.7	8.61	5.6
Group I .....	10.13	4.0	—	—	—	—
Group II .....	30.05	13.6	—	—	—	—
First-line supervisors/managers, sales workers .....	16.59	33.0	16.59	33.0	—	—
Retail sales workers .....	9.75	4.8	10.23	5.4	8.61	5.6
Group I .....	9.27	1.7	—	—	—	—
Cashiers, all workers .....	8.91	4.1	9.39	3.2	7.37	7.6
Group I .....	8.76	6.4	—	—	—	—
Cashiers .....	8.91	4.1	9.39	3.2	7.37	7.6
Group I .....	8.76	6.4	9.29	5.3	7.37	7.6
Retail salespersons .....	10.09	5.2	10.03	4.7	10.20	6.3
Group I .....	10.08	5.6	10.01	5.1	10.20	6.3
Sales representatives, wholesale and manufacturing .....	24.75	6.8	24.75	6.8	—	—
Group II .....	27.64	11.9	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	22.64	8.9	22.64	8.9	—	—
<b>Office and administrative support occupations</b> .....	12.73	2.4	13.00	2.7	9.89	2.7
Group I .....	11.60	2.1	—	—	—	—
Group II .....	18.50	3.5	—	—	—	—
Financial clerks .....	14.35	6.4	14.36	6.4	—	—
Group I .....	12.97	4.0	—	—	—	—

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>, Knoxville, TN, May 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)
Bookkeeping, accounting, and auditing clerks .....	\$13.41	5.0	\$13.41	5.0	—	—
Group I .....	12.87	5.2	12.87	5.2	—	—
Customer service representatives .....	12.47	7.3	14.36	8.2	—	—
Group II .....	17.26	9.4	17.26	9.4	—	—
Hotel, motel, and resort desk clerks .....	9.52	4.6	—	—	—	—
Group I .....	9.52	4.6	—	—	—	—
Receptionists and information clerks .....	11.02	2.6	11.10	2.9	—	—
Group I .....	11.02	2.6	11.10	2.9	—	—
Shipping, receiving, and traffic clerks .....	11.10	5.8	11.20	6.8	—	—
Group I .....	11.10	5.8	11.20	6.8	—	—
Stock clerks and order fillers .....	12.42	4.6	12.63	5.2	—	—
Group I .....	12.42	4.6	12.63	5.2	—	—
Secretaries and administrative assistants .....	16.12	6.4	16.14	6.4	—	—
Group I .....	12.95	5.2	—	—	—	—
Group II .....	18.75	2.9	—	—	—	—
Executive secretaries and administrative assistants ....	18.28	11.1	18.28	11.1	—	—
Medical secretaries .....	11.39	3.3	11.29	3.4	—	—
Group I .....	11.39	3.3	11.29	3.4	—	—
Secretaries, except legal, medical, and executive .....	16.02	10.6	16.02	10.6	—	—
Office clerks, general .....	12.78	9.1	12.76	9.2	—	—
Group I .....	11.94	4.7	11.92	4.7	—	—
<b>Construction and extraction occupations .....</b>	<b>15.62</b>	<b>13.8</b>	<b>15.62</b>	<b>13.8</b>	—	—
Group I .....	11.80	1.0	—	—	—	—
Group II .....	19.14	6.3	—	—	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>15.79</b>	<b>4.8</b>	<b>16.06</b>	<b>5.5</b>	—	—
Group I .....	10.73	6.3	—	—	—	—
Group II .....	17.36	3.0	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	15.60	5.6	15.60	5.6	—	—
Group I .....	10.84	6.0	—	—	—	—
Group II .....	18.13	4.3	—	—	—	—
Industrial machinery mechanics .....	20.63	3.1	20.63	3.1	—	—
Group II .....	20.63	3.1	20.63	3.1	—	—
Maintenance and repair workers, general .....	14.48	8.2	14.48	8.2	—	—
Group II .....	16.83	4.3	16.83	4.3	—	—
<b>Production occupations .....</b>	<b>13.17</b>	<b>2.5</b>	<b>13.30</b>	<b>2.1</b>	<b>\$10.31</b>	<b>21.1</b>
Group I .....	11.25	4.7	—	—	—	—
Group II .....	16.92	3.1	—	—	—	—
First-line supervisors/managers of production and operating workers .....	16.90	9.7	16.90	9.7	—	—
Miscellaneous assemblers and fabricators .....	14.50	5.3	14.50	5.3	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.35	25.4	16.35	25.4	—	—
Welding, soldering, and brazing workers .....	17.07	5.4	17.07	5.4	—	—
Group II .....	17.67	5.6	—	—	—	—
Welders, cutters, solderers, and brazers .....	17.74	6.2	17.74	6.2	—	—
Laundry and dry-cleaning workers .....	7.73	4.9	—	—	—	—
Group I .....	7.73	4.9	—	—	—	—
Miscellaneous production workers .....	11.92	1.0	12.00	1.2	—	—
Group I .....	11.92	1.0	—	—	—	—
<b>Transportation and material moving occupations .....</b>	<b>13.44</b>	<b>4.7</b>	<b>14.00</b>	<b>5.0</b>	<b>11.07</b>	<b>11.6</b>
Group I .....	12.22	5.7	—	—	—	—
Group II .....	17.50	2.0	—	—	—	—
Driver/sales workers and truck drivers .....	15.04	7.5	15.17	7.3	—	—
Group I .....	13.39	5.3	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	15.79	9.1	15.79	9.2	—	—
Group I .....	13.11	1.9	—	—	—	—
Truck drivers, light or delivery services .....	12.04	10.6	—	—	—	—
Group I .....	12.04	10.6	—	—	—	—
Industrial truck and tractor operators .....	13.41	7.0	13.41	7.0	—	—
Laborers and material movers, hand .....	11.79	7.6	11.91	7.0	—	—
Group I .....	11.62	8.8	—	—	—	—

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>, Knoxville, TN, May 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)
Laborers and freight, stock, and material movers, hand .....	\$12.79	3.9	\$12.70	6.1	—	—
Group I .....	12.57	5.2	12.34	8.1	—	—

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.62	\$9.70	\$12.75	\$18.07	\$26.80
<b>Management occupations</b> .....	16.08	24.27	39.64	66.78	66.78
Education administrators .....	32.27	32.27	41.93	44.25	45.86
<b>Business and financial operations occupations</b> .....	16.48	19.07	22.00	23.75	29.51
<b>Computer and mathematical science occupations</b> .....	18.60	19.77	23.00	24.60	31.59
<b>Architecture and engineering occupations</b> .....	20.19	26.70	35.00	45.98	68.48
Engineers .....	23.64	30.01	38.46	68.48	74.00
<b>Education, training, and library occupations</b> .....	8.71	9.79	17.89	28.10	31.97
Postsecondary teachers .....	21.89	23.98	25.87	29.31	42.30
Primary, secondary, and special education school teachers .....	8.71	20.46	25.50	30.34	33.23
Elementary and middle school teachers .....	22.51	24.28	27.73	30.97	34.09
Elementary school teachers, except special education .....	22.25	24.01	27.53	30.53	33.23
Teacher assistants .....	7.36	7.36	9.59	11.51	13.23
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.00	16.46	18.27	20.63	23.08
<b>Healthcare practitioner and technical occupations</b> .....	14.51	18.01	22.40	34.04	51.78
Pharmacists .....	41.32	49.18	49.50	49.50	51.78
Registered nurses .....	19.17	21.63	23.25	25.00	55.17
Therapists .....	16.70	19.00	34.04	37.16	37.16
Diagnostic related technologists and technicians .....	18.30	18.50	20.40	22.96	23.79
Radiologic technologists and technicians .....	17.76	18.50	20.23	22.00	23.41
Health diagnosing and treating practitioner support technicians .....	12.25	12.83	13.69	15.00	16.56
Licensed practical and licensed vocational nurses .....	13.58	14.42	14.81	16.25	16.45
<b>Healthcare support occupations</b> .....	8.50	9.05	10.25	13.59	20.47
Nursing, psychiatric, and home health aides .....	8.10	9.05	9.77	10.48	10.98
Nursing aides, orderlies, and attendants .....	8.10	9.05	9.77	10.48	10.98
Miscellaneous healthcare support occupations .....	8.89	9.79	13.59	14.54	20.47
<b>Protective service occupations</b> .....	10.29	10.71	13.59	18.92	24.12
<b>Food preparation and serving related occupations</b> .....	2.13	2.35	6.49	9.40	11.49
First-line supervisors/managers, food preparation and serving workers .....	10.00	10.11	11.46	13.87	15.63
First-line supervisors/managers of food preparation and serving workers .....	10.00	10.11	11.46	13.87	15.63
Cooks .....	9.00	9.37	9.86	10.75	11.50
Cooks, restaurant .....	9.00	9.00	10.75	11.50	11.75
Food preparation workers .....	7.07	8.00	9.00	10.30	11.75
Food service, tipped .....	2.13	2.13	2.13	2.43	3.58
Waiters and waitresses .....	2.13	2.13	2.13	2.35	2.45
Fast food and counter workers .....	6.00	6.49	6.82	8.62	12.70
Combined food preparation and serving workers, including fast food .....	6.00	6.49	6.82	8.62	12.70
Dishwashers .....	7.43	8.00	8.00	8.49	10.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	7.77	8.44	9.71	12.35
Building cleaning workers .....	7.00	7.77	8.30	9.34	11.02
Janitors and cleaners, except maids and housekeeping cleaners .....	6.48	7.77	8.21	10.35	12.35
Maids and housekeeping cleaners .....	7.25	8.00	8.50	9.18	9.75
<b>Personal care and service occupations</b> .....	7.75	8.61	9.90	11.00	11.82
<b>Sales and related occupations</b> .....	7.47	8.49	10.45	16.40	31.71
First-line supervisors/managers, sales workers .....	10.36	10.36	13.33	15.70	36.60
Retail sales workers .....	6.75	7.70	8.86	10.35	14.03
Cashiers, all workers .....	6.56	7.50	8.00	9.50	14.03
Cashiers .....	6.56	7.50	8.00	9.50	14.03

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Retail salespersons .....	\$7.62	\$8.50	\$9.50	\$10.76	\$13.29
Sales representatives, wholesale and manufacturing .....	14.85	16.40	20.31	33.65	40.36
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	15.08	16.40	19.81	31.71	33.65
<b>Office and administrative support occupations</b> .....	9.00	10.33	11.93	13.98	17.71
Financial clerks .....	11.00	11.85	13.55	14.33	20.19
Bookkeeping, accounting, and auditing clerks .....	11.00	11.50	13.55	14.05	17.71
Customer service representatives .....	9.00	10.00	12.03	14.27	18.44
Hotel, motel, and resort desk clerks .....	8.50	9.00	9.25	10.25	10.50
Receptionists and information clerks .....	9.50	10.50	10.91	11.54	12.69
Shipping, receiving, and traffic clerks .....	8.06	9.98	10.75	12.12	13.52
Stock clerks and order fillers .....	10.10	11.20	11.75	12.15	14.03
Secretaries and administrative assistants .....	10.85	12.40	15.59	19.62	23.46
Executive secretaries and administrative assistants ....	10.85	15.59	17.55	23.46	23.46
Medical secretaries .....	9.27	10.28	11.62	12.40	13.62
Secretaries, except legal, medical, and executive .....	11.74	12.36	15.49	19.62	20.42
Office clerks, general .....	9.59	10.33	11.46	13.00	15.10
<b>Construction and extraction occupations</b> .....	10.00	11.25	16.00	18.00	23.47
<b>Installation, maintenance, and repair occupations</b> .....	10.00	12.00	16.77	18.00	20.63
Industrial machinery installation, repair, and maintenance workers .....	11.00	11.50	16.60	18.87	21.74
Industrial machinery mechanics .....	16.94	19.85	21.74	21.74	23.00
Maintenance and repair workers, general .....	10.80	11.50	14.72	17.00	17.00
<b>Production occupations</b> .....	8.77	10.19	12.69	15.67	17.80
First-line supervisors/managers of production and operating workers .....	12.50	12.50	16.37	21.88	22.00
Miscellaneous assemblers and fabricators .....	10.75	12.58	14.10	17.72	17.80
Machine tool cutting setters, operators, and tenders, metal and plastic .....	10.90	10.90	15.00	23.64	23.64
Welding, soldering, and brazing workers .....	13.87	14.10	17.17	18.89	21.64
Welders, cutters, solderers, and brazers .....	14.10	15.44	17.75	19.36	21.64
Laundry and dry-cleaning workers .....	6.20	7.50	7.50	8.00	9.50
Miscellaneous production workers .....	11.01	12.23	12.23	12.59	12.80
<b>Transportation and material moving occupations</b> .....	9.35	10.95	13.00	15.25	18.51
Driver/sales workers and truck drivers .....	11.50	13.08	13.50	17.60	20.60
Truck drivers, heavy and tractor-trailer .....	12.50	13.19	13.50	19.05	20.60
Truck drivers, light or delivery services .....	7.50	11.46	11.85	13.33	14.79
Industrial truck and tractor operators .....	10.40	12.00	12.95	15.87	15.87
Laborers and material movers, hand .....	7.73	10.00	12.71	13.00	13.70
Laborers and freight, stock, and material movers, hand .....	10.00	11.25	13.00	13.00	14.42

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.50	\$9.50	\$12.26	\$17.19	\$24.65
<b>Management occupations</b> .....	13.85	24.55	40.43	66.78	66.78
<b>Business and financial operations occupations</b> .....	16.48	17.78	22.00	26.67	29.51
<b>Architecture and engineering occupations</b> .....	20.19	26.70	35.00	45.98	68.48
Engineers .....	23.64	30.01	38.46	68.48	74.00
<b>Education, training, and library occupations</b>					
Postsecondary teachers .....	21.89	23.98	25.87	29.31	42.30
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.00	16.46	18.08	20.58	22.17
<b>Healthcare practitioner and technical occupations</b> .....	15.23	19.18	23.00	30.22	56.37
Pharmacists .....	49.18	49.50	49.50	50.27	51.78
Registered nurses .....	18.90	21.42	23.24	24.65	55.77
Diagnostic related technologists and technicians .....	18.30	18.50	20.45	23.07	23.81
Licensed practical and licensed vocational nurses .....	13.58	14.42	14.81	16.25	16.45
<b>Healthcare support occupations</b> .....	8.50	9.05	10.00	11.50	13.85
Nursing, psychiatric, and home health aides .....	8.00	9.05	9.77	10.48	10.98
Nursing aides, orderlies, and attendants .....	8.00	9.05	9.77	10.48	10.98
Miscellaneous healthcare support occupations .....	9.00	9.79	13.59	14.54	14.54
<b>Food preparation and serving related occupations</b> .....	2.13	2.35	6.25	9.45	11.49
First-line supervisors/managers, food preparation and serving workers .....	10.00	10.11	11.46	13.87	15.63
First-line supervisors/managers of food preparation and serving workers .....	10.00	10.11	11.46	13.87	15.63
Cooks .....	9.00	9.37	9.86	10.75	11.50
Cooks, restaurant .....	9.00	9.00	10.75	11.50	11.75
Food preparation workers .....	7.07	8.00	9.00	10.30	11.75
Food service, tipped .....	2.13	2.13	2.13	2.43	3.58
Waiters and waitresses .....	2.13	2.13	2.13	2.35	2.45
Fast food and counter workers .....	6.00	6.49	6.82	8.37	12.70
Combined food preparation and serving workers, including fast food .....	6.00	6.49	6.82	8.37	12.70
Dishwashers .....	7.43	8.00	8.00	8.49	10.25
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	7.77	8.30	9.25	12.35
Building cleaning workers .....	6.48	7.60	8.30	8.86	10.40
Janitors and cleaners, except maids and housekeeping cleaners .....	6.48	7.18	7.77	8.65	12.35
Maids and housekeeping cleaners .....	7.25	8.00	8.50	9.18	9.75
<b>Personal care and service occupations</b> .....	7.62	8.89	10.00	11.00	12.25
<b>Sales and related occupations</b> .....	7.47	8.49	10.45	16.40	31.71
First-line supervisors/managers, sales workers .....	10.36	10.36	13.33	15.70	36.60
Retail sales workers .....	6.75	7.70	8.86	10.35	14.03
Cashiers, all workers .....	6.56	7.50	8.00	9.50	14.03
Cashiers .....	6.56	7.50	8.00	9.50	14.03
Retail salespersons .....	7.62	8.50	9.50	10.76	13.29
Sales representatives, wholesale and manufacturing .....	14.85	16.40	20.31	33.65	40.36
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	15.08	16.40	19.81	31.71	33.65
<b>Office and administrative support occupations</b> .....	9.00	10.38	11.93	13.83	17.19
Financial clerks .....	11.00	11.85	13.55	14.43	20.19
Bookkeeping, accounting, and auditing clerks .....	11.00	11.50	13.55	14.05	17.71
Customer service representatives .....	9.00	10.00	12.03	14.27	18.44
Hotel, motel, and resort desk clerks .....	8.50	9.00	9.25	10.25	10.50
Receptionists and information clerks .....	9.50	10.50	10.91	11.54	12.69
Shipping, receiving, and traffic clerks .....	8.06	9.75	11.77	13.52	14.10
Stock clerks and order fillers .....	10.80	11.20	11.75	12.15	14.03
Secretaries and administrative assistants .....	10.65	12.00	15.49	16.04	23.46
Executive secretaries and administrative assistants .....	10.85	15.59	15.65	23.46	23.46

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2007 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Medical secretaries .....	\$9.27	\$10.28	\$11.62	\$12.40	\$13.62
Office clerks, general .....	9.59	10.33	11.49	13.00	15.36
<b>Construction and extraction occupations</b> .....	10.00	11.00	15.50	17.50	23.47
<b>Installation, maintenance, and repair occupations</b> .....	10.00	12.00	16.83	18.00	21.05
Industrial machinery installation, repair, and maintenance workers .....	10.80	11.50	16.60	19.39	21.74
Industrial machinery mechanics .....	16.94	19.85	21.74	21.74	23.00
Maintenance and repair workers, general .....	8.75	11.50	14.58	17.00	18.87
<b>Production occupations</b> .....	8.77	10.19	12.69	15.67	17.80
First-line supervisors/managers of production and operating workers .....	12.50	12.50	16.37	21.88	22.00
Miscellaneous assemblers and fabricators .....	10.75	12.58	14.10	17.72	17.80
Machine tool cutting setters, operators, and tenders, metal and plastic .....	10.90	10.90	15.00	23.64	23.64
Welding, soldering, and brazing workers .....	13.87	14.10	17.17	18.89	21.64
Welders, cutters, solderers, and brazers .....	14.10	15.44	17.75	19.36	21.64
Laundry and dry-cleaning workers .....	6.20	7.50	7.50	8.00	9.50
Miscellaneous production workers .....	11.01	12.23	12.23	12.59	12.80
<b>Transportation and material moving occupations</b> .....	9.25	10.90	13.00	15.25	18.80
Driver/sales workers and truck drivers .....	11.85	13.08	13.50	17.60	20.60
Truck drivers, heavy and tractor-trailer .....	12.50	13.19	13.50	19.05	20.60
Industrial truck and tractor operators .....	10.40	12.00	12.95	15.87	15.87
Laborers and material movers, hand .....	7.73	10.00	12.71	13.00	13.70
Laborers and freight, stock, and material movers, hand .....	10.00	11.25	13.00	13.00	14.42

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$9.13	\$12.11	\$17.94	\$24.27	\$32.93
<b>Management occupations</b> .....	24.27	24.27	33.08	41.93	44.91
<b>Education, training, and library occupations</b> .....	11.19	13.23	24.36	30.34	33.15
Primary, secondary, and special education school teachers .....	22.45	24.28	28.09	31.87	34.09
Elementary and middle school teachers .....	22.51	24.28	27.73	30.97	34.09
Elementary school teachers, except special education .....	22.25	24.01	27.53	30.53	33.23
Teacher assistants .....	9.07	9.86	11.15	12.76	13.23
<b>Healthcare practitioner and technical occupations</b> .....	13.00	14.50	19.21	34.04	37.16
<b>Protective service occupations</b> .....	10.71	13.32	13.59	22.74	26.34
<b>Building and grounds cleaning and maintenance     occupations</b> .....	8.21	8.93	10.53	12.46	13.59
Building cleaning workers .....	8.21	8.68	9.93	11.98	13.64
Janitors and cleaners, except maids and housekeeping cleaners .....	8.21	8.68	9.93	11.98	13.64
<b>Office and administrative support occupations</b> .....	8.86	9.00	10.93	17.65	20.28

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Knoxville, TN, May 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.44	\$10.29	\$13.22	\$19.28	\$29.08
<b>Management occupations</b> .....	16.08	24.27	39.64	66.78	66.78
Education administrators .....	32.27	32.27	41.93	44.25	45.86
<b>Business and financial operations occupations</b> .....	16.48	18.80	22.00	23.75	26.67
<b>Computer and mathematical science occupations</b> .....	18.60	19.77	23.00	24.60	31.59
<b>Architecture and engineering occupations</b> .....	20.19	26.70	35.00	45.98	68.48
Engineers .....	23.64	30.01	38.46	68.48	74.00
<b>Education, training, and library occupations</b> .....	8.71	11.31	21.84	28.70	32.11
Postsecondary teachers .....	21.89	24.09	25.87	29.31	42.30
Primary, secondary, and special education school teachers .....	8.71	19.94	25.47	30.34	33.23
Elementary and middle school teachers .....	22.51	24.19	27.71	30.94	34.09
Elementary school teachers, except special education .....	22.18	23.95	27.53	30.35	33.23
Teacher assistants .....	9.07	9.86	11.15	12.76	13.23
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.00	16.46	18.27	20.63	23.08
<b>Healthcare practitioner and technical occupations</b> .....	14.42	17.85	22.50	34.08	53.16
Pharmacists .....	41.32	49.18	49.50	49.50	51.78
Registered nurses .....	18.90	21.42	23.05	25.00	54.53
Therapists .....	15.23	19.56	34.04	37.16	37.16
Health diagnosing and treating practitioner support technicians .....	12.25	12.83	13.69	15.00	16.56
Licensed practical and licensed vocational nurses .....	13.45	14.42	14.81	15.67	17.00
<b>Healthcare support occupations</b> .....	8.50	9.05	10.33	13.84	21.81
Nursing, psychiatric, and home health aides .....	8.00	9.05	9.70	10.40	10.71
Nursing aides, orderlies, and attendants .....	8.00	9.05	9.70	10.40	10.71
Miscellaneous healthcare support occupations .....	9.79	12.93	13.85	14.54	21.81
<b>Protective service occupations</b> .....	10.50	10.71	13.59	19.65	24.27
Security guards and gaming surveillance officers .....	9.65	10.60	10.71	13.50	15.91
Security guards .....	9.65	10.60	10.71	13.50	15.91
<b>Food preparation and serving related occupations</b> .....	2.13	2.38	7.75	10.30	11.98
First-line supervisors/managers, food preparation and serving workers .....	10.00	10.11	11.46	13.87	15.63
First-line supervisors/managers of food preparation and serving workers .....	10.00	10.11	11.46	13.87	15.63
Cooks .....	9.00	9.37	9.86	10.75	11.50
Food preparation workers .....	7.45	7.50	10.30	11.75	11.75
Food service, tipped .....	2.13	2.13	2.13	2.38	4.00
Waiters and waitresses .....	2.13	2.13	2.13	2.33	2.45
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.75	8.00	8.65	9.84	12.91
Building cleaning workers .....	7.68	8.00	8.50	9.55	11.98
Janitors and cleaners, except maids and housekeeping cleaners .....	7.77	7.77	8.65	10.45	12.35
Maids and housekeeping cleaners .....	7.45	8.00	8.50	9.20	9.75
<b>Personal care and service occupations</b> .....	8.25	8.75	10.00	11.00	12.25
<b>Sales and related occupations</b> .....	7.75	8.89	11.84	19.81	33.65
First-line supervisors/managers, sales workers .....	10.36	10.36	13.33	15.70	36.60
Retail sales workers .....	7.50	7.90	9.30	10.76	14.03
Cashiers, all workers .....	7.47	7.50	8.49	10.10	14.03
Cashiers .....	7.47	7.50	8.49	10.10	14.03
Retail salespersons .....	7.70	8.50	9.00	10.70	12.67
Sales representatives, wholesale and manufacturing .....	14.85	16.40	20.31	33.65	40.36

See footnotes at end of table.



Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Knoxville, TN, May 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	\$15.08	\$16.40	\$19.81	\$31.71	\$33.65
<b>Office and administrative support occupations</b> .....	9.01	10.50	12.00	14.05	17.93
Financial clerks .....	11.00	11.85	13.55	14.39	20.19
Bookkeeping, accounting, and auditing clerks .....	11.00	11.50	13.55	14.05	17.71
Customer service representatives .....	10.50	12.03	12.33	17.08	20.10
Receptionists and information clerks .....	9.50	10.50	11.00	11.54	12.69
Shipping, receiving, and traffic clerks .....	8.81	10.00	11.00	13.52	13.52
Stock clerks and order fillers .....	10.80	11.20	11.75	12.43	20.25
Secretaries and administrative assistants .....	10.85	12.36	15.59	19.62	23.46
Executive secretaries and administrative assistants ....	10.85	15.59	17.55	23.46	23.46
Medical secretaries .....	9.25	10.13	11.50	12.17	13.50
Secretaries, except legal, medical, and executive .....	11.74	12.36	15.49	19.62	20.42
Office clerks, general .....	9.59	10.33	11.46	13.00	15.10
<b>Construction and extraction occupations</b> .....	10.00	11.25	16.00	18.00	23.47
<b>Installation, maintenance, and repair occupations</b> .....	10.80	12.50	17.00	18.00	20.74
Industrial machinery installation, repair, and maintenance workers .....	11.00	11.50	16.60	18.87	21.74
Industrial machinery mechanics .....	16.94	19.85	21.74	21.74	23.00
Maintenance and repair workers, general .....	10.80	11.50	14.72	17.00	17.00
<b>Production occupations</b> .....	8.77	10.40	12.75	15.67	17.80
First-line supervisors/managers of production and operating workers .....	12.50	12.50	16.37	21.88	22.00
Miscellaneous assemblers and fabricators .....	10.75	12.58	14.10	17.72	17.80
Machine tool cutting setters, operators, and tenders, metal and plastic .....	10.90	10.90	15.00	23.64	23.64
Welding, soldering, and brazing workers .....	13.87	14.10	17.17	18.89	21.64
Welders, cutters, solderers, and brazers .....	14.10	15.44	17.75	19.36	21.64
Miscellaneous production workers .....	11.01	12.23	12.23	12.59	12.73
<b>Transportation and material moving occupations</b> .....	9.50	11.65	13.33	16.29	20.22
Driver/sales workers and truck drivers .....	11.85	13.08	13.50	17.60	20.60
Truck drivers, heavy and tractor-trailer .....	12.50	13.19	13.50	19.05	20.60
Industrial truck and tractor operators .....	10.40	12.00	12.95	15.87	15.87
Laborers and material movers, hand .....	9.00	9.75	11.34	13.00	15.60
Laborers and freight, stock, and material movers, hand .....	9.35	10.48	12.71	13.70	16.66

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Knoxville, TN, May 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$2.38	\$6.48	\$8.50	\$11.25	\$14.91
<b>Healthcare practitioner and technical occupations</b> .....	16.35	19.00	22.00	24.00	24.00
<b>Food preparation and serving related occupations</b> .....	2.13	2.35	2.70	6.49	8.00
Food service, tipped .....	2.13	2.13	2.35	2.43	3.58
Waiters and waitresses .....	2.13	2.13	2.35	2.38	2.45
<b>Sales and related occupations</b> .....	6.25	6.65	8.10	9.50	11.30
Retail sales workers .....	6.25	6.65	8.10	9.50	11.30
Cashiers, all workers .....	6.00	6.56	7.00	8.00	9.34
Cashiers .....	6.00	6.56	7.00	8.00	9.34
Retail salespersons .....	7.50	8.55	9.50	11.00	14.82
<b>Office and administrative support occupations</b> .....	8.00	9.00	9.98	11.36	11.93
<b>Production occupations</b> .....	6.20	6.20	7.75	16.36	19.15
<b>Transportation and material moving occupations</b> .....	6.56	10.00	13.00	13.00	13.00

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 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> .....	\$17.12	\$13.22	\$685	\$533	40.0	\$35,211	\$27,728	2,056
<b>Management occupations</b> .....	43.53	39.64	1,746	1,586	40.1	89,649	77,054	2,059
Education administrators .....	39.31	41.93	1,579	1,674	40.2	71,803	72,370	1,826
<b>Business and financial operations occupations</b> .....	21.72	22.00	855	880	39.3	44,444	45,760	2,046
<b>Computer and mathematical science occupations</b> .....	23.62	23.00	937	920	39.7	48,730	47,834	2,063
<b>Architecture and engineering occupations</b> .....	38.56	35.00	1,550	1,400	40.2	80,618	72,800	2,091
Engineers .....	44.85	38.46	1,813	1,538	40.4	94,273	80,001	2,102
<b>Education, training, and library occupations</b> .....	20.36	21.84	787	846	38.7	34,065	35,170	1,673
Postsecondary teachers .....	28.60	25.87	1,102	1,035	38.5	50,516	52,067	1,766
Primary, secondary, and special education school teachers .....	23.42	25.47	906	975	38.7	38,324	39,626	1,636
Elementary and middle school teachers .....	28.04	27.71	1,071	1,060	38.2	42,809	42,405	1,527
Elementary school teachers, except special education .....	27.72	27.53	1,060	1,047	38.2	42,395	41,866	1,529
Teacher assistants .....	11.20	11.15	414	404	37.0	15,962	15,487	1,426
<b>Arts, design, entertainment, sports, and media occupations</b> .....	20.20	18.27	814	742	40.3	42,194	38,574	2,088
<b>Healthcare practitioner and technical occupations</b> .....	29.21	22.50	1,149	900	39.3	58,480	45,822	2,002
Pharmacists .....	48.07	49.50	1,923	1,980	40.0	99,986	102,962	2,080
Registered nurses .....	26.87	23.05	1,073	922	40.0	55,631	47,944	2,071
Therapists .....	28.62	34.04	974	1,021	34.1	42,285	40,853	1,478
Health diagnosing and treating practitioner support technicians .....	14.14	13.69	566	548	40.0	29,414	28,475	2,080
Licensed practical and licensed vocational nurses .....	15.02	14.81	595	592	39.6	30,932	30,799	2,060
<b>Healthcare support occupations</b> .....	12.34	10.33	478	391	38.7	24,301	20,339	1,970
Nursing, psychiatric, and home health aides .....	9.59	9.70	367	369	38.3	19,088	19,176	1,991
Nursing aides, orderlies, and attendants .....	9.59	9.70	367	369	38.3	19,088	19,176	1,990
Miscellaneous healthcare support occupations .....	14.78	13.85	591	554	40.0	30,738	28,808	2,080
<b>Protective service occupations</b> .....	15.90	13.59	678	692	42.7	35,266	35,963	2,218
Security guards and gaming surveillance officers .....	11.98	10.71	479	428	40.0	24,920	22,277	2,080
Security guards .....	11.98	10.71	479	428	40.0	24,920	22,277	2,080
<b>Food preparation and serving related occupations</b> .....	7.19	7.75	289	305	40.1	14,867	15,434	2,068
First-line supervisors/managers, food preparation and serving workers .....	12.63	11.46	542	475	42.9	28,177	24,699	2,231
First-line supervisors/managers of food preparation and serving workers .....	12.63	11.46	542	475	42.9	28,177	24,699	2,231
Cooks .....	10.24	9.86	412	414	40.2	21,434	21,536	2,093
Food preparation workers .....	9.71	10.30	380	412	39.2	18,660	18,720	1,922
Food service, tipped .....	2.44	2.13	97	85	39.6	5,035	4,430	2,061
Waiters and waitresses .....	2.27	2.13	90	85	39.6	4,678	4,430	2,060

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, Knoxville, TN, May 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> .....	\$9.36	\$8.65	\$367	\$340	39.2	\$18,823	\$17,680	2,010
Building cleaning workers .....	9.04	8.50	353	340	39.0	18,154	17,680	2,008
Janitors and cleaners, except maids and housekeeping cleaners .....	9.54	8.65	377	346	39.5	19,588	17,994	2,053
Maids and housekeeping cleaners .....	8.58	8.50	331	338	38.6	16,874	17,550	1,968
<b>Personal care and service occupations</b> .....	10.25	10.00	433	410	42.2	21,565	20,800	2,103
<b>Sales and related occupations</b> .....	16.97	11.84	691	486	40.7	35,932	25,295	2,117
First-line supervisors/managers, sales workers .....	16.59	13.33	722	600	43.5	37,541	31,199	2,263
Retail sales workers .....	10.23	9.30	405	354	39.6	21,051	18,429	2,058
Cashiers, all workers .....	9.39	8.49	376	340	40.0	19,536	17,659	2,080
Cashiers .....	9.39	8.49	376	340	40.0	19,536	17,659	2,080
Retail salespersons .....	10.03	9.00	391	350	39.0	20,356	18,200	2,029
Sales representatives, wholesale and manufacturing .....	24.75	20.31	1,034	931	41.8	53,779	48,402	2,173
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	22.64	19.81	994	990	43.9	51,686	51,493	2,283
<b>Office and administrative support occupations</b> .....	13.00	12.00	518	480	39.9	26,954	24,960	2,074
Financial clerks .....	14.36	13.55	572	542	39.8	29,728	28,184	2,070
Bookkeeping, accounting, and auditing clerks .....	13.41	13.55	532	542	39.7	27,677	28,184	2,064
Customer service representatives .....	14.36	12.33	577	493	40.2	29,994	25,646	2,088
Receptionists and information clerks ..	11.10	11.00	444	440	40.0	23,096	22,880	2,080
Shipping, receiving, and traffic clerks .....	11.20	11.00	443	430	39.5	23,028	22,360	2,056
Stock clerks and order fillers .....	12.63	11.75	504	470	39.9	26,187	24,440	2,074
Secretaries and administrative assistants .....	16.14	15.59	645	624	39.9	33,518	32,433	2,077
Executive secretaries and administrative assistants .....	18.28	17.55	729	702	39.9	37,932	36,506	2,075
Medical secretaries .....	11.29	11.50	450	436	39.8	23,375	22,665	2,070
Secretaries, except legal, medical, and executive .....	16.02	15.49	641	620	40.0	33,331	32,215	2,080
Office clerks, general .....	12.76	11.46	510	458	40.0	26,539	23,837	2,080
<b>Construction and extraction occupations</b> .....	15.62	16.00	625	640	40.0	32,489	33,280	2,080
<b>Installation, maintenance, and repair occupations</b> .....	16.06	17.00	641	680	39.9	33,352	35,360	2,077
Industrial machinery installation, repair, and maintenance workers .....	15.60	16.60	623	664	40.0	32,413	34,528	2,078
Industrial machinery mechanics .....	20.63	21.74	825	870	40.0	42,903	45,217	2,080
Maintenance and repair workers, general .....	14.48	14.72	578	589	39.9	30,070	30,618	2,077
<b>Production occupations</b> .....	13.30	12.75	531	510	39.9	27,618	26,520	2,077
First-line supervisors/managers of production and operating workers .....	16.90	16.37	676	655	40.0	35,157	34,050	2,080
Miscellaneous assemblers and fabricators .....	14.50	14.10	580	564	40.0	30,164	29,328	2,080

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, Knoxville, TN, May 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
Machine tool cutting setters, operators, and tenders, metal and plastic .....	\$16.35	\$15.00	\$654	\$600	40.0	\$34,006	\$31,200	2,080
Welding, soldering, and brazing workers .....	17.07	17.17	683	687	40.0	35,509	35,714	2,080
Welders, cutters, solderers, and brazers .....	17.74	17.75	710	710	40.0	36,898	36,920	2,080
Miscellaneous production workers .....	12.00	12.23	480	489	40.0	24,959	25,438	2,080
<b>Transportation and material moving occupations</b> .....	14.00	13.33	567	538	40.5	29,488	27,976	2,107
Driver/sales workers and truck drivers .....	15.17	13.50	622	544	41.0	32,327	28,309	2,130
Truck drivers, heavy and tractor-trailer .....	15.79	13.50	650	540	41.2	33,795	28,080	2,140
Industrial truck and tractor operators ..	13.41	12.95	536	518	40.0	27,884	26,930	2,080
Laborers and material movers, hand ..	11.91	11.34	476	454	40.0	24,774	23,587	2,080
Laborers and freight, stock, and material movers, hand .....	12.70	12.71	508	508	40.0	26,411	26,426	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 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> .....	\$16.79	\$12.93	\$673	\$518	40.1	\$34,938	\$26,896	2,081
<b>Management occupations</b> .....	45.49	40.43	1,834	1,731	40.3	95,271	84,084	2,094
<b>Business and financial operations occupations</b> .....	21.94	22.00	871	880	39.7	45,274	45,760	2,063
<b>Architecture and engineering occupations</b> .....	38.56	35.00	1,550	1,400	40.2	80,618	72,800	2,091
Engineers .....	44.85	38.46	1,813	1,538	40.4	94,273	80,001	2,102
<b>Education, training, and library occupations</b> .....								
Postsecondary teachers .....	28.60	25.87	1,102	1,035	38.5	50,516	52,067	1,766
<b>Arts, design, entertainment, sports, and media occupations</b> .....	19.92	18.08	803	742	40.3	41,742	38,574	2,096
<b>Healthcare practitioner and technical occupations</b> .....	31.36	22.98	1,256	918	40.0	65,289	47,757	2,082
Pharmacists .....	49.92	49.50	1,997	1,980	40.0	103,832	102,962	2,080
Registered nurses .....	27.18	23.00	1,086	920	40.0	56,496	47,840	2,079
Licensed practical and licensed vocational nurses .....	15.02	14.81	595	592	39.6	30,932	30,799	2,060
<b>Healthcare support occupations</b> .....	10.62	10.10	410	383	38.6	21,325	19,932	2,008
Nursing, psychiatric, and home health aides .....	9.58	9.70	365	366	38.1	19,005	19,053	1,983
Nursing aides, orderlies, and attendants .....	9.59	9.70	365	366	38.1	19,005	19,053	1,983
Miscellaneous healthcare support occupations .....	13.46	13.85	538	554	40.0	27,998	28,808	2,080
<b>Food preparation and serving related occupations</b> .....	7.15	7.63	288	299	40.2	14,840	15,113	2,075
First-line supervisors/managers, food preparation and serving workers ..	12.63	11.46	542	475	42.9	28,177	24,699	2,231
First-line supervisors/managers of food preparation and serving workers .....	12.63	11.46	542	475	42.9	28,177	24,699	2,231
Cooks .....	10.24	9.86	412	414	40.2	21,434	21,536	2,093
Food preparation workers .....	9.71	10.30	380	412	39.2	18,660	18,720	1,922
Food service, tipped .....	2.44	2.13	97	85	39.6	5,035	4,430	2,061
Waiters and waitresses .....	2.27	2.13	90	85	39.6	4,678	4,430	2,060
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.12	8.50	356	338	39.0	18,237	17,561	2,000
Building cleaning workers .....	8.77	8.50	341	332	38.9	17,515	17,272	1,998
Janitors and cleaners, except maids and housekeeping cleaners .....	9.06	8.30	357	332	39.3	18,548	17,272	2,046
Maids and housekeeping cleaners .....	8.58	8.50	331	338	38.6	16,874	17,550	1,968
<b>Personal care and service occupations</b> .....	10.49	10.25	453	420	43.2	22,336	21,528	2,130
<b>Sales and related occupations</b> .....	16.97	11.84	691	486	40.7	35,932	25,295	2,117
First-line supervisors/managers, sales workers .....	16.59	13.33	722	600	43.5	37,541	31,199	2,263
Retail sales workers .....	10.23	9.30	405	354	39.6	21,051	18,429	2,058
Cashiers, all workers .....	9.39	8.49	376	340	40.0	19,536	17,659	2,080
Cashiers .....	9.39	8.49	376	340	40.0	19,536	17,659	2,080
Retail salespersons .....	10.03	9.00	391	350	39.0	20,356	18,200	2,029

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, Knoxville, TN, May 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
Sales representatives, wholesale and manufacturing .....	\$24.75	\$20.31	\$1,034	\$931	41.8	\$53,779	\$48,402	2,173
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	22.64	19.81	994	990	43.9	51,686	51,493	2,283
<b>Office and administrative support occupations</b> .....	12.96	12.00	517	480	39.9	26,892	24,960	2,075
Financial clerks .....	14.46	13.55	576	542	39.8	29,942	28,184	2,071
Bookkeeping, accounting, and auditing clerks .....	13.43	13.55	533	542	39.7	27,738	28,184	2,065
Customer service representatives .....	14.36	12.33	577	493	40.2	29,994	25,646	2,088
Receptionists and information clerks .....	11.10	11.00	444	440	40.0	23,096	22,880	2,080
Stock clerks and order fillers .....	12.77	11.75	511	470	40.0	26,571	24,440	2,080
Secretaries and administrative assistants .....	15.35	15.49	613	620	40.0	31,901	32,215	2,078
Executive secretaries and administrative assistants .....	18.20	15.65	728	626	40.0	37,856	32,552	2,080
Medical secretaries .....	11.29	11.50	450	436	39.8	23,375	22,665	2,070
Office clerks, general .....	12.89	11.46	516	458	40.0	26,808	23,837	2,080
<b>Construction and extraction occupations</b> .....	15.15	15.50	606	620	40.0	31,509	32,240	2,080
<b>Installation, maintenance, and repair occupations</b> .....	16.03	17.00	641	680	40.0	33,333	35,360	2,080
Industrial machinery installation, repair, and maintenance workers .....	15.69	16.60	628	664	40.0	32,639	34,528	2,080
Industrial machinery mechanics .....	20.63	21.74	825	870	40.0	42,903	45,217	2,080
Maintenance and repair workers, general .....	14.49	14.58	580	583	40.0	30,144	30,326	2,080
<b>Production occupations</b> .....	13.30	12.75	531	510	39.9	27,618	26,520	2,077
First-line supervisors/managers of production and operating workers .....	16.90	16.37	676	655	40.0	35,157	34,050	2,080
Miscellaneous assemblers and fabricators .....	14.50	14.10	580	564	40.0	30,164	29,328	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.35	15.00	654	600	40.0	34,006	31,200	2,080
Welding, soldering, and brazing workers .....	17.07	17.17	683	687	40.0	35,509	35,714	2,080
Welders, cutters, solderers, and brazers .....	17.74	17.75	710	710	40.0	36,898	36,920	2,080
Miscellaneous production workers .....	12.00	12.23	480	489	40.0	24,959	25,438	2,080

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, Knoxville, TN, May 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>Transportation and material moving occupations</b> .....	\$13.97	\$13.33	\$566	\$537	40.5	\$29,435	\$27,922	2,108
Driver/sales workers and truck drivers .....	15.21	13.50	624	540	41.1	32,465	28,080	2,135
Truck drivers, heavy and tractor-trailer .....	15.76	13.50	649	540	41.2	33,763	28,080	2,142
Industrial truck and tractor operators ..	13.41	12.95	536	518	40.0	27,884	26,930	2,080
Laborers and material movers, hand ..	11.91	11.34	476	454	40.0	24,774	23,587	2,080
Laborers and freight, stock, and material movers, hand .....	12.70	12.71	508	508	40.0	26,411	26,426	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



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, Knoxville, TN, May 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> .....	\$19.38	\$18.09	\$764	\$752	39.4	\$36,873	\$36,720	1,903
<b>Management occupations</b> .....	33.34	32.27	1,305	1,391	39.1	63,232	67,124	1,897
<b>Education, training, and library occupations</b> .....	23.05	24.36	884	935	38.3	36,637	37,930	1,590
Primary, secondary, and special education school teachers .....	28.20	28.09	1,080	1,074	38.3	43,149	42,955	1,530
Elementary and middle school teachers .....	28.04	27.71	1,071	1,060	38.2	42,809	42,405	1,527
Elementary school teachers, except special education .....	27.72	27.53	1,060	1,047	38.2	42,395	41,866	1,529
Teacher assistants .....	11.20	11.15	414	404	37.0	15,962	15,487	1,426
<b>Healthcare practitioner and technical occupations</b> .....	23.06	19.21	864	852	37.4	41,597	40,853	1,803
<b>Protective service occupations</b> .....	17.95	13.59	797	761	44.4	41,422	39,574	2,307
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.80	10.53	432	421	40.0	22,379	21,528	2,071
Building cleaning workers .....	10.61	9.93	424	397	40.0	21,967	20,654	2,070
Janitors and cleaners, except maids and housekeeping cleaners .....	10.61	9.93	424	397	40.0	21,967	20,654	2,070
<b>Office and administrative support occupations</b> .....	13.41	10.93	530	437	39.6	27,578	22,734	2,057

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Knoxville, TN, May 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$15.84	\$16.64	\$14.61	\$16.00
Management, professional, and related .....	32.20	37.21	28.55	24.75
Management, business, and financial .....	41.56	46.36	33.65	—
Professional and related .....	29.06	33.25	26.25	24.23
Service .....	8.04	8.18	7.59	8.45
Sales and office .....	13.66	13.56	13.55	15.44
Sales and related .....	15.43	15.84	14.36	—
Office and administrative support .....	12.67	12.30	13.01	13.64
Natural resources, construction, and maintenance ....	15.49	15.08	16.18	16.90
Construction and extraction .....	15.15	14.69	—	—
Installation, maintenance, and repair .....	15.74	15.45	15.65	18.72
Production, transportation, and material moving .....	13.30	12.49	13.83	—
Production .....	13.17	12.57	12.91	—
Transportation and material moving .....	13.40	12.45	14.88	—
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	4.9	8.8	7.4	8.9
Management, professional, and related .....	11.3	17.1	19.3	8.5
Management, business, and financial .....	18.7	21.3	29.9	—
Professional and related .....	6.8	10.5	26.0	8.4
Service .....	4.0	4.6	7.7	14.5
Sales and office .....	4.5	6.4	5.9	7.1
Sales and related .....	10.8	14.8	16.1	—
Office and administrative support .....	2.3	2.7	4.8	9.6
Natural resources, construction, and maintenance ....	8.7	11.8	8.8	7.8
Construction and extraction .....	15.0	17.0	—	—
Installation, maintenance, and repair .....	5.1	8.6	9.9	11.7
Production, transportation, and material moving .....	2.9	3.3	5.5	—
Production .....	2.5	6.7	5.9	—
Transportation and material moving .....	4.8	3.6	9.3	—

<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.

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 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, Knoxville, TN, May 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> .....	\$17.90	\$13.08	\$719	\$525	40.2	\$37,374	\$27,300	2,088
<b>Management occupations</b> .....	49.41	66.78	1,986	2,671	40.2	103,258	138,902	2,090
<b>Architecture and engineering occupations</b> .....	41.98	38.46	1,679	1,538	40.0	87,310	80,001	2,080
Engineers .....	52.01	45.00	2,081	1,800	40.0	108,190	93,600	2,080
<b>Healthcare practitioner and technical occupations</b> .....	36.06	23.05	1,447	922	40.1	75,257	47,944	2,087
<b>Food preparation and serving related occupations</b> .....	7.72	9.10	317	360	41.1	16,500	18,720	2,138
Cooks .....	10.31	9.86	420	414	40.7	21,817	21,536	2,117
Food service, tipped .....	2.76	2.38	108	95	39.2	5,634	4,950	2,038
Waiters and waitresses .....	2.40	2.13	94	85	39.0	4,868	4,430	2,029
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.73	8.75	379	350	39.0	19,343	17,680	1,989
Building cleaning workers .....	9.08	8.50	352	340	38.8	17,940	17,680	1,976
Maids and housekeeping cleaners .....	8.83	8.50	340	340	38.5	17,173	17,680	1,946
<b>Sales and related occupations</b> .....	17.73	12.16	724	525	40.8	37,664	27,290	2,124
Retail sales workers .....	10.67	8.75	427	350	40.0	22,193	18,200	2,080
<b>Office and administrative support occupations</b> .....	12.63	11.74	503	470	39.9	26,174	24,419	2,072
Financial clerks .....	15.09	13.55	600	542	39.7	31,191	28,184	2,066
Bookkeeping, accounting, and auditing clerks .....	13.40	13.55	529	542	39.5	27,508	28,184	2,052
Receptionists and information clerks .....	11.18	11.00	447	440	40.0	23,253	22,880	2,080
Office clerks, general .....	13.00	10.66	520	426	40.0	27,034	22,173	2,080
<b>Construction and extraction occupations</b> .....	14.69	14.50	588	580	40.0	30,561	30,160	2,080
<b>Installation, maintenance, and repair occupations</b> .....	15.63	17.00	625	680	40.0	32,507	35,360	2,080
<b>Production occupations</b> .....	12.87	12.67	515	507	40.0	26,764	26,354	2,080
<b>Transportation and material moving occupations</b> .....	12.83	13.08	522	523	40.7	27,161	27,200	2,117
Driver/sales workers and truck drivers .....	13.04	13.50	541	540	41.5	28,152	28,080	2,160
Laborers and material movers, hand .....	11.86	10.75	474	430	40.0	24,666	22,360	2,080
Laborers and freight, stock, and material movers, hand .....	12.08	10.50	483	420	40.0	25,133	21,840	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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, Knoxville, TN, May 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> .....	\$15.64	\$12.71	\$626	\$508	40.0	\$32,459	\$26,426	2,075
<b>Management occupations</b> .....	38.12	26.53	1,545	1,061	40.5	80,140	55,176	2,102
<b>Business and financial operations occupations</b> ...	22.22	21.50	876	860	39.4	45,534	44,728	2,049
<b>Architecture and engineering occupations</b> .....	28.06	29.56	1,147	1,182	40.9	59,630	61,485	2,125
Engineers .....	29.38	30.59	1,215	1,223	41.4	63,202	63,617	2,151
<b>Arts, design, entertainment, sports, and media occupations</b> .....	22.41	20.24	895	803	39.9	46,515	41,766	2,076
<b>Healthcare practitioner and technical occupations</b> .....	28.67	22.88	1,146	907	40.0	59,597	47,154	2,079
Registered nurses .....	29.84	23.36	1,192	932	40.0	62,004	48,443	2,078
Licensed practical and licensed vocational nurses .....	14.85	14.81	594	592	40.0	30,898	30,799	2,080
<b>Healthcare support occupations</b> .....	9.78	9.70	376	366	38.4	19,541	19,053	1,997
Nursing, psychiatric, and home health aides .....	9.50	9.27	363	362	38.2	18,881	18,824	1,987
Nursing aides, orderlies, and attendants .....	9.51	9.27	363	362	38.2	18,880	18,824	1,986
<b>Food preparation and serving related occupations</b> .....	6.64	7.50	262	291	39.4	13,419	14,872	2,021
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.38	8.16	328	325	39.1	16,886	16,910	2,014
Building cleaning workers .....	8.38	7.77	326	311	38.9	16,972	16,155	2,025
Janitors and cleaners, except maids and housekeeping cleaners .....	8.65	7.77	337	311	39.0	17,549	16,155	2,029
Maids and housekeeping cleaners .....	8.01	7.67	311	307	38.8	16,171	15,954	2,020
<b>Personal care and service occupations</b> .....	10.30	9.75	473	412	46.0	22,342	20,592	2,169
<b>Sales and related occupations</b> .....	16.08	11.75	652	439	40.6	33,900	22,838	2,109
Retail sales workers .....	9.80	9.35	384	354	39.2	19,968	18,429	2,038
Retail salespersons .....	9.43	9.00	365	344	38.7	19,000	17,867	2,014
<b>Office and administrative support occupations</b> ....	13.33	12.15	533	486	40.0	27,708	25,272	2,079
Financial clerks .....	13.21	12.49	528	500	40.0	27,473	25,977	2,080
Bookkeeping, accounting, and auditing clerks ...	13.46	12.49	539	500	40.0	28,003	25,977	2,080
Customer service representatives .....	14.01	12.26	563	490	40.2	29,275	25,501	2,089
Stock clerks and order fillers .....	12.81	11.75	513	470	40.0	26,652	24,440	2,080
Secretaries and administrative assistants .....	15.92	15.49	636	620	39.9	33,072	32,215	2,077
Executive secretaries and administrative assistants .....	18.20	15.65	728	626	40.0	37,856	32,552	2,080
Medical secretaries .....	11.29	11.50	450	436	39.8	23,375	22,665	2,070
<b>Installation, maintenance, and repair occupations</b> .....	16.66	16.83	666	673	40.0	34,652	35,006	2,080
Industrial machinery installation, repair, and maintenance workers .....	16.74	18.87	670	755	40.0	34,821	39,241	2,080
Industrial machinery mechanics .....	20.63	21.74	825	870	40.0	42,903	45,217	2,080
Maintenance and repair workers, general .....	14.50	14.13	580	565	40.0	30,158	29,390	2,080
<b>Production occupations</b> .....	13.49	12.80	538	512	39.9	27,996	26,624	2,076
Miscellaneous assemblers and fabricators .....	14.50	14.10	580	564	40.0	30,164	29,328	2,080
Miscellaneous production workers .....	12.00	12.23	480	489	40.0	24,959	25,438	2,080

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, Knoxville, TN, May 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>Transportation and material moving occupations</b> .....	\$15.26	\$13.70	\$615	\$548	40.3	\$31,996	\$28,494	2,097
Driver/sales workers and truck drivers .....	17.82	18.30	721	762	40.5	37,515	39,624	2,106
Laborers and material movers, hand .....	11.96	12.71	478	508	40.0	24,871	26,426	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Knoxville, TN, May 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> .....	\$18.24	\$14.80	\$29.51	\$16.12	\$15.90	\$17.85
Management, professional, and related .....	28.58	20.85	29.51	29.78	32.33	21.35
Management, business, and financial .....	—	—	—	38.63	41.56	25.52
Professional and related .....	26.89	20.85	27.72	27.01	29.19	20.39
Service .....	—	—	—	9.06	8.02	15.26
Sales and office .....	—	—	—	13.71	13.73	13.41
Sales and related .....	—	—	—	15.52	15.52	—
Office and administrative support .....	12.53	12.53	—	12.75	12.68	13.41
Natural resources, construction, and maintenance ....	—	—	—	15.07	14.76	18.30
Construction and extraction .....	—	—	—	14.49	13.78	—
Installation, maintenance, and repair .....	—	—	—	15.50	15.44	—
Production, transportation, and material moving .....	13.55	13.55	—	13.30	13.27	—
Production .....	—	—	—	13.06	13.06	—
Transportation and material moving .....	13.14	13.14	—	13.47	13.43	—
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	8.8	9.0	6.7	4.7	5.2	7.4
Management, professional, and related .....	6.6	3.5	6.7	9.6	11.4	6.1
Management, business, and financial .....	—	—	—	17.9	18.7	7.3
Professional and related .....	1.9	3.5	1.3	5.3	7.0	8.5
Service .....	—	—	—	4.3	4.0	12.7
Sales and office .....	—	—	—	4.7	4.8	13.3
Sales and related .....	—	—	—	11.8	11.8	—
Office and administrative support .....	3.1	3.1	—	2.5	2.4	13.3
Natural resources, construction, and maintenance ....	—	—	—	7.3	7.5	8.9
Construction and extraction .....	—	—	—	12.6	12.2	—
Installation, maintenance, and repair .....	—	—	—	4.6	4.9	—
Production, transportation, and material moving .....	2.4	2.4	—	3.1	3.2	—
Production .....	—	—	—	3.0	3.0	—
Transportation and material moving .....	1.3	1.3	—	5.1	5.3	—

<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.

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 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Knoxville, TN, May 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$15.95	\$15.48	\$23.17	\$23.17
Management, professional, and related .....	29.68	32.20	—	—
Management, business, and financial .....	38.76	41.56	—	—
Professional and related .....	27.00	29.06	—	—
Service .....	9.05	8.01	—	—
Sales and office .....	12.33	12.26	25.92	25.92
Sales and related .....	11.94	11.94	31.00	31.00
Office and administrative support .....	12.50	12.41	—	—
Natural resources, construction, and maintenance .....	15.71	15.49	—	—
Construction and extraction .....	—	15.15	—	—
Installation, maintenance, and repair .....	15.79	15.74	—	—
Production, transportation, and material moving .....	13.21	13.18	15.53	15.53
Production .....	13.11	13.11	—	—
Transportation and material moving .....	13.28	13.23	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	4.5	5.1	13.0	13.0
Management, professional, and related .....	8.8	11.3	—	—
Management, business, and financial .....	17.0	18.7	—	—
Professional and related .....	4.8	6.8	—	—
Service .....	4.3	4.0	—	—
Sales and office .....	2.6	2.6	15.7	15.7
Sales and related .....	4.7	4.7	19.3	19.3
Office and administrative support .....	2.8	2.7	—	—
Natural resources, construction, and maintenance .....	8.1	8.7	—	—
Construction and extraction .....	—	15.0	—	—
Installation, maintenance, and repair .....	4.8	5.1	—	—
Production, transportation, and material moving .....	3.1	3.1	10.0	10.0
Production .....	2.8	2.8	—	—
Transportation and material moving .....	4.7	4.9	—	—

<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.

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 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Knoxville, TN, May 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> .....	-	-	-	-	-	-	\$18.04	-	-
Management, professional, and related .....	-	-	-	-	-	-	28.52	-	-
Management, business, and financial .....	-	-	-	-	-	-	26.15	-	-
Professional and related .....	-	-	-	-	-	-	28.71	-	-
Service .....	-	-	-	-	-	-	10.06	-	-
Sales and office .....	-	-	-	-	-	-	11.76	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	-	-	11.76	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
Relative error <sup>4</sup> (percent)									
<b>All workers</b> .....	-	-	-	-	-	-	6.5	-	-
Management, professional, and related .....	-	-	-	-	-	-	4.9	-	-
Management, business, and financial .....	-	-	-	-	-	-	7.0	-	-
Professional and related .....	-	-	-	-	-	-	5.0	-	-
Service .....	-	-	-	-	-	-	1.9	-	-
Sales and office .....	-	-	-	-	-	-	4.7	-	-
Sales and related .....	-	-	-	-	-	-	-	-	-
Office and administrative support .....	-	-	-	-	-	-	4.7	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



# 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 Knoxville, TN, Metropolitan Statistical Area includes Anderson, Blount, Knox, Loudon, and Union Counties, TN.

### 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, Knoxville, TN, May 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	347,800	306,000	41,800
Management, professional, and related .....	74,700	51,400	23,300
Management, business, and financial .....	16,000	12,200	3,800
Professional and related .....	58,600	39,200	19,400
Service .....	76,800	66,900	9,900
Sales and office .....	110,300	104,800	5,500
Sales and related .....	38,400	38,400	–
Office and administrative support .....	71,900	66,400	5,500
Natural resources, construction, and maintenance ....	26,800	24,700	2,100
Construction and extraction .....	11,500	10,200	–
Installation, maintenance, and repair .....	15,300	14,400	–
Production, transportation, and material moving .....	59,200	58,300	–
Production .....	24,800	24,800	–
Transportation and material moving .....	34,400	33,500	–

<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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Knoxville, TN, May 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	14,350	14,211	140
Total in sample .....	338	319	19
Responding .....	186	168	18
Refused or unable to provide data .....	101	100	1
Out of business or not in survey scope .....	51	51	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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.