

Phoenix–Mesa, AZ National Compensation Survey September 2000



U.S. Department of Labor
Elaine L. Chao, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

June 2001

Bulletin 3105–75

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 firms and government jurisdictions 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, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	6
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	8
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	9
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	12
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	15
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	20
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	25
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	27
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	28
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	29
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	30
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	32
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	34
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	35
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	37
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
B. Occupational Classifications.....	B – 1
C. Generic Leveling Criteria.....	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Phoenix–Mesa, AZ , metropolitan area. Data were collected between March 2000 and April 2001; the average reference month is September 2000. 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 several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The Bureau’s National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers’ average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

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 480 detailed occupations 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 1–1 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 major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for 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. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$15.33	2.9	36.5	\$14.75	3.5	36.5	\$17.99	3.1	36.3
Worker characteristics:⁴									
White-collar occupations ⁵	19.14	3.1	37.4	19.20	3.8	37.6	18.95	3.9	36.7
Professional specialty and technical	23.41	3.2	36.6	24.07	4.3	36.9	22.15	4.5	36.0
Executive, administrative, and managerial	30.23	4.8	41.5	31.20	5.2	41.8	25.40	9.5	40.1
Sales	13.72	11.6	33.4	13.72	11.6	33.4	—	—	—
Administrative support	12.34	2.4	38.1	12.48	2.8	38.5	11.80	5.2	36.7
Blue-collar occupations ⁵	12.73	3.5	38.2	12.33	3.8	38.1	17.21	4.8	38.9
Precision production, craft, and repair	17.85	3.5	39.9	17.43	4.0	39.9	20.66	5.6	40.0
Machine operators, assemblers, and inspectors	10.62	4.7	39.6	10.58	4.7	39.6	—	—	—
Transportation and material moving	12.54	10.3	35.9	12.31	13.9	35.5	13.20	8.4	37.1
Handlers, equipment cleaners, helpers, and laborers	9.07	6.4	35.4	8.82	6.6	35.3	14.65	5.0	40.0
Service occupations ⁵	9.14	4.9	32.8	7.59	4.6	32.5	15.66	5.4	34.2
Full time	16.05	2.9	39.5	15.50	3.6	39.4	18.61	3.2	40.0
Part time	9.19	7.4	22.2	8.40	8.2	22.6	12.76	11.4	20.6
Union	17.75	5.9	36.1	17.51	7.8	34.5	18.39	5.4	41.6
Nonunion	15.04	3.2	36.6	14.46	3.8	36.8	17.91	3.5	35.5
Time	15.24	2.9	36.5	14.63	3.5	36.5	17.99	3.1	36.3
Incentive	18.03	14.8	38.1	18.03	14.8	38.1	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	11.59	7.9	36.0	11.57	8.0	36.0	—	—	—
100-499 workers	13.54	6.3	35.9	13.47	6.4	35.9	20.22	6.2	40.1
500 workers or more	18.03	3.1	37.2	18.08	4.6	37.7	17.94	3.1	36.3

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

² 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.

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

⁴ 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.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.33	2.9	\$14.75	3.5	\$17.99	3.1
All excluding sales	15.45	2.9	14.85	3.6	17.99	3.1
White collar	19.14	3.1	19.20	3.8	18.95	3.9
White collar excluding sales	19.96	3.0	20.30	3.7	18.95	3.9
Professional specialty and technical	23.41	3.2	24.07	4.3	22.15	4.5
Professional specialty	23.98	3.2	25.17	4.5	22.41	4.9
Engineers, architects, and surveyors	29.94	4.8	30.62	4.6	—	—
Mathematical and computer scientists	25.41	6.3	25.17	7.7	—	—
Computer systems analysts and scientists	27.22	6.7	28.00	7.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.67	7.3	24.98	7.1	—	—
Physicians	58.26	16.7	—	—	—	—
Registered nurses	21.15	.5	21.15	.4	—	—
Physical therapists	24.72	3.7	24.72	3.7	—	—
Teachers, college and university	28.94	26.3	23.17	11.0	—	—
Teachers, except college and university	21.17	5.9	24.25	14.4	21.06	6.1
Elementary school teachers	20.81	8.1	—	—	20.80	8.2
Teachers, n.e.c.	19.77	25.3	25.31	17.6	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	22.59	7.3	—	—	—	—
Social, recreation, and religious workers	14.90	14.2	—	—	—	—
Social workers	14.28	15.3	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.18	10.7	—	—	—	—
Technical	21.89	8.1	22.20	9.1	19.57	5.4
Licensed practical nurses	15.19	1.9	15.19	2.0	—	—
Health technologists and technicians, n.e.c.	11.40	5.6	11.40	5.6	—	—
Electrical and electronic technicians	17.97	8.3	17.20	8.7	—	—
Technical and related, n.e.c.	15.79	12.2	15.06	16.6	—	—
Executive, administrative, and managerial	30.23	4.8	31.20	5.2	25.40	9.5
Executives, administrators, and managers	33.93	6.3	34.36	6.8	30.53	13.7
Administrators and officials, public administration	31.35	10.5	—	—	31.35	10.5
Financial managers	30.71	20.7	36.90	24.1	—	—
Personnel and labor relations managers	43.50	8.9	—	—	—	—
Managers, marketing, advertising, and public relations	42.01	25.8	42.01	25.8	—	—
Administrators, education and related fields	33.90	5.2	—	—	—	—
Managers, medicine and health	38.05	28.5	—	—	—	—
Managers and administrators, n.e.c.	36.00	8.0	35.84	8.2	—	—
Management related	24.66	5.3	25.58	5.1	21.86	11.9
Accountants and auditors	23.56	14.8	—	—	—	—
Other financial officers	27.35	8.9	—	—	—	—
Management related, n.e.c.	27.44	5.5	27.47	6.4	—	—
Sales	13.72	11.6	13.72	11.6	—	—
Supervisors, sales	15.23	18.3	15.23	18.3	—	—
Sales workers, other commodities	12.88	15.8	12.88	15.8	—	—
Cashiers	10.38	5.7	10.38	5.7	—	—
Administrative support, including clerical	12.34	2.4	12.48	2.8	11.80	5.2
Supervisors, general office	18.37	3.4	18.18	3.9	—	—
Supervisors, financial records processing	17.22	10.2	18.47	10.8	—	—
Secretaries	13.11	3.2	13.27	3.8	12.50	2.8
Transportation ticket and reservation agents	11.66	13.5	11.66	13.5	—	—
Receptionists	10.77	4.5	10.77	4.5	—	—
Information clerks, n.e.c.	10.46	4.7	10.46	4.7	—	—
Order clerks	12.28	7.5	11.94	7.4	—	—
Records clerks, n.e.c.	11.70	8.7	11.87	9.6	—	—
Bookkeepers, accounting and auditing clerks	12.08	3.8	11.81	3.7	—	—
Dispatchers	11.39	9.2	—	—	—	—
Traffic, shipping and receiving clerks	11.98	6.5	11.98	6.5	—	—
Stock and inventory clerks	11.62	8.9	10.79	6.3	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Insurance adjusters, examiners, and investigators	\$19.35	16.9	\$19.35	16.9	–	–
Investigators and adjusters, except insurance	12.50	3.4	12.26	3.3	–	–
General office clerks	10.12	4.6	10.59	7.4	\$9.64	4.8
Data entry keyers	9.07	4.2	9.07	4.2	–	–
Teachers' aides	7.84	2.6	–	–	7.84	2.6
Administrative support, n.e.c.	12.69	4.4	12.01	5.3	–	–
Blue collar	12.73	3.5	12.33	3.8	17.21	4.8
Precision production, craft, and repair	17.85	3.5	17.43	4.0	20.66	5.6
Mechanics and repairers, n.e.c.	16.35	6.6	15.60	8.0	–	–
Electricians	17.92	9.4	17.83	9.6	–	–
Supervisors, production	24.00	6.8	23.80	9.0	–	–
Electrical and electronic equipment assemblers ..	12.66	12.4	12.66	12.4	–	–
Machine operators, assemblers, and inspectors	10.62	4.7	10.58	4.7	–	–
Miscellaneous machine operators, n.e.c.	12.16	1.9	12.16	1.9	–	–
Assemblers	9.57	7.6	9.57	7.6	–	–
Production inspectors, checkers and examiners ..	11.17	10.9	11.17	10.9	–	–
Transportation and material moving	12.54	10.3	12.31	13.9	13.20	8.4
Truck drivers	13.19	6.6	13.11	7.1	–	–
Handlers, equipment cleaners, helpers, and laborers	9.07	6.4	8.82	6.6	14.65	5.0
Helpers, construction trades	8.76	3.3	8.76	3.3	–	–
Production helpers	9.81	9.2	9.81	9.2	–	–
Stock handlers and baggers	8.97	9.5	7.98	6.9	–	–
Freight, stock, and material handlers, n.e.c.	10.24	8.6	10.24	8.6	–	–
Laborers, except construction, n.e.c.	7.80	9.1	7.59	8.8	–	–
Service	9.14	4.9	7.59	4.6	15.66	5.4
Protective service	14.93	11.3	9.23	3.5	19.19	5.6
Firefighting	17.73	6.3	–	–	17.73	6.3
Police and detectives, public service	21.77	1.1	–	–	21.76	1.1
Guards and police, except public service	9.06	3.5	9.04	3.4	–	–
Protective service, n.e.c.	10.04	9.5	–	–	10.04	9.5
Food service	6.12	6.6	5.89	6.9	–	–
Waiters, waitresses, and bartenders	3.34	10.2	3.34	10.2	–	–
Waiters and waitresses	2.55	8.5	2.55	8.5	–	–
Waiters'/Waitresses' assistants	4.55	15.4	4.55	15.4	–	–
Other food service	7.70	3.9	7.46	4.2	–	–
Supervisors, food preparation and service	12.39	7.1	–	–	–	–
Cooks	8.87	5.7	8.87	5.7	–	–
Food counter, fountain, and related	6.19	6.0	6.19	6.0	–	–
Kitchen workers, food preparation	8.32	10.0	8.67	10.3	–	–
Food preparation, n.e.c.	6.27	4.7	6.27	4.7	–	–
Health service	9.41	2.5	9.37	2.5	–	–
Health aides, except nursing	9.60	4.5	9.60	4.5	–	–
Nursing aides, orderlies and attendants	9.32	2.6	9.26	2.7	–	–

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$9.29	5.1	\$8.79	5.3	\$10.49	8.9
Supervisors, cleaning and building service workers	15.38	12.3	—	—	—	—
Maids and housemen	6.94	2.0	6.94	2.0	—	—
Janitors and cleaners	9.11	4.7	8.73	4.6	9.89	9.0
Personal service	10.32	9.0	10.31	9.9	10.45	7.2
Service, n.e.c.	8.73	5.5	8.70	5.6	—	—

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

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.05	2.9	\$15.50	3.6	\$18.61	3.2
All excluding sales	16.12	3.0	15.54	3.7	18.61	3.2
White collar	19.59	3.1	19.63	3.8	19.45	4.2
White collar excluding sales	20.18	3.1	20.41	3.9	19.45	4.2
Professional specialty and technical	23.57	3.6	24.09	4.9	22.51	4.7
Professional specialty	24.17	3.9	25.10	5.8	22.86	5.1
Engineers, architects, and surveyors	29.94	4.8	30.62	4.6	—	—
Mathematical and computer scientists	25.41	6.3	25.17	7.7	—	—
Computer systems analysts and scientists	27.22	6.7	28.00	7.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.46	7.1	24.57	6.5	—	—
Registered nurses	21.06	.6	21.05	.6	—	—
Teachers, college and university	28.78	27.8	23.17	11.0	—	—
Teachers, except college and university	21.77	6.2	24.52	14.3	21.65	6.4
Elementary school teachers	21.17	7.2	—	—	21.16	7.3
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.05	14.3	—	—	—	—
Social workers	14.38	15.2	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.18	10.7	—	—	—	—
Technical	22.13	8.2	22.48	9.2	19.57	5.4
Licensed practical nurses	15.22	2.1	15.22	2.1	—	—
Health technologists and technicians, n.e.c.	11.31	6.1	11.31	6.1	—	—
Electrical and electronic technicians	17.97	8.3	17.20	8.7	—	—
Technical and related, n.e.c.	16.36	9.9	—	—	—	—
Executive, administrative, and managerial	30.23	4.8	31.20	5.2	25.40	9.5
Executives, administrators, and managers	33.93	6.3	34.36	6.8	30.53	13.7
Administrators and officials, public administration	31.35	10.5	—	—	31.35	10.5
Financial managers	30.71	20.7	36.90	24.1	—	—
Personnel and labor relations managers	43.50	8.9	—	—	—	—
Managers, marketing, advertising, and public relations	42.01	25.8	42.01	25.8	—	—
Administrators, education and related fields	33.90	5.2	—	—	—	—
Managers, medicine and health	38.05	28.5	—	—	—	—
Managers and administrators, n.e.c.	36.00	8.0	35.84	8.2	—	—
Management related	24.66	5.3	25.58	5.1	21.86	11.9
Accountants and auditors	23.56	14.8	—	—	—	—
Other financial officers	27.35	8.9	—	—	—	—
Management related, n.e.c.	27.44	5.5	27.47	6.4	—	—
Sales	14.92	11.9	14.92	11.9	—	—
Supervisors, sales	15.87	17.1	15.87	17.1	—	—
Sales workers, other commodities	14.48	15.2	14.48	15.2	—	—
Cashiers	10.29	6.0	10.29	6.0	—	—
Administrative support, including clerical	12.53	2.6	12.57	2.8	12.36	6.0
Supervisors, general office	18.37	3.4	18.18	3.9	—	—
Supervisors, financial records processing	17.22	10.2	18.47	10.8	—	—
Secretaries	13.07	3.2	13.22	3.9	12.50	2.8
Transportation ticket and reservation agents	11.36	14.2	11.36	14.2	—	—
Receptionists	10.77	4.5	10.77	4.5	—	—
Information clerks, n.e.c.	10.46	4.7	10.46	4.7	—	—
Order clerks	12.38	7.7	12.03	7.6	—	—
Records clerks, n.e.c.	11.72	8.7	11.89	9.7	—	—
Bookkeepers, accounting and auditing clerks	12.08	3.8	11.81	3.7	—	—
Dispatchers	11.43	9.4	—	—	—	—
Traffic, shipping and receiving clerks	11.98	6.5	11.98	6.5	—	—
Stock and inventory clerks	11.62	8.9	10.79	6.3	—	—
Insurance adjusters, examiners, and investigators	19.35	16.9	19.35	16.9	—	—
Investigators and adjusters, except insurance	12.50	3.4	12.26	3.3	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
General office clerks	\$10.20	4.7	\$10.72	7.7	\$9.67	4.9
Data entry keyers	9.36	4.6	9.36	4.6	–	–
Administrative support, n.e.c.	13.06	3.5	12.43	3.8	–	–
Blue collar	13.19	3.4	12.78	3.6	17.62	5.1
Precision production, craft, and repair						
Mechanics and repairers, n.e.c.	16.35	6.6	15.60	8.0	–	–
Electricians	17.93	9.7	17.83	10.0	–	–
Supervisors, production	24.00	6.8	23.80	9.0	–	–
Electrical and electronic equipment assemblers ..	12.66	12.4	12.66	12.4	–	–
Machine operators, assemblers, and inspectors						
Miscellaneous machine operators, n.e.c.	12.16	1.9	12.16	1.9	–	–
Assemblers	9.58	7.7	9.58	7.7	–	–
Production inspectors, checkers and examiners ..	11.17	10.9	11.17	10.9	–	–
Transportation and material moving						
Truck drivers	13.19	6.6	13.11	7.1	–	–
Handlers, equipment cleaners, helpers, and laborers						
Helpers, construction trades	8.76	3.3	8.76	3.3	–	–
Production helpers	9.81	9.2	9.81	9.2	–	–
Stock handlers and baggers	10.54	9.2	9.48	7.2	–	–
Freight, stock, and material handlers, n.e.c.	10.40	9.5	10.40	9.5	–	–
Laborers, except construction, n.e.c.	8.76	12.0	8.45	12.0	–	–
Service						
Protective service	15.62	11.6	9.20	3.6	19.98	5.5
Firefighting	17.83	6.4	–	–	17.83	6.4
Police and detectives, public service	21.76	1.1	–	–	21.76	1.1
Guards and police, except public service	9.20	3.6	9.20	3.6	–	–
Food service	6.48	8.8	6.15	9.2	–	–
Waiters, waitresses, and bartenders	3.44	11.5	3.44	11.5	–	–
Waiters and waitresses	2.61	10.2	2.61	10.2	–	–
Waiters/Waitresses' assistants	4.48	17.7	4.48	17.7	–	–
Other food service	8.85	5.5	8.51	6.0	–	–
Supervisors, food preparation and service	12.39	7.1	–	–	–	–
Cooks	8.98	5.9	8.98	5.9	–	–
Food preparation, n.e.c.	6.52	6.9	6.52	6.9	–	–
Health service	9.43	2.5	9.38	2.6	–	–
Health aides, except nursing	9.60	4.5	9.60	4.5	–	–
Nursing aides, orderlies and attendants	9.35	2.7	9.26	2.8	–	–
Cleaning and building service	9.48	4.8	8.81	5.5	11.32	5.4
Supervisors, cleaning and building service workers	15.38	12.3	–	–	–	–
Maids and housemen	6.94	2.0	6.94	2.0	–	–
Janitors and cleaners	9.34	4.0	8.77	4.9	10.70	2.5
Personal service	10.91	9.3	10.87	10.1	–	–
Welfare service aides	9.75	9.9	9.02	10.6	–	–

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$9.19	7.4	\$8.40	8.2	\$12.76	11.4
All excluding sales	9.22	8.4	8.29	9.6	12.76	11.4
White collar	13.75	8.5	13.17	11.6	14.97	10.4
White collar excluding sales	16.27	9.1	17.55	14.0	14.97	10.4
Professional specialty and technical	21.57	8.6	23.70	13.9	19.63	8.6
Professional specialty	22.39	9.0	26.01	14.6	19.63	8.6
Health related	26.58	20.1	26.58	20.1	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	18.09	11.4	-	-	18.12	11.4
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Sales	8.98	6.6	8.98	6.6	-	-
Sales workers, other commodities	8.17	8.1	8.17	8.1	-	-
Cashiers	10.64	8.6	10.64	8.6	-	-
Administrative support, including clerical	9.36	6.6	10.48	8.9	8.05	4.3
Blue collar	6.96	5.7	6.72	4.7	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.32	2.0	6.32	2.0	-	-
Stock handlers and baggers	5.86	5.7	5.86	5.7	-	-
Service	6.14	6.7	6.01	7.4	7.25	9.1
Protective service	9.01	7.1	-	-	8.34	7.2
Food service	5.44	7.5	5.42	7.7	-	-
Waiters, waitresses, and bartenders	2.94	13.9	2.94	13.9	-	-
Waiters and waitresses	2.35	9.1	2.35	9.1	-	-
Other food service	6.14	3.5	6.14	3.6	-	-
Kitchen workers, food preparation	7.45	10.3	7.79	12.3	-	-
Food preparation, n.e.c.	5.89	6.3	5.89	6.3	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	7.54	2.0	-	-	8.09	10.4

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$634	3.1	39.5	\$610	3.8	39.4	\$744	3.2	40.0
All excluding sales	637	3.2	39.5	612	3.9	39.4	744	3.2	40.0
White collar	777	3.3	39.6	779	4.0	39.7	766	4.3	39.4
White collar excluding sales	801	3.3	39.7	812	4.1	39.8	766	4.3	39.4
Professional specialty and technical	918	3.3	38.9	931	4.4	38.6	891	4.5	39.6
Professional specialty	956	3.9	39.6	993	5.7	39.6	904	4.9	39.6
Engineers, architects, and surveyors	1,198	4.8	40.0	1,225	4.6	40.0	-	-	-
Mathematical and computer scientists	1,015	6.3	40.0	1,005	7.7	39.9	-	-	-
Computer systems analysts and scientists	1,087	6.7	39.9	1,118	7.9	39.9	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	986	7.4	38.7	948	6.8	38.6	-	-	-
Registered nurses	801	1.7	38.0	799	1.7	38.0	-	-	-
Teachers, college and university	1,135	27.7	39.4	927	11.0	40.0	-	-	-
Teachers, except college and university	857	5.7	39.4	981	14.3	40.0	852	5.9	39.3
Elementary school teachers	839	6.9	39.6	-	-	-	839	6.9	39.6
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	602	14.3	40.0	-	-	-	-	-	-
Social workers	575	15.2	40.0	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	1,087	10.7	40.0	-	-	-	-	-	-
Technical	830	6.8	37.5	836	7.5	37.2	783	5.4	40.0
Licensed practical nurses	591	3.5	38.8	590	3.6	38.8	-	-	-
Health technologists and technicians, n.e.c.	425	6.1	37.6	425	6.1	37.6	-	-	-
Electrical and electronic technicians	719	8.3	40.0	688	8.7	40.0	-	-	-
Technical and related, n.e.c.	654	9.9	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,255	5.8	41.5	1,304	6.2	41.8	1,018	9.5	40.1
Executives, administrators, and managers	1,444	7.3	42.6	1,473	7.8	42.9	1,227	13.8	40.2
Administrators and officials, public administration	1,276	10.2	40.7	-	-	-	1,276	10.2	40.7
Financial managers	1,228	20.7	40.0	1,476	24.1	40.0	-	-	-
Personnel and labor relations managers	1,740	8.9	40.0	-	-	-	-	-	-
Managers, marketing, advertising, and public relations	1,705	27.6	40.6	1,705	27.6	40.6	-	-	-
Administrators, education and related fields	1,380	4.1	40.7	-	-	-	-	-	-
Managers, medicine and health	1,522	28.5	40.0	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,605	9.1	44.6	1,601	9.4	44.7	-	-	-
Management related	986	5.3	40.0	1,023	5.1	40.0	874	11.9	40.0
Accountants and auditors	942	14.8	40.0	-	-	-	-	-	-
Other financial officers	1,094	8.9	40.0	-	-	-	-	-	-
Management related, n.e.c.	1,098	5.5	40.0	1,099	6.4	40.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales	\$585	12.1	39.2	\$585	12.1	39.2	—	—	—
Supervisors, sales	635	17.1	40.0	635	17.1	40.0	—	—	—
Sales workers, other commodities	569	15.3	39.3	569	15.3	39.3	—	—	—
Cashiers	402	6.3	39.1	402	6.3	39.1	—	—	—
Administrative support, including clerical	496	2.7	39.6	500	2.8	39.8	\$480	7.8	38.9
Supervisors, general office	733	3.4	39.9	725	3.9	39.9	—	—	—
Supervisors, financial records processing	689	10.2	40.0	739	10.8	40.0	—	—	—
Secretaries	519	3.2	39.7	524	3.8	39.6	500	2.8	40.0
Transportation ticket and reservation agents	454	14.2	40.0	454	14.2	40.0	—	—	—
Receptionists	431	4.5	40.0	431	4.5	40.0	—	—	—
Information clerks, n.e.c.	418	4.7	40.0	418	4.7	40.0	—	—	—
Order clerks	495	7.7	40.0	481	7.6	40.0	—	—	—
Records clerks, n.e.c.	463	8.4	39.5	469	9.2	39.4	—	—	—
Bookkeepers, accounting and auditing clerks	483	3.8	40.0	472	3.7	40.0	—	—	—
Dispatchers	457	9.4	40.0	—	—	—	—	—	—
Traffic, shipping and receiving clerks	479	6.5	40.0	479	6.5	40.0	—	—	—
Stock and inventory clerks	465	8.9	40.0	432	6.3	40.0	—	—	—
Insurance adjusters, examiners, and investigators	756	16.5	39.1	756	16.5	39.1	—	—	—
Investigators and adjusters, except insurance	497	3.6	39.8	488	3.4	39.8	—	—	—
General office clerks	406	4.7	39.8	424	7.6	39.5	387	4.9	40.0
Data entry keyers	370	4.0	39.5	370	4.0	39.5	—	—	—
Administrative support, n.e.c.	522	3.5	40.0	497	3.8	40.0	—	—	—
Blue collar	528	3.4	40.0	512	3.6	40.0	705	5.1	40.0
Precision production, craft, and repair	717	3.6	40.1	701	4.0	40.1	826	5.6	40.0
Mechanics and repairers, n.e.c.	654	6.6	40.0	624	8.0	40.0	—	—	—
Electricians	717	9.7	40.0	713	10.0	40.0	—	—	—
Supervisors, production	960	6.8	40.0	952	9.0	40.0	—	—	—
Electrical and electronic equipment assemblers	507	12.4	40.0	507	12.4	40.0	—	—	—
Machine operators, assemblers, and inspectors	425	4.8	40.0	424	4.8	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	486	1.9	40.0	486	1.9	40.0	—	—	—
Assemblers	383	7.7	40.0	383	7.7	40.0	—	—	—
Production inspectors, checkers and examiners ...	447	10.9	40.0	447	10.9	40.0	—	—	—
Transportation and material moving	539	10.8	40.0	535	14.4	40.0	549	9.7	40.0
Truck drivers	528	6.6	40.0	525	7.1	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	391	6.0	39.9	380	6.3	39.9	586	5.0	40.0
Helpers, construction trades ...	351	3.3	40.0	351	3.3	40.0	—	—	—
Production helpers	392	9.2	40.0	392	9.2	40.0	—	—	—
Stock handlers and baggers ...	421	9.3	39.9	378	7.1	39.9	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Freight, stock, and material handlers, n.e.c.	\$416	9.5	40.0	\$416	9.5	40.0	—	—	—
Laborers, except construction, n.e.c.	350	12.0	40.0	338	12.0	40.0	—	—	—
Service	382	6.5	38.3	303	6.3	37.4	\$701	5.1	41.8
Protective service	651	12.6	41.7	368	3.6	40.0	857	5.2	42.9
Firefighting	943	6.4	52.9	—	—	—	943	6.4	52.9
Police and detectives, public service	871	1.1	40.0	—	—	—	871	1.1	40.0
Guards and police, except public service	368	3.6	40.0	368	3.6	40.0	—	—	—
Food service	240	11.0	37.1	227	11.5	36.9	—	—	—
Waiters, waitresses, and bartenders	123	13.8	35.8	123	13.8	35.8	—	—	—
Waiters and waitresses	91	12.8	34.9	91	12.8	34.9	—	—	—
Waiters'/Waitresses' assistants	170	17.5	37.9	170	17.5	37.9	—	—	—
Other food service	338	7.6	38.2	323	8.4	38.0	—	—	—
Supervisors, food preparation and service	506	6.8	40.9	—	—	—	—	—	—
Cooks	347	6.3	38.6	347	6.3	38.6	—	—	—
Food preparation, n.e.c.	230	11.5	35.3	230	11.5	35.3	—	—	—
Health service	365	2.7	38.7	363	2.8	38.7	—	—	—
Health aides, except nursing ..	380	5.2	39.6	380	5.2	39.6	—	—	—
Nursing aides, orderlies and attendants	358	3.3	38.3	354	3.4	38.2	—	—	—
Cleaning and building service	379	4.8	39.9	352	5.5	39.9	453	5.4	40.0
Supervisors, cleaning and building service workers ...	615	12.3	40.0	—	—	—	—	—	—
Maids and housemen	274	1.9	39.5	274	1.9	39.5	—	—	—
Janitors and cleaners	374	4.0	40.0	351	4.9	40.0	428	2.5	40.0
Personal service	384	6.6	35.2	379	6.9	34.8	—	—	—
Welfare service aides	390	9.9	40.0	361	10.6	40.0	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$32,284	3.1	2,011	\$31,719	3.8	2,047	\$34,664	3.2	1,863
All excluding sales	32,403	3.2	2,010	31,823	3.9	2,047	34,664	3.2	1,863
White collar	39,129	3.3	1,997	40,490	4.0	2,063	34,755	4.3	1,787
White collar excluding sales	40,208	3.3	1,992	42,192	4.1	2,067	34,755	4.3	1,787
Professional specialty and technical	44,079	3.3	1,870	48,260	4.4	2,003	37,059	4.5	1,646
Professional specialty	44,430	3.9	1,838	51,396	5.7	2,048	36,722	4.9	1,606
Engineers, architects, and surveyors	62,281	4.8	2,080	63,680	4.6	2,080	-	-	-
Mathematical and computer scientists	52,806	6.3	2,078	52,275	7.7	2,077	-	-	-
Computer systems analysts and scientists	56,540	6.7	2,077	58,119	7.9	2,076	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	51,252	7.4	2,013	49,313	6.8	2,007	-	-	-
Registered nurses	41,632	1.7	1,977	41,566	1.7	1,974	-	-	-
Teachers, college and university	48,456	27.7	1,684	37,519	11.0	1,619	-	-	-
Teachers, except college and university	32,588	5.7	1,497	48,070	14.3	1,961	32,097	5.9	1,482
Elementary school teachers	32,120	6.9	1,517	-	-	-	32,099	6.9	1,517
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	28,726	14.3	1,909	-	-	-	-	-	-
Social workers	27,155	15.2	1,888	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	56,533	10.7	2,080	-	-	-	-	-	-
Technical	43,178	6.8	1,951	43,493	7.5	1,935	40,701	5.4	2,080
Licensed practical nurses	30,725	3.5	2,019	30,694	3.6	2,017	-	-	-
Health technologists and technicians, n.e.c.	22,119	6.1	1,956	22,119	6.1	1,956	-	-	-
Electrical and electronic technicians	37,371	8.3	2,080	35,779	8.7	2,080	-	-	-
Technical and related, n.e.c. ...	34,032	9.9	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	65,239	5.8	2,158	67,809	6.2	2,173	52,917	9.5	2,084
Executives, administrators, and managers	75,077	7.3	2,213	76,612	7.8	2,230	63,787	13.8	2,089
Administrators and officials, public administration	66,327	10.2	2,116	-	-	-	66,327	10.2	2,116
Financial managers	63,878	20.7	2,080	76,742	24.1	2,080	-	-	-
Personnel and labor relations managers	90,471	8.9	2,080	-	-	-	-	-	-
Managers, marketing, advertising, and public relations	88,650	27.6	2,110	88,650	27.6	2,110	-	-	-
Administrators, education and related fields	71,756	4.1	2,116	-	-	-	-	-	-
Managers, medicine and health	79,137	28.5	2,080	-	-	-	-	-	-
Managers and administrators, n.e.c.	83,470	9.1	2,318	83,260	9.4	2,323	-	-	-
Management related	51,295	5.3	2,080	53,212	5.1	2,080	45,469	11.9	2,080
Accountants and auditors	48,999	14.8	2,080	-	-	-	-	-	-
Other financial officers	56,878	8.9	2,080	-	-	-	-	-	-
Management related, n.e.c.	57,078	5.5	2,080	57,134	6.4	2,080	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Sales	\$30,415	12.1	2,039	\$30,415	12.1	2,039	—	—	—
Supervisors, sales	33,004	17.1	2,080	33,004	17.1	2,080	—	—	—
Sales workers, other commodities	29,590	15.3	2,044	29,590	15.3	2,044	—	—	—
Cashiers	20,915	6.3	2,032	20,915	6.3	2,032	—	—	—
Administrative support, including clerical	25,568	2.7	2,041	25,994	2.8	2,068	\$23,893	7.8	1,933
Supervisors, general office	38,103	3.4	2,074	37,695	3.9	2,073	—	—	—
Supervisors, financial records processing	35,812	10.2	2,080	38,426	10.8	2,080	—	—	—
Secretaries	26,973	3.2	2,064	27,230	3.8	2,060	26,009	2.8	2,080
Transportation ticket and reservation agents	23,627	14.2	2,080	23,627	14.2	2,080	—	—	—
Receptionists	22,398	4.5	2,080	22,398	4.5	2,080	—	—	—
Information clerks, n.e.c.	21,761	4.7	2,080	21,761	4.7	2,080	—	—	—
Order clerks	25,743	7.7	2,080	25,028	7.6	2,080	—	—	—
Records clerks, n.e.c.	24,056	8.4	2,053	24,385	9.2	2,050	—	—	—
Bookkeepers, accounting and auditing clerks	25,124	3.8	2,080	24,562	3.7	2,080	—	—	—
Dispatchers	23,775	9.4	2,080	—	—	—	—	—	—
Traffic, shipping and receiving clerks	24,928	6.5	2,080	24,928	6.5	2,080	—	—	—
Stock and inventory clerks	24,175	8.9	2,080	22,449	6.3	2,080	—	—	—
Insurance adjusters, examiners, and investigators	39,294	16.5	2,031	39,294	16.5	2,031	—	—	—
Investigators and adjusters, except insurance	25,870	3.6	2,070	25,360	3.4	2,069	—	—	—
General office clerks	21,089	4.7	2,068	22,045	7.6	2,056	20,118	4.9	2,080
Data entry keyers	19,247	4.0	2,056	19,247	4.0	2,056	—	—	—
Administrative support, n.e.c.	27,157	3.5	2,080	25,847	3.8	2,080	—	—	—
Blue collar	27,321	3.4	2,072	26,613	3.6	2,082	34,678	5.1	1,969
Precision production, craft, and repair	37,278	3.6	2,086	36,429	4.0	2,087	42,974	5.6	2,080
Mechanics and repairers, n.e.c.	34,001	6.6	2,080	32,453	8.0	2,080	—	—	—
Electricians	37,292	9.7	2,080	37,091	10.0	2,080	—	—	—
Supervisors, production	49,910	6.8	2,080	49,507	9.0	2,080	—	—	—
Electrical and electronic equipment assemblers	26,338	12.4	2,080	26,338	12.4	2,080	—	—	—
Machine operators, assemblers, and inspectors	22,114	4.8	2,080	22,028	4.8	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	25,283	1.9	2,080	25,283	1.9	2,080	—	—	—
Assemblers	19,924	7.7	2,080	19,924	7.7	2,080	—	—	—
Production inspectors, checkers and examiners ...	23,237	10.9	2,080	23,237	10.9	2,080	—	—	—
Transportation and material moving	26,706	10.8	1,983	27,816	14.4	2,080	24,153	9.7	1,759
Truck drivers	27,435	6.6	2,080	27,279	7.1	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	20,355	6.0	2,077	19,757	6.3	2,077	30,475	5.0	2,080
Helpers, construction trades ...	18,226	3.3	2,080	18,226	3.3	2,080	—	—	—
Production helpers	20,398	9.2	2,080	20,398	9.2	2,080	—	—	—
Stock handlers and baggers ...	21,878	9.3	2,075	19,644	7.1	2,073	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Freight, stock, and material handlers, n.e.c.	\$21,640	9.5	2,080	\$21,640	9.5	2,080	—	—	—
Laborers, except construction, n.e.c.	18,221	12.0	2,080	17,585	12.0	2,080	—	—	—
Service	19,608	6.5	1,967	15,747	6.3	1,945	\$34,358	5.1	2,048
Protective service	32,823	12.6	2,102	19,126	3.6	2,080	42,294	5.2	2,117
Firefighting	47,816	6.4	2,682	—	—	—	47,816	6.4	2,682
Police and detectives, public service	45,266	1.1	2,080	—	—	—	45,266	1.1	2,080
Guards and police, except public service	19,126	3.6	2,080	19,126	3.6	2,080	—	—	—
Food service	12,326	11.0	1,902	11,808	11.5	1,920	—	—	—
Waiters, waitresses, and bartenders	6,409	13.8	1,861	6,409	13.8	1,861	—	—	—
Waiters and waitresses	4,738	12.8	1,814	4,738	12.8	1,814	—	—	—
Waiters'/Waitresses' assistants	8,836	17.5	1,971	8,836	17.5	1,971	—	—	—
Other food service	17,125	7.6	1,935	16,802	8.4	1,974	—	—	—
Supervisors, food preparation and service	23,124	6.8	1,866	—	—	—	—	—	—
Cooks	18,026	6.3	2,007	18,026	6.3	2,007	—	—	—
Food preparation, n.e.c.	11,975	11.5	1,837	11,975	11.5	1,837	—	—	—
Health service	18,983	2.7	2,012	18,853	2.8	2,010	—	—	—
Health aides, except nursing ..	19,756	5.2	2,058	19,756	5.2	2,058	—	—	—
Nursing aides, orderlies and attendants	18,616	3.3	1,990	18,405	3.4	1,987	—	—	—
Cleaning and building service	19,691	4.8	2,076	18,287	5.5	2,075	23,556	5.4	2,080
Supervisors, cleaning and building service workers ...	31,999	12.3	2,080	—	—	—	—	—	—
Maids and housemen	14,249	1.9	2,053	14,249	1.9	2,053	—	—	—
Janitors and cleaners	19,433	4.0	2,080	18,229	4.9	2,080	22,260	2.5	2,080
Personal service	19,944	6.6	1,828	19,682	6.9	1,810	—	—	—
Welfare service aides	20,279	9.9	2,080	18,765	10.6	2,080	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ 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, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.33	2.9	\$14.75	3.5	\$17.99	3.1
All excluding sales	15.45	2.9	14.85	3.6	17.99	3.1
White collar	19.14	3.1	19.20	3.8	18.95	3.9
1	7.97	3.8	7.71	3.0	—	—
2	9.87	7.5	10.47	9.0	8.55	4.8
3	10.06	2.2	10.13	2.3	9.49	7.9
4	12.03	4.8	12.03	5.1	12.17	10.1
5	14.19	3.7	14.23	4.2	13.97	6.8
6	15.33	4.7	15.12	5.5	16.21	6.4
7	21.99	5.8	23.96	6.2	17.34	7.4
8	21.68	3.5	21.90	3.4	21.40	6.6
9	23.68	2.7	24.77	3.1	21.52	4.5
10	28.14	7.4	27.53	9.8	—	—
11	34.51	6.8	36.82	7.0	24.94	7.6
12	36.09	6.6	36.38	6.9	31.28	3.4
13	49.61	7.9	52.57	12.4	—	—
14	83.52	14.6	86.15	14.8	—	—
White collar excluding sales	19.96	3.0	20.30	3.7	18.95	3.9
1	8.34	3.8	—	—	—	—
2	9.94	7.7	10.60	9.2	8.55	4.8
3	10.20	2.6	10.34	2.7	9.49	7.9
4	12.27	4.2	12.28	4.5	12.17	10.1
5	14.27	3.5	14.33	4.0	13.97	6.8
6	15.37	4.8	15.16	5.6	16.21	6.4
7	20.58	4.1	22.17	4.0	17.34	7.4
8	21.36	3.3	21.33	2.3	21.40	6.6
9	23.61	2.8	24.68	3.1	21.52	4.5
10	28.14	7.4	27.53	9.8	—	—
11	34.85	6.9	37.35	7.2	24.94	7.6
12	36.09	6.6	36.38	6.9	31.28	3.4
13	49.61	7.9	52.57	12.4	—	—
14	83.52	14.6	86.15	14.8	—	—
Professional specialty and technical	23.41	3.2	24.07	4.3	22.15	4.5
Professional specialty	23.98	3.2	25.17	4.5	22.41	4.9
5	14.28	18.1	14.82	20.6	—	—
6	19.24	3.5	19.62	3.3	—	—
7	25.51	6.8	27.21	8.2	—	—
8	21.34	4.5	21.36	3.2	21.33	7.1
9	22.10	3.1	22.70	5.6	21.47	3.4
10	26.14	10.1	25.47	12.8	—	—
11	28.82	5.5	30.94	4.5	24.08	7.8
12	35.13	2.2	35.70	2.5	—	—
13	47.05	7.3	—	—	—	—
Engineers, architects, and surveyors	29.94	4.8	30.62	4.6	—	—
9	24.46	9.9	26.40	11.1	—	—
Mathematical and computer scientists	25.41	6.3	25.17	7.7	—	—
9	21.28	7.0	—	—	—	—
Computer systems analysts and scientists	27.22	6.7	28.00	7.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.67	7.3	24.98	7.1	—	—
8	20.89	1.3	20.92	1.4	—	—
9	24.03	3.5	24.03	3.5	—	—
Physicians	58.26	16.7	—	—	—	—
Registered nurses	21.15	.5	21.15	.4	—	—
8	20.73	.6	20.77	.6	—	—
9	22.90	2.9	22.90	2.9	—	—
Physical therapists	24.72	3.7	24.72	3.7	—	—
Teachers, college and university	28.94	26.3	23.17	11.0	—	—
11	26.65	12.0	—	—	—	—
Teachers, except college and university	21.17	5.9	24.25	14.4	21.06	6.1
8	21.33	8.2	—	—	21.33	8.2
9	21.87	2.4	—	—	21.88	2.4
Elementary school teachers	20.81	8.1	—	—	20.80	8.2
8	20.79	8.8	—	—	20.79	8.8

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Teachers, n.e.c.	\$19.77	25.3	\$25.31	17.6	–	–
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	22.59	7.3	–	–	–	–
Social, recreation, and religious workers	14.90	14.2	–	–	–	–
Social workers	14.28	15.3	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	27.18	10.7	–	–	–	–
Technical	21.89	8.1	22.20	9.1	\$19.57	5.4
4	11.88	6.1	11.88	6.1	–	–
5	16.14	5.6	15.33	5.7	–	–
6	15.50	10.6	14.65	12.3	–	–
7	18.46	4.6	18.37	4.6	–	–
8	21.45	3.8	21.23	4.0	–	–
Licensed practical nurses	15.19	1.9	15.19	2.0	–	–
5	15.77	2.5	15.77	2.5	–	–
Health technologists and technicians, n.e.c.	11.40	5.6	11.40	5.6	–	–
Electrical and electronic technicians	17.97	8.3	17.20	8.7	–	–
8	21.66	7.0	–	–	–	–
Technical and related, n.e.c.	15.79	12.2	15.06	16.6	–	–
Executive, administrative, and managerial	30.23	4.8	31.20	5.2	25.40	9.5
6	14.52	12.9	–	–	–	–
7	20.31	8.3	20.51	5.7	–	–
8	22.73	8.7	22.37	9.2	–	–
9	24.63	4.2	25.47	3.4	21.66	14.2
10	30.59	4.0	–	–	–	–
11	31.86	8.5	32.95	8.3	–	–
12	36.38	8.5	36.55	8.7	–	–
13	54.75	16.3	–	–	–	–
Executives, administrators, and managers	33.93	6.3	34.36	6.8	30.53	13.7
7	21.62	13.4	19.29	10.9	–	–
8	23.62	3.5	–	–	–	–
9	24.69	3.8	24.80	4.0	–	–
11	32.26	10.4	33.87	9.3	–	–
12	42.35	7.0	42.95	6.9	–	–
13	54.75	16.3	–	–	–	–
Administrators and officials, public administration	31.35	10.5	–	–	31.35	10.5
Financial managers	30.71	20.7	36.90	24.1	–	–
Personnel and labor relations managers	43.50	8.9	–	–	–	–
Managers, marketing, advertising, and public relations	42.01	25.8	42.01	25.8	–	–
Administrators, education and related fields	33.90	5.2	–	–	–	–
Managers, medicine and health	38.05	28.5	–	–	–	–
Managers and administrators, n.e.c.	36.00	8.0	35.84	8.2	–	–
9	23.52	3.5	23.52	3.5	–	–
11	36.99	6.0	36.99	6.0	–	–
12	44.24	4.9	44.24	4.9	–	–
Management related	24.66	5.3	25.58	5.1	21.86	11.9
6	15.76	16.8	–	–	–	–
7	19.25	9.1	21.84	2.9	–	–
9	24.55	8.8	27.30	4.7	–	–
11	30.58	8.2	–	–	–	–
Accountants and auditors	23.56	14.8	–	–	–	–
Other financial officers	27.35	8.9	–	–	–	–
Management related, n.e.c.	27.44	5.5	27.47	6.4	–	–
9	28.03	3.7	28.05	5.8	–	–
Sales	13.72	11.6	13.72	11.6	–	–
3	9.69	4.3	9.69	4.3	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Sales –Continued						
4	\$11.44	11.4	\$11.44	11.4	–	–
5	13.89	12.2	13.89	12.2	–	–
Supervisors, sales	15.23	18.3	15.23	18.3	–	–
Sales workers, other commodities	12.88	15.8	12.88	15.8	–	–
4	12.13	20.2	12.13	20.2	–	–
Cashiers	10.38	5.7	10.38	5.7	–	–
3	10.16	7.3	10.16	7.3	–	–
4	11.76	7.8	11.76	7.8	–	–
Administrative support, including clerical	12.34	2.4	12.48	2.8	\$11.80	5.2
1	8.34	3.8	–	–	–	–
2	9.57	7.7	10.11	9.9	8.55	4.8
3	10.19	2.7	10.34	2.9	9.49	7.9
4	12.38	4.5	12.40	4.9	12.17	10.1
5	13.52	2.8	13.72	3.1	12.58	5.5
6	14.45	5.2	14.58	6.4	13.98	5.2
7	17.05	5.6	18.60	6.3	15.75	7.3
8	20.50	5.5	20.74	6.4	–	–
Supervisors, general office	18.37	3.4	18.18	3.9	–	–
Supervisors, financial records processing	17.22	10.2	18.47	10.8	–	–
Secretaries	13.11	3.2	13.27	3.8	12.50	2.8
4	13.59	3.7	13.64	3.9	–	–
5	13.17	4.8	13.78	5.8	11.86	1.6
Transportation ticket and reservation agents	11.66	13.5	11.66	13.5	–	–
3	10.30	13.9	10.30	13.9	–	–
Receptionists	10.77	4.5	10.77	4.5	–	–
Information clerks, n.e.c.	10.46	4.7	10.46	4.7	–	–
Order clerks	12.28	7.5	11.94	7.4	–	–
Records clerks, n.e.c.	11.70	8.7	11.87	9.6	–	–
Bookkeepers, accounting and auditing clerks	12.08	3.8	11.81	3.7	–	–
4	11.35	5.6	11.35	5.6	–	–
5	12.32	4.9	–	–	–	–
Dispatchers	11.39	9.2	–	–	–	–
Traffic, shipping and receiving clerks	11.98	6.5	11.98	6.5	–	–
Stock and inventory clerks	11.62	8.9	10.79	6.3	–	–
Insurance adjusters, examiners, and investigators	19.35	16.9	19.35	16.9	–	–
Investigators and adjusters, except insurance	12.50	3.4	12.26	3.3	–	–
4	11.13	1.4	11.13	1.4	–	–
5	13.30	6.6	–	–	–	–
General office clerks	10.12	4.6	10.59	7.4	9.64	4.8
3	9.71	5.9	9.41	7.1	–	–
Data entry keyers	9.07	4.2	9.07	4.2	–	–
Teachers' aides	7.84	2.6	–	–	7.84	2.6
Administrative support, n.e.c.	12.69	4.4	12.01	5.3	–	–
Blue collar	12.73	3.5	12.33	3.8	17.21	4.8
1	7.23	3.8	7.05	3.2	–	–
2	9.66	5.5	9.58	5.6	–	–
3	10.69	4.2	10.64	4.5	–	–
4	12.45	2.1	12.53	2.2	–	–
5	13.62	2.4	13.25	2.1	16.11	6.5
6	19.06	6.9	19.03	7.4	–	–
7	19.91	3.2	19.52	3.7	21.04	6.9
8	20.76	3.8	20.63	3.8	–	–
9	27.88	6.1	–	–	–	–
Precision production, craft, and repair	17.85	3.5	17.43	4.0	20.66	5.6
4	11.89	3.2	11.77	3.4	–	–
5	13.96	3.3	13.53	3.0	–	–
6	19.31	8.5	19.30	9.3	–	–
7	19.89	3.4	19.47	3.8	21.28	8.0

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
8	\$20.36	3.8	\$20.20	3.8	–	–
9	27.88	6.1	–	–	–	–
Mechanics and repairers, n.e.c.	16.35	6.6	15.60	8.0	–	–
Electricians	17.92	9.4	17.83	9.6	–	–
7	17.86	11.1	17.61	11.4	–	–
Supervisors, production	24.00	6.8	23.80	9.0	–	–
Electrical and electronic equipment assemblers ..	12.66	12.4	12.66	12.4	–	–
Machine operators, assemblers, and inspectors						
1	10.62	4.7	10.58	4.7	–	–
2	7.45	5.2	7.45	5.2	–	–
3	8.46	10.8	8.46	10.8	–	–
4	10.49	5.6	10.49	5.6	–	–
5	12.52	1.4	12.52	1.4	–	–
Miscellaneous machine operators, n.e.c.	13.00	3.0	13.00	3.0	–	–
3	12.16	1.9	12.16	1.9	–	–
4	11.83	2.6	11.83	2.6	–	–
Assemblers	12.54	2.5	12.54	2.5	–	–
2	9.57	7.6	9.57	7.6	–	–
3	8.27	13.7	8.27	13.7	–	–
Production inspectors, checkers and examiners ..	8.60	10.7	8.60	10.7	–	–
11.17	10.9	11.17	10.9	–	–	
Transportation and material moving						
2	12.54	10.3	12.31	13.9	\$13.20	8.4
3	9.73	2.0	–	–	–	–
4	12.16	4.8	12.33	5.3	–	–
5	12.84	13.4	–	–	–	–
Truck drivers	15.50	6.1	–	–	–	–
13.19	6.6	13.11	7.1	–	–	
Handlers, equipment cleaners, helpers, and laborers						
1	9.07	6.4	8.82	6.6	14.65	5.0
2	7.19	5.2	6.90	4.4	–	–
3	9.64	6.7	9.51	6.8	–	–
4	9.12	6.3	9.12	6.3	–	–
5	13.10	11.8	12.98	12.4	–	–
12.82	6.0	–	–	–	–	
Helpers, construction trades	8.76	3.3	8.76	3.3	–	–
Production helpers	9.81	9.2	9.81	9.2	–	–
Stock handlers and baggers	8.97	9.5	7.98	6.9	–	–
3	8.96	5.9	8.96	5.9	–	–
Freight, stock, and material handlers, n.e.c.	10.24	8.6	10.24	8.6	–	–
Laborers, except construction, n.e.c.	7.80	9.1	7.59	8.8	–	–
1	6.70	5.4	6.60	5.0	–	–
2	10.90	7.7	–	–	–	–
Service						
1	9.14	4.9	7.59	4.6	15.66	5.4
2	5.49	6.1	5.41	6.4	6.72	9.0
3	7.22	8.1	7.20	8.2	–	–
4	8.07	6.2	7.92	6.4	9.92	5.0
5	9.47	14.7	9.02	18.0	11.29	3.5
6	12.11	6.1	10.54	5.1	13.48	6.4
7	18.74	5.5	–	–	17.02	4.4
19.12	7.6	–	–	19.87	8.9	
Protective service	14.93	11.3	9.23	3.5	19.19	5.6
3	9.00	5.3	9.09	5.7	–	–
4	11.90	5.3	–	–	–	–
6	18.05	2.9	–	–	17.85	2.8
7	21.94	1.9	–	–	21.94	1.9
Firefighting	17.73	6.3	–	–	17.73	6.3
Police and detectives, public service	21.77	1.1	–	–	21.76	1.1
7	21.76	1.5	–	–	21.76	1.5
Guards and police, except public service	9.06	3.5	9.04	3.4	–	–
3	9.09	5.7	9.09	5.7	–	–

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Protective service—Continued						
Protective service, n.e.c.	\$10.04	9.5	—	—	\$10.04	9.5
Food service	6.12	6.6	\$5.89	6.9	—	—
1	5.13	7.7	5.12	7.9	—	—
2	5.43	16.1	5.43	16.1	—	—
3	6.26	10.2	6.26	10.2	—	—
4	6.09	26.4	6.09	26.4	—	—
Waiters, waitresses, and bartenders	3.34	10.2	3.34	10.2	—	—
1	3.59	16.9	3.59	16.9	—	—
2	3.04	16.6	3.04	16.6	—	—
3	3.57	26.9	3.57	26.9	—	—
Waiters and waitresses	2.55	8.5	2.55	8.5	—	—
3	2.51	10.2	2.51	10.2	—	—
Waiters/Waitresses' assistants	4.55	15.4	4.55	15.4	—	—
1	4.51	17.3	4.51	17.3	—	—
Other food service	7.70	3.9	7.46	4.2	—	—
1	5.81	2.7	5.81	2.8	—	—
2	7.77	5.4	7.77	5.4	—	—
3	8.58	5.6	8.58	5.6	—	—
4	9.01	5.3	9.01	5.3	—	—
Supervisors, food preparation and service	12.39	7.1	—	—	—	—
Cooks	8.87	5.7	8.87	5.7	—	—
3	8.27	4.9	8.27	4.9	—	—
Food counter, fountain, and related	6.19	6.0	6.19	6.0	—	—
1	5.68	4.7	5.68	4.7	—	—
Kitchen workers, food preparation	8.32	10.0	8.67	10.3	—	—
Food preparation, n.e.c.	6.27	4.7	6.27	4.7	—	—
1	5.94	3.8	5.94	3.8	—	—
Health service	9.41	2.5	9.37	2.5	—	—
2	8.74	2.5	8.76	2.5	—	—
3	9.76	1.2	9.75	1.3	—	—
Health aides, except nursing	9.60	4.5	9.60	4.5	—	—
Nursing aides, orderlies and attendants	9.32	2.6	9.26	2.7	—	—
2	8.80	3.3	8.83	3.3	—	—
3	9.45	3.0	9.42	3.2	—	—
Cleaning and building service	9.29	5.1	8.79	5.3	10.49	8.9
1	6.85	2.2	6.97	1.9	—	—
2	9.62	11.5	—	—	—	—
3	9.72	3.7	9.40	4.0	—	—
4	10.23	4.2	—	—	—	—
Supervisors, cleaning and building service workers	15.38	12.3	—	—	—	—
Maids and housemen	6.94	2.0	6.94	2.0	—	—
Janitors and cleaners	9.11	4.7	8.73	4.6	9.89	9.0
1	6.82	3.0	6.99	2.8	—	—
3	9.69	4.0	9.33	4.3	—	—
4	10.23	4.3	—	—	—	—
Personal service	10.32	9.0	10.31	9.9	10.45	7.2
1	5.04	11.6	—	—	—	—
3	9.02	4.2	9.02	4.2	—	—
5	10.64	6.2	—	—	—	—
Service, n.e.c.	8.73	5.5	8.70	5.6	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

⁵ 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, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.05	2.9	\$15.50	3.6	\$18.61	3.2
All excluding sales	16.12	3.0	15.54	3.7	18.61	3.2
White collar	19.59	3.1	19.63	3.8	19.45	4.2
2	10.07	8.5	10.58	9.4	8.59	6.9
3	10.16	2.1	10.14	2.2	10.36	8.4
4	12.23	4.2	12.23	4.5	12.20	10.2
5	14.34	3.6	14.33	4.0	14.40	6.9
6	15.46	4.4	15.27	5.1	16.21	6.4
7	22.03	5.9	23.98	6.3	17.35	7.6
8	21.79	3.4	21.94	3.7	21.60	6.3
9	23.74	2.8	24.78	3.1	21.64	4.4
10	28.30	8.2	27.53	9.8	—	—
11	34.69	7.0	36.91	7.2	24.76	8.3
12	36.09	6.6	36.38	6.9	31.28	3.4
13	48.31	7.9	50.72	13.4	—	—
14	83.52	14.6	86.15	14.8	—	—
White collar excluding sales	20.18	3.1	20.41	3.9	19.45	4.2
2	10.16	8.8	10.73	9.7	8.59	6.9
3	10.30	2.6	10.29	2.7	10.36	8.4
4	12.26	4.2	12.26	4.5	12.20	10.2
5	14.36	3.6	14.35	4.1	14.40	6.9
6	15.50	4.5	15.32	5.2	16.21	6.4
7	20.59	4.2	22.15	4.0	17.35	7.6
8	21.44	3.1	21.32	2.5	21.60	6.3
9	23.66	2.8	24.69	3.2	21.64	4.4
10	28.30	8.2	27.53	9.8	—	—
11	35.05	7.1	37.46	7.3	24.76	8.3
12	36.09	6.6	36.38	6.9	31.28	3.4
13	48.31	7.9	50.72	13.4	—	—
14	83.52	14.6	86.15	14.8	—	—
Professional specialty and technical	23.57	3.6	24.09	4.9	22.51	4.7
Professional specialty	24.17	3.9	25.10	5.8	22.86	5.1
5	15.04	22.5	15.04	22.5	—	—
6	19.28	3.5	19.67	3.3	—	—
7	25.98	7.1	27.44	8.2	—	—
8	21.46	4.4	21.35	3.8	21.53	6.8
9	22.19	3.1	22.70	5.6	21.63	3.0
10	26.06	11.9	25.47	12.8	—	—
11	28.73	6.0	30.80	4.8	23.54	8.8
12	35.13	2.2	35.70	2.5	—	—
Engineers, architects, and surveyors	29.94	4.8	30.62	4.6	—	—
9	24.46	9.9	26.40	11.1	—	—
Mathematical and computer scientists	25.41	6.3	25.17	7.7	—	—
9	21.28	7.0	—	—	—	—
Computer systems analysts and scientists	27.22	6.7	28.00	7.9	—	—
Natural scientists	—	—	—	—	—	—
Health related	25.46	7.1	24.57	6.5	—	—
8	20.73	1.5	20.77	1.6	—	—
9	24.11	3.5	24.11	3.5	—	—
Registered nurses	21.06	.6	21.05	.6	—	—
8	20.52	.4	20.56	.4	—	—
Teachers, college and university	28.78	27.8	23.17	11.0	—	—
11	25.21	16.2	—	—	—	—
Teachers, except college and university	21.77	6.2	24.52	14.3	21.65	6.4
8	21.56	8.1	—	—	21.56	8.2
9	21.87	2.4	—	—	21.88	2.4
Elementary school teachers	21.17	7.2	—	—	21.16	7.3
8	21.13	8.1	—	—	21.13	8.1
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	15.05	14.3	—	—	—	—
Social workers	14.38	15.2	—	—	—	—
Lawyers and judges	—	—	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
	\$27.18	10.7	–	–	–	–
Technical	22.13	8.2	\$22.48	9.2	\$19.57	5.4
4	11.88	6.1	11.88	6.1	–	–
5	16.33	6.1	15.51	6.4	–	–
6	15.93	8.9	15.17	10.5	–	–
7	18.46	4.6	18.37	4.6	–	–
8	21.45	3.8	21.23	4.0	–	–
Licensed practical nurses	15.22	2.1	15.22	2.1	–	–
5	15.95	2.7	15.95	2.7	–	–
Health technologists and technicians, n.e.c.	11.31	6.1	11.31	6.1	–	–
Electrical and electronic technicians	17.97	8.3	17.20	8.7	–	–
8	21.66	7.0	–	–	–	–
Technical and related, n.e.c.	16.36	9.9	–	–	–	–
Executive, administrative, and managerial	30.23	4.8	31.20	5.2	25.40	9.5
6	14.52	12.9	–	–	–	–
7	20.31	8.3	20.51	5.7	–	–
8	22.73	8.7	22.37	9.2	–	–
9	24.63	4.2	25.47	3.4	21.66	14.2
10	30.59	4.0	–	–	–	–
11	31.86	8.5	32.95	8.3	–	–
12	36.38	8.5	36.55	8.7	–	–
13	54.75	16.3	–	–	–	–
Executives, administrators, and managers	33.93	6.3	34.36	6.8	30.53	13.7
7	21.62	13.4	19.29	10.9	–	–
8	23.62	3.5	–	–	–	–
9	24.69	3.8	24.80	4.0	–	–
11	32.26	10.4	33.87	9.3	–	–
12	42.35	7.0	42.95	6.9	–	–
13	54.75	16.3	–	–	–	–
Administrators and officials, public administration	31.35	10.5	–	–	31.35	10.5
Financial managers	30.71	20.7	36.90	24.1	–	–
Personnel and labor relations managers	43.50	8.9	–	–	–	–
Managers, marketing, advertising, and public relations	42.01	25.8	42.01	25.8	–	–
Administrators, education and related fields	33.90	5.2	–	–	–	–
Managers, medicine and health	38.05	28.5	–	–	–	–
Managers and administrators, n.e.c.	36.00	8.0	35.84	8.2	–	–
9	23.52	3.5	23.52	3.5	–	–
11	36.99	6.0	36.99	6.0	–	–
12	44.24	4.9	44.24	4.9	–	–
Management related	24.66	5.3	25.58	5.1	21.86	11.9
6	15.76	16.8	–	–	–	–
7	19.25	9.1	21.84	2.9	–	–
9	24.55	8.8	27.30	4.7	–	–
11	30.58	8.2	–	–	–	–
Accountants and auditors	23.56	14.8	–	–	–	–
Other financial officers	27.35	8.9	–	–	–	–
Management related, n.e.c.	27.44	5.5	27.47	6.4	–	–
9	28.03	3.7	28.05	5.8	–	–
Sales	14.92	11.9	14.92	11.9	–	–
3	9.65	3.0	9.65	3.0	–	–
4	12.12	10.5	12.12	10.5	–	–
5	14.27	11.1	14.27	11.1	–	–
Supervisors, sales	15.87	17.1	15.87	17.1	–	–
Sales workers, other commodities	14.48	15.2	14.48	15.2	–	–
4	13.45	18.2	13.45	18.2	–	–
Cashiers	10.29	6.0	10.29	6.0	–	–
3	9.71	5.6	9.71	5.6	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
Cashiers —Continued						
4	\$11.71	8.2	\$11.71	8.2	—	—
Administrative support, including clerical						
2	12.53	2.6	12.57	2.8	\$12.36	6.0
3	9.75	9.0	10.22	10.6	8.59	6.9
4	10.30	2.7	10.29	2.8	10.36	8.4
5	12.37	4.5	12.39	4.9	12.20	10.2
6	13.49	2.8	13.69	3.1	12.58	5.5
7	14.45	5.2	14.58	6.4	13.98	5.2
8	17.05	5.6	18.60	6.3	15.75	7.3
Supervisors, general office	20.50	5.5	20.74	6.4	—	—
Supervisors, financial records processing	18.37	3.4	18.18	3.9	—	—
Secretaries	17.22	10.2	18.47	10.8	—	—
4	13.07	3.2	13.22	3.9	12.50	2.8
5	13.59	3.7	13.64	3.9	—	—
Transportation ticket and reservation agents	13.06	4.9	13.64	6.2	11.86	1.6
3	11.36	14.2	11.36	14.2	—	—
Receptionists	9.77	13.5	9.77	13.5	—	—
Information clerks, n.e.c.	10.77	4.5	10.77	4.5	—	—
Order clerks	10.46	4.7	10.46	4.7	—	—
Records clerks, n.e.c.	12.38	7.7	12.03	7.6	—	—
Bookkeepers, accounting and auditing clerks	11.72	8.7	11.89	9.7	—	—
4	12.08	3.8	11.81	3.7	—	—
5	11.35	5.6	11.35	5.6	—	—
Dispatchers	12.32	4.9	—	—	—	—
Traffic, shipping and receiving clerks	11.43	9.4	—	—	—	—
Stock and inventory clerks	11.98	6.5	11.98	6.5	—	—
Insurance adjusters, examiners, and investigators	11.62	8.9	10.79	6.3	—	—
4	19.35	16.9	19.35	16.9	—	—
5	12.50	3.4	12.26	3.3	—	—
General office clerks	11.13	1.4	11.13	1.4	—	—
3	13.30	6.6	—	—	—	—
Data entry keyers	10.20	4.7	10.72	7.7	9.67	4.9
Administrative support, n.e.c.	9.74	5.9	9.41	7.1	—	—
	9.36	4.6	9.36	4.6	—	—
	13.06	3.5	12.43	3.8	—	—
Blue collar						
1	13.19	3.4	12.78	3.6	17.62	5.1
2	7.65	5.0	7.41	4.2	—	—
3	9.72	5.9	9.66	6.0	—	—
4	10.76	4.3	10.71	4.5	—	—
5	12.48	2.2	12.53	2.2	—	—
6	13.62	2.4	13.25	2.1	16.11	6.5
7	19.06	6.9	19.03	7.4	—	—
8	19.93	3.2	19.54	3.7	21.04	6.9
9	20.76	3.8	20.63	3.8	—	—
	27.88	6.1	—	—	—	—
Precision production, craft, and repair						
4	17.87	3.6	17.45	4.0	20.66	5.6
5	11.89	3.2	11.77	3.4	—	—
6	13.96	3.3	13.53	3.0	—	—
7	19.31	8.5	19.30	9.3	—	—
8	19.91	3.4	19.48	3.8	21.28	8.0
9	20.36	3.8	20.20	3.8	—	—
Mechanics and repairers, n.e.c.	27.88	6.1	—	—	—	—
Electricians	16.35	6.6	15.60	8.0	—	—
7	17.93	9.7	17.83	10.0	—	—
Supervisors, production	17.86	12.1	—	—	—	—
Electrical and electronic equipment assemblers ..	24.00	6.8	23.80	9.0	—	—
	12.66	12.4	12.66	12.4	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$10.63	4.7	\$10.59	4.7	—	—
1	7.45	5.2	7.45	5.2	—	—
2	8.46	10.8	8.46	10.8	—	—
3	10.53	5.7	10.53	5.7	—	—
4	12.52	1.4	12.52	1.4	—	—
5	13.00	3.0	13.00	3.0	—	—
Miscellaneous machine operators, n.e.c.	12.16	1.9	12.16	1.9	—	—
3	11.83	2.6	11.83	2.6	—	—
4	12.54	2.5	12.54	2.5	—	—
Assemblers	9.58	7.7	9.58	7.7	—	—
2	8.27	13.7	8.27	13.7	—	—
3	8.59	11.3	8.59	11.3	—	—
Production inspectors, checkers and examiners ..	11.17	10.9	11.17	10.9	—	—
Transportation and material moving	13.47	10.8	13.37	14.4	\$13.73	9.7
3	12.16	4.8	12.33	5.3	—	—
5	15.50	6.1	—	—	—	—
Truck drivers	13.19	6.6	13.11	7.1	—	—
Handlers, equipment cleaners, helpers, and laborers	9.80	6.0	9.51	6.3	14.65	5.0
1	7.81	6.9	7.36	5.8	—	—
2	9.76	7.0	9.62	7.0	—	—
3	9.26	6.7	9.26	6.7	—	—
4	13.10	11.8	12.98	12.4	—	—
5	12.82	6.0	—	—	—	—
Helpers, construction trades	8.76	3.3	8.76	3.3	—	—
Production helpers	9.81	9.2	9.81	9.2	—	—
Stock handlers and baggers	10.54	9.2	9.48	7.2	—	—
3	9.21	6.5	9.21	6.5	—	—
Freight, stock, and material handlers, n.e.c.	10.40	9.5	10.40	9.5	—	—
Laborers, except construction, n.e.c.	8.76	12.0	8.45	12.0	—	—
1	7.12	9.5	6.92	9.1	—	—
2	10.90	7.7	—	—	—	—
Service	9.97	5.7	8.10	5.4	16.77	5.0
1	5.38	5.7	5.38	5.7	—	—
2	7.33	9.9	7.30	10.1	—	—
3	8.33	6.5	8.16	6.7	—	—
4	9.46	14.9	9.02	18.0	11.33	3.7
5	12.11	6.2	10.54	5.1	13.51	6.5
6	18.66	5.6	—	—	17.02	4.4
7	19.12	7.6	—	—	19.87	8.9
Protective service	15.62	11.6	9.20	3.6	19.98	5.5
3	9.36	5.1	9.35	5.2	—	—
4	11.90	5.3	—	—	—	—
6	17.85	2.8	—	—	17.85	2.8
7	21.94	1.9	—	—	21.94	1.9
Firefighting	17.83	6.4	—	—	17.83	6.4
Police and detectives, public service	21.76	1.1	—	—	21.76	1.1
7	21.76	1.5	—	—	21.76	1.5
Guards and police, except public service	9.20	3.6	9.20	3.6	—	—
3	9.35	5.2	9.35	5.2	—	—
Food service	6.48	8.8	6.15	9.2	—	—
1	4.81	7.4	4.81	7.4	—	—
2	5.25	22.0	5.25	22.0	—	—
3	6.48	11.1	6.48	11.1	—	—
4	6.09	26.4	6.09	26.4	—	—
Waiters, waitresses, and bartenders	3.44	11.5	3.44	11.5	—	—
1	4.03	13.1	4.03	13.1	—	—
Waiters and waitresses	2.61	10.2	2.61	10.2	—	—
Waiters'/Waitresses' assistants	4.48	17.7	4.48	17.7	—	—
1	4.48	17.7	4.48	17.7	—	—
Other food service	8.85	5.5	8.51	6.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
1	\$5.75	4.4	\$5.75	4.4	—	—
2	7.81	5.6	7.81	5.6	—	—
3	8.72	5.0	8.72	5.0	—	—
4	9.01	5.3	9.01	5.3	—	—
Supervisors, food preparation and service	12.39	7.1	—	—	—	—
Cooks	8.98	5.9	8.98	5.9	—	—
3	8.27	4.9	8.27	4.9	—	—
Food preparation, n.e.c.	6.52	6.9	6.52	6.9	—	—
1	5.92	4.3	5.92	4.3	—	—
Health service	9.43	2.5	9.38	2.6	—	—
2	8.74	2.6	8.74	2.6	—	—
3	9.76	1.2	9.75	1.3	—	—
Health aides, except nursing	9.60	4.5	9.60	4.5	—	—
Nursing aides, orderlies and attendants	9.35	2.7	9.26	2.8	—	—
2	8.81	3.6	8.81	3.6	—	—
3	9.45	3.0	9.42	3.2	—	—
Cleaning and building service	9.48	4.8	8.81	5.5	\$11.32	5.4
1	6.84	1.7	6.84	1.7	—	—
2	9.62	11.5	—	—	—	—
3	9.72	3.7	9.40	4.0	—	—
4	10.23	4.2	—	—	—	—
Supervisors, cleaning and building service workers	15.38	12.3	—	—	—	—
Maids and housemen	6.94	2.0	6.94	2.0	—	—
Janitors and cleaners	9.34	4.0	8.77	4.9	10.70	2.5
1	6.78	2.6	6.78	2.6	—	—
3	9.69	4.0	9.33	4.3	—	—
4	10.23	4.3	—	—	—	—
Personal service	10.91	9.3	10.87	10.1	—	—
2	7.99	3.1	7.99	3.1	—	—
3	9.26	5.1	9.26	5.1	—	—
5	10.64	6.2	—	—	—	—
Welfare service aides	9.75	9.9	9.02	10.6	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ 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.

⁴ 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.

⁵ 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, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$9.19	7.4	\$8.40	8.2	\$12.76	11.4
All excluding sales	9.22	8.4	8.29	9.6	12.76	11.4
White collar	13.75	8.5	13.17	11.6	14.97	10.4
1	7.62	3.7	7.60	3.9	—	—
2	8.59	3.4	—	—	—	—
3	9.50	7.1	10.11	7.2	—	—
4	9.37	14.7	9.37	14.9	—	—
5	11.94	7.0	12.36	9.0	—	—
8	20.70	7.6	—	—	20.20	12.8
11	29.60	7.6	—	—	—	—
White collar excluding sales	16.27	9.1	17.55	14.0	14.97	10.4
2	8.59	3.4	—	—	—	—
3	9.17	11.5	—	—	—	—
5	12.80	7.1	13.91	5.5	—	—
8	20.70	7.6	—	—	20.20	12.8
11	29.60	7.6	—	—	—	—
Professional specialty and technical	21.57	8.6	23.70	13.9	19.63	8.6
Professional specialty	22.39	9.0	26.01	14.6	19.63	8.6
8	20.70	7.6	—	—	20.20	12.8
11	29.60	7.6	—	—	—	—
Health related	26.58	20.1	26.58	20.1	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	18.09	11.4	—	—	18.12	11.4
8	20.20	12.8	—	—	20.20	12.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Sales	8.98	6.6	8.98	6.6	—	—
3	9.75	8.6	9.75	8.6	—	—
Sales workers, other commodities	8.17	8.1	8.17	8.1	—	—
Cashiers	10.64	8.6	10.64	8.6	—	—
Administrative support, including clerical	9.36	6.6	10.48	8.9	8.05	4.3
2	8.59	3.4	—	—	—	—
3	9.17	11.5	—	—	—	—
Blue collar	6.96	5.7	6.72	4.7	—	—
1	6.20	1.4	6.20	1.4	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.32	2.0	6.32	2.0	—	—
1	6.21	1.3	6.21	1.3	—	—
Stock handlers and baggers	5.86	5.7	5.86	5.7	—	—
Service	6.14	6.7	6.01	7.4	7.25	9.1
1	5.60	8.3	5.44	9.3	6.72	9.0
2	6.85	8.3	6.84	8.4	—	—
3	6.44	13.2	6.36	14.5	—	—
Protective service	9.01	7.1	—	—	8.34	7.2
3	7.91	3.6	—	—	—	—
Food service	5.44	7.5	5.42	7.7	—	—
1	5.36	9.3	5.34	9.6	—	—
2	5.93	11.6	5.93	11.6	—	—
Waiters, waitresses, and bartenders	2.94	13.9	2.94	13.9	—	—
Waiters and waitresses	2.35	9.1	2.35	9.1	—	—
Other food service	6.14	3.5	6.14	3.6	—	—
1	5.84	3.3	5.83	3.4	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
2	\$7.64	7.0	\$7.64	7.0	—	—
Kitchen workers, food preparation	7.45	10.3	7.79	12.3	—	—
Food preparation, n.e.c.	5.89	6.3	5.89	6.3	—	—
1	5.96	6.2	5.96	6.2	—	—
Health service	—	—	—	—	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	7.54	2.0	—	—	\$8.09	10.4

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. 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 appendixes C and D for more information.

³ 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.

⁴ 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.

⁵ 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, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Phoenix-Mesa, AZ, September 2000**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$16.05	\$9.19	\$17.75	\$15.04	\$15.24	\$18.03
All excluding sales	16.12	9.22	17.99	15.13	15.46	14.85
White collar	19.59	13.75	20.78	19.02	19.07	21.63
White-collar excluding sales	20.18	16.27	22.16	19.80	19.94	—
Professional specialty and technical	23.57	21.57	44.87	22.53	23.40	—
Professional specialty	24.17	22.39	—	23.99	23.98	—
Technical	22.13	—	46.05	18.06	21.87	—
Executive, administrative, and managerial	30.23	—	—	30.24	30.17	—
Sales	14.92	8.98	13.33	13.75	11.53	21.04
Administrative support, including clerical	12.53	9.36	15.28	11.94	12.34	—
Blue collar	13.19	6.96	15.04	12.18	12.64	14.68
Precision production, craft, and repair	17.87	—	20.47	17.27	17.59	—
Machine operators, assemblers, and inspectors	10.63	—	12.01	10.27	10.59	—
Transportation and material moving	13.47	—	18.23	10.60	13.13	—
Handlers, equipment cleaners, helpers, and laborers	9.80	6.32	10.41	8.79	9.06	—
Service	9.97	6.14	19.13	8.04	9.11	—
	Relative error ⁶ (percent)					
All occupations	2.9	7.4	5.9	3.2	2.9	14.8
All excluding sales	3.0	8.4	6.0	3.2	2.9	16.5
White collar	3.1	8.5	11.6	3.2	3.1	15.5
White-collar excluding sales	3.1	9.1	13.0	3.1	3.0	—
Professional specialty and technical	3.6	8.6	25.8	2.8	3.2	—
Professional specialty	3.9	9.0	—	3.2	3.2	—
Technical	8.2	—	26.6	5.3	8.2	—
Executive, administrative, and managerial	4.8	—	—	4.9	4.9	—
Sales	11.9	6.6	1.1	12.6	7.4	15.1
Administrative support, including clerical	2.6	6.6	4.7	2.5	2.4	—
Blue collar	3.4	5.7	6.3	3.9	3.6	19.0
Precision production, craft, and repair	3.6	—	2.6	4.1	3.4	—
Machine operators, assemblers, and inspectors	4.7	—	4.2	5.5	4.8	—
Transportation and material moving	10.8	—	8.8	5.8	10.8	—
Handlers, equipment cleaners, helpers, and laborers	6.0	2.0	8.0	7.3	6.4	—
Service	5.7	6.7	7.0	4.3	5.0	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ 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.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an 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.

⁶ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$14.75	-	-	-	-	-	-	-	-	-
All excluding sales	14.85	-	-	-	-	-	-	-	-	-
White collar	19.20	-	-	-	-	-	-	-	-	-
White-collar excluding sales	20.30	-	-	-	-	-	-	-	-	-
Professional specialty and technical	24.07	-	-	-	-	-	-	-	-	-
Professional specialty	25.17	-	-	-	-	-	-	-	-	-
Technical	22.20	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	31.20	-	-	-	-	-	-	-	-	-
Sales	13.72	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.48	-	-	-	-	-	-	-	-	-
Blue collar	12.33	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	17.43	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.58	-	-	-	-	-	-	-	-	-
Transportation and material moving	12.31	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.82	-	-	-	-	-	-	-	-	-
Service	7.59	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.5	-	-	-	-	-	-	-	-	-
All excluding sales	3.6	-	-	-	-	-	-	-	-	-
White collar	3.8	-	-	-	-	-	-	-	-	-
White-collar excluding sales	3.7	-	-	-	-	-	-	-	-	-
Professional specialty and technical	4.3	-	-	-	-	-	-	-	-	-
Professional specialty	4.5	-	-	-	-	-	-	-	-	-
Technical	9.1	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	5.2	-	-	-	-	-	-	-	-	-
Sales	11.6	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	2.8	-	-	-	-	-	-	-	-	-
Blue collar	3.8	-	-	-	-	-	-	-	-	-
Precision production, craft, and repair	4.0	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	4.7	-	-	-	-	-	-	-	-	-
Transportation and material moving	13.9	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.6	-	-	-	-	-	-	-	-	-
Service	4.6	-	-	-	-	-	-	-	-	-

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$14.75	\$11.57	\$15.57	\$13.47	\$18.08
All excluding sales	14.85	11.36	15.79	13.38	18.38
White collar	19.20	16.26	19.67	17.56	21.54
White-collar excluding sales	20.30	16.30	20.97	19.02	22.27
Professional specialty and technical	24.07	—	24.37	19.11	27.08
Professional specialty	25.17	—	25.16	20.82	26.97
Technical	22.20	—	22.91	16.89	27.31
Executive, administrative, and managerial	31.20	26.74	32.19	31.64	32.68
Sales	13.72	15.95	13.44	14.04	11.10
Administrative support, including clerical	12.48	12.01	12.61	12.41	12.75
Blue collar	12.33	12.22	12.37	11.64	13.40
Precision production, craft, and repair	17.43	17.67	17.33	16.50	18.28
Machine operators, assemblers, and inspectors	10.58	7.59	11.20	10.83	11.45
Transportation and material moving	12.31	13.72	11.26	10.93	—
Handlers, equipment cleaners, helpers, and laborers	8.82	7.67	9.14	9.14	9.17
Service	7.59	5.79	8.39	7.73	9.93
Relative error ⁴ (percent)					
All occupations	3.5	8.0	3.9	6.4	4.6
All excluding sales	3.6	8.2	4.0	6.9	4.5
White collar	3.8	7.3	4.2	8.0	4.3
White-collar excluding sales	3.7	8.0	3.9	8.4	4.2
Professional specialty and technical	4.3	—	4.3	6.3	5.1
Professional specialty	4.5	—	4.5	9.1	4.0
Technical	9.1	—	9.3	10.9	13.3
Executive, administrative, and managerial	5.2	13.1	5.5	9.5	6.1
Sales	11.6	13.5	13.0	15.8	6.4
Administrative support, including clerical	2.8	5.4	3.2	5.3	4.0
Blue collar	3.8	10.5	3.7	5.1	4.9
Precision production, craft, and repair	4.0	9.2	4.1	5.3	6.5
Machine operators, assemblers, and inspectors	4.7	10.8	3.3	6.5	3.5
Transportation and material moving	13.9	25.1	6.9	6.5	—
Handlers, equipment cleaners, helpers, and laborers	6.6	10.7	7.5	9.1	5.6
Service	4.6	6.3	5.8	7.6	8.4

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$6.60	\$8.81	\$12.52	\$19.44	\$26.48
All excluding sales	6.50	8.81	12.61	19.95	27.12
White collar	9.00	11.02	16.40	22.99	31.28
White collar excluding sales	9.35	11.69	17.09	23.76	32.91
Professional specialty and technical	13.17	17.09	20.94	26.44	33.90
Professional specialty	16.27	19.19	22.04	27.48	35.00
Engineers, architects, and surveyors	20.43	23.95	29.39	35.00	40.20
Mathematical and computer scientists	18.68	21.23	22.46	32.25	35.43
Computer systems analysts and scientists	20.93	22.46	24.34	32.42	35.62
Natural scientists	—	—	—	—	—
Health related	20.33	20.48	20.68	24.08	41.23
Physicians	41.23	41.23	61.22	65.00	68.20
Registered nurses	20.33	20.48	20.68	20.98	23.98
Physical therapists	23.22	23.22	23.22	25.22	28.85
Teachers, college and university	16.79	16.79	19.11	49.43	49.43
Teachers, except college and university	15.48	17.09	22.04	23.47	27.18
Elementary school teachers	16.27	17.09	20.08	23.12	27.18
Teachers, n.e.c.	11.89	11.89	16.51	33.90	33.90
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	15.65	20.58	20.58	26.61	30.05
Social, recreation, and religious workers	9.36	9.36	14.64	20.08	20.94
Social workers	9.36	9.36	13.56	16.40	20.94
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.43	18.60	30.87	31.04	35.17
Technical	10.34	14.26	17.99	22.49	28.27
Licensed practical nurses	13.90	14.26	14.66	15.73	16.94
Health technologists and technicians, n.e.c.	10.28	10.34	10.34	12.27	14.48
Electrical and electronic technicians	12.95	12.95	18.31	18.77	24.26
Technical and related, n.e.c.	9.61	9.61	16.89	19.30	19.93
Executive, administrative, and managerial	16.42	22.44	27.53	36.24	45.58
Executives, administrators, and managers	18.35	22.98	29.43	40.76	48.74
Administrators and officials, public administration	18.44	26.35	27.90	37.58	44.23
Financial managers	20.80	20.80	22.76	42.71	64.38
Personnel and labor relations managers	29.13	38.20	40.87	52.25	52.96
Managers, marketing, advertising, and public relations	18.04	18.04	27.65	57.12	102.78
Administrators, education and related fields	25.88	33.85	33.85	37.30	37.30
Managers, medicine and health	15.58	21.00	31.25	71.00	71.00
Managers and administrators, n.e.c.	22.48	24.46	35.79	40.76	48.07
Management related	14.62	18.83	25.35	30.67	31.28
Accountants and auditors	16.42	16.42	25.15	31.15	33.14
Other financial officers	19.35	24.14	25.25	36.24	36.38
Management related, n.e.c.	21.20	25.00	28.00	31.28	33.27
Sales	7.53	9.00	11.01	13.77	22.50
Supervisors, sales	9.21	9.21	13.76	17.23	23.53
Sales workers, other commodities	7.02	9.07	10.92	12.85	22.50
Cashiers	7.53	8.50	9.98	12.58	13.77
Administrative support, including clerical	8.26	9.50	11.41	14.36	17.32
Supervisors, general office	16.83	18.17	19.03	19.03	20.93
Supervisors, financial records processing	9.38	14.02	16.51	21.64	27.36
Secretaries	10.47	11.24	12.75	14.36	16.01
Transportation ticket and reservation agents	7.25	8.08	11.00	13.69	19.60
Receptionists	9.21	9.21	11.26	11.26	11.88
Information clerks, n.e.c.	8.87	9.91	9.91	11.23	13.26
Order clerks	9.50	10.50	11.53	15.46	17.05
Records clerks, n.e.c.	9.25	9.88	10.05	13.73	17.17
Bookkeepers, accounting and auditing clerks	9.16	11.14	12.20	12.96	14.00
Dispatchers	8.00	10.25	10.25	12.75	15.31
Traffic, shipping and receiving clerks	9.83	10.44	11.24	11.72	17.55
Stock and inventory clerks	8.65	8.65	11.08	12.65	18.83
Insurance adjusters, examiners, and investigators	11.50	15.58	18.36	28.36	28.90
Investigators and adjusters, except insurance	9.38	10.84	11.25	14.26	17.12
General office clerks	8.00	8.50	9.50	11.97	13.12

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	10	25	Median 50	75	90
White collar –Continued					
Administrative support, including clerical –Continued					
Data entry keyers	\$7.89	\$8.50	\$8.50	\$9.88	\$10.52
Teachers' aides	7.28	7.34	7.59	8.10	8.80
Administrative support, n.e.c.	10.05	11.69	13.26	13.45	15.70
Blue collar	6.50	8.57	11.87	15.74	20.01
Precision production, craft, and repair					
Mechanics and repairers, n.e.c.	11.64	14.01	17.39	20.21	24.65
Electricians	13.00	13.52	16.69	19.78	20.35
Electricians	12.50	14.00	19.95	19.95	22.14
Supervisors, production	18.39	20.97	24.62	26.00	30.04
Electrical and electronic equipment assemblers ..	8.50	10.98	11.36	15.74	15.74
Machine operators, assemblers, and inspectors					
Miscellaneous machine operators, n.e.c.	6.65	8.00	11.24	12.56	13.72
Miscellaneous machine operators, n.e.c.	10.76	10.80	12.50	12.56	13.72
Assemblers	6.33	7.00	9.17	12.10	12.69
Production inspectors, checkers and examiners ..	7.35	8.73	11.45	13.00	16.76
Transportation and material moving					
Truck drivers	8.75	9.61	10.74	15.15	20.21
Truck drivers	9.91	10.20	12.78	15.15	17.62
Handlers, equipment cleaners, helpers, and laborers					
Helpers, construction trades	6.13	6.45	8.41	10.32	13.25
Helpers, construction trades	8.50	8.50	8.58	8.66	10.32
Production helpers	8.00	8.38	9.73	11.86	12.63
Stock handlers and baggers	5.30	6.50	8.00	11.46	13.17
Freight, stock, and material handlers, n.e.c.	8.42	8.42	8.78	11.99	13.25
Laborers, except construction, n.e.c.	6.13	6.25	6.45	8.41	11.55
Service					
Protective service	3.00	5.96	8.20	10.39	16.64
Protective service	8.22	8.65	13.17	22.21	22.80
Firefighting	14.66	15.58	17.70	17.70	24.20
Police and detectives, public service	18.84	22.21	22.24	22.24	22.73
Guards and police, except public service	8.12	8.65	8.65	10.03	10.13
Protective service, n.e.c.	8.57	8.81	8.81	9.73	16.98
Food service					
Waiters, waitresses, and bartenders	2.13	3.50	5.94	7.57	10.83
Waiters, waitresses, and bartenders	2.13	2.13	2.25	4.71	6.00
Waiters and waitresses	2.13	2.13	2.13	2.25	4.71
Waiters/Waitresses' assistants	3.00	3.00	4.41	5.17	6.00
Other food service	5.15	5.86	6.54	8.90	11.18
Supervisors, food preparation and service	11.00	11.18	11.30	16.00	16.20
Cooks	6.80	7.97	8.51	9.09	9.13
Food counter, fountain, and related	5.15	5.15	6.14	6.14	7.57
Kitchen workers, food preparation	5.80	6.10	8.73	10.85	10.85
Food preparation, n.e.c.	5.15	5.33	6.22	6.50	8.40
Health service					
Health aides, except nursing	7.90	8.64	9.12	9.79	11.35
Health aides, except nursing	8.31	8.85	9.02	9.97	11.55
Nursing aides, orderlies and attendants	7.90	8.40	9.25	9.79	10.93
Cleaning and building service					
Supervisors, cleaning and building service workers	6.74	7.14	9.05	10.30	12.24
Supervisors, cleaning and building service workers	10.04	10.19	16.64	19.24	23.13
Maids and housemen	6.74	6.74	6.74	7.24	7.24
Janitors and cleaners	6.69	7.33	9.19	10.30	11.35
Personal service	5.15	7.50	8.23	11.40	15.00
Service, n.e.c.	6.86	7.82	8.15	9.48	11.85

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$6.25	\$8.50	\$11.64	\$18.02	\$26.05
All excluding sales	6.25	8.49	11.83	18.60	26.74
White collar	9.00	10.74	15.46	23.22	33.85
White collar excluding sales	9.36	11.26	16.83	24.44	34.97
Professional specialty and technical	12.50	16.52	20.68	28.27	35.43
Professional specialty	14.64	20.33	21.73	30.14	37.70
Engineers, architects, and surveyors	21.73	24.73	30.08	35.00	41.33
Mathematical and computer scientists	16.94	19.19	21.34	32.25	35.62
Computer systems analysts and scientists	19.19	21.23	26.44	32.73	39.53
Natural scientists	—	—	—	—	—
Health related	20.33	20.48	20.68	23.73	31.46
Registered nurses	20.33	20.48	20.68	20.98	23.73
Physical therapists	23.22	23.22	23.22	25.22	28.85
Teachers, college and university	15.41	18.32	19.90	26.00	29.18
Teachers, except college and university	15.33	18.86	22.44	33.90	33.90
Teachers, n.e.c.	16.51	18.86	20.41	33.90	33.90
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	10.34	13.90	17.88	22.99	28.27
Licensed practical nurses	13.90	14.26	14.66	16.25	16.94
Health technologists and technicians, n.e.c.	10.28	10.34	10.34	12.27	14.48
Electrical and electronic technicians	12.95	12.95	16.79	18.77	24.25
Technical and related, n.e.c.	9.00	9.61	17.68	19.30	19.93
Executive, administrative, and managerial	18.04	22.83	28.00	37.33	47.42
Executives, administrators, and managers	18.35	23.05	30.25	40.76	49.31
Financial managers	22.76	22.76	24.12	49.31	64.38
Managers, marketing, advertising, and public relations	18.04	18.04	27.65	57.12	102.78
Managers and administrators, n.e.c.	22.48	24.46	34.13	40.76	48.07
Management related	16.42	21.20	27.53	30.67	31.28
Management related, n.e.c.	21.20	24.59	30.43	31.28	33.27
Sales	7.53	9.00	11.01	13.77	22.50
Supervisors, sales	9.21	9.21	13.76	17.23	23.53
Sales workers, other commodities	7.02	9.07	10.92	12.85	22.50
Cashiers	7.53	8.50	9.98	12.58	13.77
Administrative support, including clerical	8.50	9.71	11.41	14.36	17.67
Supervisors, general office	16.83	18.17	19.03	19.03	20.43
Supervisors, financial records processing	9.38	15.24	17.32	22.12	27.36
Secretaries	10.13	11.24	13.72	14.77	17.00
Transportation ticket and reservation agents	7.25	8.08	11.00	13.69	19.60
Receptionists	9.21	9.21	11.26	11.26	11.88
Information clerks, n.e.c.	8.87	9.91	9.91	11.23	13.26
Order clerks	9.50	10.50	10.50	15.46	17.05
Records clerks, n.e.c.	9.25	9.25	10.63	13.73	17.17
Bookkeepers, accounting and auditing clerks	9.16	11.12	11.99	12.96	13.70
Traffic, shipping and receiving clerks	9.83	10.44	11.24	11.72	17.55
Stock and inventory clerks	8.65	8.65	10.09	12.50	14.32
Insurance adjusters, examiners, and investigators	11.50	15.58	18.36	28.36	28.90
Investigators and adjusters, except insurance	9.38	10.71	11.02	12.98	17.12
General office clerks	8.00	8.00	9.50	12.23	15.36
Data entry keyers	7.89	8.50	8.50	9.88	10.52
Administrative support, n.e.c.	10.05	11.25	12.56	13.45	13.45
Blue collar	6.33	8.47	11.60	14.75	19.95
Precision production, craft, and repair	11.60	13.30	16.70	19.95	24.65
Mechanics and repairers, n.e.c.	13.00	13.52	16.69	17.03	22.96
Electricians	12.50	13.00	19.95	19.95	22.14

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Supervisors, production	\$18.39	\$20.97	\$22.39	\$30.04	\$30.04
Electrical and electronic equipment assemblers ..	8.50	10.98	11.36	15.74	15.74
Machine operators, assemblers, and inspectors	6.65	7.92	11.20	12.56	13.50
Miscellaneous machine operators, n.e.c.	10.76	10.80	12.50	12.56	13.72
Assemblers	6.33	7.00	9.17	12.10	12.69
Production inspectors, checkers and examiners ..	7.35	8.73	11.45	13.00	16.76
Transportation and material moving	6.72	9.61	10.20	13.20	22.02
Truck drivers	9.91	10.20	12.38	15.15	17.62
Handlers, equipment cleaners, helpers, and laborers	6.13	6.25	8.08	9.78	12.63
Helpers, construction trades	8.50	8.50	8.58	8.66	10.32
Production helpers	8.00	8.38	9.73	11.86	12.63
Stock handlers and baggers	5.30	5.48	8.00	8.52	11.26
Freight, stock, and material handlers, n.e.c.	8.42	8.42	8.78	11.99	13.25
Laborers, except construction, n.e.c.	6.13	6.25	6.45	8.41	11.20
Service	2.25	5.33	7.50	9.05	10.85
Protective service	8.12	8.65	8.65	10.03	10.13
Guards and police, except public service	8.12	8.65	8.65	10.03	10.13
Food service	2.13	3.15	5.86	7.31	9.13
Waiters, waitresses, and bartenders	2.13	2.13	2.25	4.71	6.00
Waiters and waitresses	2.13	2.13	2.13	2.25	4.71
Waiters/Waitresses' assistants	3.00	3.00	4.41	5.17	6.00
Other food service	5.15	5.86	6.50	8.73	10.83
Cooks	6.80	7.97	8.51	9.09	9.13
Food counter, fountain, and related	5.15	5.15	6.14	6.14	7.57
Kitchen workers, food preparation	5.80	7.58	8.85	10.85	10.85
Food preparation, n.e.c.	5.15	5.33	6.22	6.50	8.40
Health service	7.90	8.64	9.12	9.79	11.35
Health aides, except nursing	8.31	8.85	9.02	9.97	11.55
Nursing aides, orderlies and attendants	7.90	8.40	9.25	9.74	10.93
Cleaning and building service	6.74	6.97	8.25	9.49	10.19
Maids and housemen	6.74	6.74	6.74	7.24	7.24
Janitors and cleaners	6.76	7.14	9.05	9.49	10.12
Personal service	5.15	7.50	8.23	11.85	26.05
Service, n.e.c.	6.86	7.82	8.15	9.48	11.85

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.28	\$11.94	\$17.15	\$22.24	\$27.18
All excluding sales	9.28	11.94	17.15	22.24	27.18
White collar	8.95	13.19	18.19	22.49	28.00
White collar excluding sales	8.95	13.19	18.19	22.49	28.00
Professional specialty and technical	16.51	18.19	21.98	24.61	27.64
Professional specialty	16.51	18.24	22.04	24.61	28.33
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	-	-	-	-	-
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	15.48	17.09	22.04	23.47	27.18
Elementary school teachers	16.27	17.09	20.08	23.12	27.18
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	16.89	16.89	18.31	21.99	24.94
Executive, administrative, and managerial	14.62	17.09	20.80	31.21	37.58
Executives, administrators, and managers	20.80	20.80	27.89	37.58	46.20
Administrators and officials, public administration	18.44	26.35	27.90	37.58	44.23
Management related	14.62	14.62	17.09	28.00	33.14
Administrative support, including clerical	7.59	8.50	11.23	14.02	16.29
Secretaries	11.23	11.94	11.94	12.87	14.14
General office clerks	8.35	8.50	9.58	9.81	12.35
Teachers' aides	7.28	7.34	7.59	8.10	8.80
Blue collar	10.74	13.17	17.39	19.78	24.62
Precision production, craft, and repair	17.39	17.39	19.78	21.05	24.62
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	10.45	10.45	10.91	17.15	17.15
Handlers, equipment cleaners, helpers, and laborers	13.17	13.17	15.31	15.31	15.91
Service	8.81	11.18	14.19	22.24	22.80
Protective service	13.17	15.58	18.36	22.24	29.09
Firefighting	14.66	15.58	17.70	17.70	24.20
Police and detectives, public service	18.84	22.24	22.24	22.24	22.73
Protective service, n.e.c.	8.57	8.81	8.81	9.73	16.98
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	6.17	10.00	10.39	11.35	12.24
Janitors and cleaners	6.17	10.00	10.39	11.35	11.35
Personal service	6.63	10.73	11.40	11.40	11.40

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$7.33	\$9.50	\$13.00	\$20.15	\$27.18
All excluding sales	7.28	9.56	13.17	20.43	27.53
White collar	9.21	11.41	16.89	23.25	32.64
White collar excluding sales	9.38	11.97	17.50	23.95	33.27
Professional specialty and technical	13.90	17.68	20.94	26.44	34.97
Professional specialty	16.40	19.67	22.04	27.64	35.00
Engineers, architects, and surveyors	20.43	23.95	29.39	35.00	40.20
Mathematical and computer scientists	18.68	21.23	22.46	32.25	35.43
Computer systems analysts and scientists	20.93	22.46	24.34	32.42	35.62
Natural scientists	—	—	—	—	—
Health related	20.33	20.48	20.68	24.08	41.23
Registered nurses	20.33	20.42	20.58	20.76	23.73
Teachers, college and university	16.79	16.79	18.32	49.43	49.43
Teachers, except college and university	17.09	18.19	22.27	23.47	27.18
Elementary school teachers	16.51	17.09	22.04	23.36	27.18
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	9.36	9.36	14.64	20.08	20.94
Social workers	9.36	9.36	13.56	20.94	20.94
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	16.43	18.60	30.87	31.04	35.17
Technical	10.34	14.26	17.99	22.99	28.27
Licensed practical nurses	13.90	14.10	15.23	16.71	16.94
Health technologists and technicians, n.e.c.	10.28	10.34	10.34	10.77	14.48
Electrical and electronic technicians	12.95	12.95	18.31	18.77	24.26
Technical and related, n.e.c.	9.61	16.89	16.89	19.30	19.93
Executive, administrative, and managerial	16.42	22.44	27.53	36.24	45.58
Executives, administrators, and managers	18.35	22.98	29.43	40.76	48.74
Administrators and officials, public administration	18.44	26.35	27.90	37.58	44.23
Financial managers	20.80	20.80	22.76	42.71	64.38
Personnel and labor relations managers	29.13	38.20	40.87	52.25	52.96
Managers, marketing, advertising, and public relations	18.04	18.04	27.65	57.12	102.78
Administrators, education and related fields	25.88	33.85	33.85	37.30	37.30
Managers, medicine and health	15.58	21.00	31.25	71.00	71.00
Managers and administrators, n.e.c.	22.48	24.46	35.79	40.76	48.07
Management related	14.62	18.83	25.35	30.67	31.28
Accountants and auditors	16.42	16.42	25.15	31.15	33.14
Other financial officers	19.35	24.14	25.25	36.24	36.38
Management related, n.e.c.	21.20	25.00	28.00	31.28	33.27
Sales	8.38	9.13	11.78	17.25	23.53
Supervisors, sales	9.21	12.00	15.27	19.39	23.53
Sales workers, other commodities	8.38	9.98	11.61	22.50	26.00
Cashiers	7.53	8.50	9.98	11.70	13.77
Administrative support, including clerical	8.50	9.71	11.69	14.48	17.55
Supervisors, general office	16.83	18.17	19.03	19.03	20.93
Supervisors, financial records processing	9.38	14.02	16.51	21.64	27.36
Secretaries	10.47	11.24	12.72	14.36	16.01
Transportation ticket and reservation agents	7.25	8.08	9.71	14.72	18.33
Receptionists	9.21	9.21	11.26	11.26	11.88
Information clerks, n.e.c.	8.87	9.91	9.91	11.23	13.26
Order clerks	9.50	10.50	11.53	15.46	17.05
Records clerks, n.e.c.	9.25	9.88	10.05	13.73	17.17
Bookkeepers, accounting and auditing clerks	9.16	11.14	12.20	12.96	14.00
Dispatchers	8.00	10.25	10.25	12.75	15.31
Traffic, shipping and receiving clerks	9.83	10.44	11.24	11.72	17.55
Stock and inventory clerks	8.65	8.65	11.08	12.65	18.83
Insurance adjusters, examiners, and investigators	11.50	15.58	18.36	28.36	28.90
Investigators and adjusters, except insurance	9.38	10.84	11.25	14.26	17.12
General office clerks	8.00	8.50	9.50	11.97	13.17
Data entry keyers	8.50	8.50	9.15	9.88	11.10
Administrative support, n.e.c.	11.25	11.86	13.26	13.45	15.70

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$6.79	\$9.29	\$12.42	\$15.98	\$20.21
Precision production, craft, and repair	11.64	14.01	17.39	20.21	24.65
Mechanics and repairers, n.e.c.	13.00	13.52	16.69	19.78	20.35
Electricians	12.50	13.00	19.95	19.95	22.14
Supervisors, production	18.39	20.97	24.62	26.00	30.04
Electrical and electronic equipment assemblers ..	8.50	10.98	11.36	15.74	15.74
Machine operators, assemblers, and inspectors	6.65	7.92	11.24	12.60	13.72
Miscellaneous machine operators, n.e.c.	10.76	10.80	12.50	12.56	13.72
Assemblers	6.33	7.00	9.50	12.10	12.69
Production inspectors, checkers and examiners ..	7.35	8.73	11.45	13.00	16.76
Transportation and material moving	9.61	9.91	11.56	16.00	22.02
Truck drivers	9.91	10.20	12.78	15.15	17.62
Handlers, equipment cleaners, helpers, and laborers	6.24	7.55	8.52	11.46	15.31
Helpers, construction trades	8.50	8.50	8.58	8.66	10.32
Production helpers	8.00	8.38	9.73	11.86	12.63
Stock handlers and baggers	8.00	8.00	10.10	13.17	13.17
Freight, stock, and material handlers, n.e.c.	8.42	8.42	9.25	11.99	13.25
Laborers, except construction, n.e.c.	6.13	6.13	7.55	10.50	15.59
Service	3.00	6.75	8.73	11.35	17.70
Protective service	8.65	8.65	15.58	22.24	22.80
Firefighting	15.58	15.58	17.70	17.70	24.20
Police and detectives, public service	18.84	22.24	22.24	22.24	22.73
Guards and police, except public service	8.65	8.65	8.65	10.03	10.13
Food service	2.13	3.00	6.22	8.73	11.18
Waiters, waitresses, and bartenders	2.13	2.13	2.50	4.71	6.00
Waiters and waitresses	2.13	2.13	2.15	2.50	4.71
Waiters/Waitresses' assistants	3.00	3.00	4.20	5.15	7.84
Other food service	5.50	6.80	8.42	10.85	11.41
Supervisors, food preparation and service	11.00	11.18	11.30	16.00	16.20
Cooks	6.80	8.20	8.73	9.09	9.13
Food preparation, n.e.c.	5.33	5.50	6.22	7.21	9.14
Health service	7.90	8.64	9.12	9.88	11.35
Health aides, except nursing	8.31	8.85	9.02	9.97	11.55
Nursing aides, orderlies and attendants	7.90	8.40	9.71	9.79	10.93
Cleaning and building service	6.74	7.24	9.19	10.39	12.28
Supervisors, cleaning and building service workers	10.04	10.19	16.64	19.24	23.13
Maids and housemen	6.74	6.74	6.74	7.24	7.24
Janitors and cleaners	6.76	7.78	9.49	10.39	11.35
Personal service	5.15	7.81	9.03	11.90	26.05
Welfare service aides	7.81	7.81	9.68	11.40	11.90

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Phoenix-Mesa, AZ, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$5.15	\$6.14	\$7.03	\$9.24	\$16.25
All excluding sales	5.15	6.10	6.63	8.98	20.08
White collar	7.02	7.97	9.75	16.91	26.42
White collar excluding sales	7.54	8.80	12.29	20.98	26.71
Professional specialty and technical	10.82	13.67	20.77	26.42	29.93
Professional specialty	10.82	13.67	20.98	26.61	30.05
Health related	14.61	20.77	20.98	23.98	65.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	10.82	11.89	16.91	26.42	29.93
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Technical	—	—	—	—	—
Sales	6.95	7.02	9.13	10.08	12.58
Sales workers, other commodities	7.02	7.02	7.02	9.24	10.08
Cashiers	7.31	8.38	9.58	13.77	13.77
Administrative support, including clerical	7.28	7.54	8.10	9.60	13.69
Blue collar	5.89	6.25	6.25	6.72	8.78
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	5.35	6.25	6.25	6.50	6.50
Stock handlers and baggers	5.15	5.30	5.35	6.50	7.23
Service	2.13	5.15	6.14	7.48	8.22
Protective service	6.71	8.12	8.22	8.81	9.14
Food service	2.13	5.15	5.86	6.14	6.87
Waiters, waitresses, and bartenders	2.13	2.13	2.13	4.35	5.17
Waiters and waitresses	2.13	2.13	2.13	2.13	2.13
Other food service	5.15	5.15	6.14	6.38	7.16
Kitchen workers, food preparation	5.80	5.80	6.10	8.85	9.05
Food preparation, n.e.c.	5.15	5.15	6.38	6.50	6.50
Health service	—	—	—	—	—
Cleaning and building service	—	—	—	—	—
Personal service	6.63	7.50	7.50	7.50	7.82

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, 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, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, 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 entity.

The Phoenix–Mesa, AZ, Metropolitan Statistical Area includes Maricopa and Pinal Counties.

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. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

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 Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up 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 Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. 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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1000–2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG 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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic

leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

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 room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- 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, 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 that the employer considers to be full time.

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.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on generic leveling through point factor analysis for

more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

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

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's 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 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, 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 the nonrespondents equals the mean value of 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 and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	3,614
Total in sample	440
Responding	204
Out of business or not in survey scope	43
Unable or refused to pro- vide data	193

Some surveys may have a high nonresponse rate for the all industries, private industry, or State and local government iterations. Such instances are noted in the bulletin table footnotes.

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.

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 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that

had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

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 \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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 by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Phoenix-Mesa, AZ, September 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	628,400	502,200	126,200
All excluding sales	583,200	457,000	126,200
White collar	325,400	243,000	82,400
White-collar excluding sales	280,200	197,700	82,400
Professional specialty and technical	118,600	70,700	47,900
Professional specialty	88,900	44,200	44,700
Technical	29,700	26,500	3,200
Executive, administrative, and managerial	44,500	36,800	7,700
Sales	45,200	45,200	–
Administrative support, including clerical	117,100	90,300	26,800
Blue collar	156,000	142,500	13,500
Precision production, craft, and repair	46,700	40,700	6,000
Machine operators, assemblers, and inspectors	48,900	48,700	–
Transportation and material moving	19,400	13,800	5,700
Handlers, equipment cleaners, helpers, and laborers	41,000	39,400	1,600
Service	147,000	116,800	30,300

¹ 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. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES, PRIVATE INDUSTRY, AND STATE AND LOCAL GOVERNMENT EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.