

# **Knoxville, TN**

# **National Compensation Survey**

# **May 2006**

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U.S. Department of Labor  
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# Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private 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, call (202) 691-6199, or send an e-mail to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

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

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

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# Introduction

The tables in this bulletin summarize the NCS results for the Knoxville, TN, metropolitan area. Data were collected between March 2006 and July 2006; the average reference month is May 2006. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

## NCS products

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

## Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

## About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level occupational aggregation, 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 presents mean hourly earnings data by work level for major occupational groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational ag-

gregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

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

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

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Knoxville, TN, May 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$16.05	4.4	36.5	\$15.59	5.1	36.2	\$19.18	1.9	38.3
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	28.98	9.3	37.2	30.85	12.2	37.0	24.25	2.1	37.8
Management, business, and financial .....	36.90	17.9	39.8	40.02	19.0	40.1	24.57	17.3	38.6
Professional and related .....	26.58	5.2	36.5	27.64	7.5	36.0	24.18	3.7	37.7
Service .....	8.56	3.3	34.4	7.76	4.3	33.8	13.68	5.1	38.4
Sales and office .....	13.34	5.0	36.6	13.34	5.3	36.5	13.31	1.1	38.4
Sales and related .....	15.10	10.6	35.0	15.11	10.6	35.0	—	—	—
Office and administrative support .....	12.46	2.0	37.4	12.38	2.2	37.3	13.34	1.2	38.4
Natural resources, construction, and maintenance .....	15.35	7.7	39.3	15.09	8.8	39.2	16.98	7.1	39.8
Construction and extraction .....	15.08	13.3	40.0	14.68	14.8	40.0	18.08	6.9	39.8
Installation, maintenance, and repair .....	15.54	4.6	38.8	15.39	5.4	38.6	16.38	9.0	39.7
Production, transportation, and material moving .....	13.00	3.0	36.8	12.93	3.2	36.7	14.17	10.4	39.2
Production .....	13.02	2.5	38.1	12.82	2.6	38.0	16.12	12.4	40.0
Transportation and material moving .....	12.98	5.6	35.8	13.03	5.9	35.7	11.71	6.4	38.2
Full time .....	16.89	4.7	40.0	16.47	5.5	40.2	19.37	1.9	39.3
Part time .....	9.64	6.7	21.7	9.56	6.9	21.8	12.08	5.1	19.5
Union .....	14.70	8.9	39.9	14.43	9.1	39.9	23.80	9.2	40.0
Nonunion .....	16.12	4.6	36.3	15.65	5.4	36.1	19.13	2.0	38.3
Time .....	15.75	4.7	36.5	15.21	5.5	36.2	19.18	1.9	38.3
Incentive .....	22.48	13.8	37.0	22.48	13.8	37.0	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	16.28	9.2	35.6	16.27	9.3	35.6	17.95	9.0	39.4
100-499 workers .....	14.80	7.3	37.2	14.60	7.8	37.1	18.95	4.4	37.6
500 workers or more .....	17.50	4.7	37.5	15.46	9.8	36.6	19.25	2.5	38.3

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

<sup>2</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

<sup>4</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.05	4.4	\$16.89	4.7	\$9.64	6.7
<b>Management occupations</b> .....	41.89	17.8	41.90	17.8	—	—
Level 7 .....	18.74	10.4	18.74	10.4	—	—
Level 8 .....	26.93	11.3	26.93	11.3	—	—
Level 9 .....	30.48	2.8	30.48	2.8	—	—
Level 11 .....	39.20	3.6	39.20	3.6	—	—
Not able to be leveled .....	52.48	18.0	52.52	17.9	—	—
General and operations managers .....	55.52	36.9	55.52	36.9	—	—
Not able to be leveled .....	32.12	18.4	32.12	18.4	—	—
Financial managers .....	27.73	1.5	27.73	1.5	—	—
Education administrators .....	37.57	6.5	37.57	6.5	—	—
<b>Business and financial operations occupations</b> .....	21.96	17.4	19.15	10.2	—	—
<b>Architecture and engineering occupations</b> .....	32.65	16.6	32.65	16.6	—	—
Level 6 .....	15.24	3.6	15.24	3.6	—	—
Level 9 .....	27.06	2.3	27.06	2.3	—	—
Engineers .....	41.15	27.5	41.15	27.5	—	—
Level 9 .....	27.41	2.8	—	—	—	—
Industrial engineers, including health and safety .....	52.75	28.6	52.75	28.6	—	—
Engineering technicians, except drafters .....	27.55	5.9	27.55	5.9	—	—
<b>Life, physical, and social science occupations</b> .....	31.31	21.7	31.31	21.7	—	—
<b>Community and social services occupations</b> .....	15.49	10.7	15.49	10.7	—	—
Social workers .....	13.62	5.4	13.62	5.4	—	—
<b>Education, training, and library occupations</b> .....	22.93	9.7	23.81	7.5	—	—
Level 2 .....	8.99	8.6	10.08	1.3	—	—
Level 7 .....	25.92	7.1	26.17	8.0	—	—
Level 8 .....	25.88	4.0	25.92	4.1	—	—
Level 9 .....	27.87	9.7	27.87	9.7	—	—
Postsecondary teachers .....	28.49	1.7	28.57	1.5	—	—
Primary, secondary, and special education school teachers .....	25.14	11.9	25.15	11.9	—	—
Level 7 .....	28.95	7.7	—	—	—	—
Level 9 .....	27.86	9.6	—	—	—	—
Elementary and middle school teachers .....	29.30	4.3	29.30	4.3	—	—
Level 9 .....	28.56	8.7	28.56	8.7	—	—
Elementary school teachers, except special education .....	29.18	5.5	29.18	5.5	—	—
Level 9 .....	27.65	9.6	27.65	9.6	—	—
Middle school teachers, except special and vocational education .....	30.45	6.1	30.45	6.1	—	—
Secondary school teachers .....	27.27	1.7	27.33	1.8	—	—
Secondary school teachers, except special and vocational education .....	27.27	1.7	27.33	1.8	—	—
Librarians .....	23.46	9.3	—	—	—	—
Teacher assistants .....	9.34	8.1	10.17	.4	—	—
Level 2 .....	8.99	8.6	10.08	1.3	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.61	11.5	18.99	8.8	—	—
<b>Healthcare practitioner and technical occupations</b> .....	30.17	3.9	30.89	3.7	25.77	22.8
Level 4 .....	13.21	3.9	13.16	4.5	—	—
Level 5 .....	15.68	3.2	15.79	3.7	—	—
Level 6 .....	19.82	6.0	19.82	6.0	—	—
Level 7 .....	21.15	5.5	21.54	8.2	—	—
Level 8 .....	—	—	22.34	.5	—	—
Level 9 .....	29.19	44.6	—	—	—	—
Level 10 .....	51.26	4.2	51.26	4.2	—	—
Pharmacists .....	46.93	1.8	46.93	1.8	—	—
Level 10 .....	47.83	.2	47.83	.2	—	—
Registered nurses .....	27.67	25.1	27.14	24.3	—	—
Level 7 .....	21.85	.8	21.85	.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Registered nurses —Continued						
Level 8 .....	—	—	\$22.34	0.5	—	—
Level 9 .....	\$29.19	44.6	—	—	—	—
Therapists .....	17.26	6.1	17.16	6.1	—	—
Level 7 .....	—	—	17.73	3.1	—	—
Diagnostic related technologists and technicians .....	21.61	5.2	—	—	—	—
Radiologic technologists and technicians .....	19.75	1.5	—	—	—	—
Licensed practical and licensed vocational nurses .....	14.70	2.5	14.69	2.4	—	—
Level 5 .....	14.51	1.1	14.44	.3	—	—
<b>Healthcare support occupations</b> .....	10.97	4.1	11.30	3.9	—	—
Level 3 .....	10.42	7.1	10.84	7.3	—	—
Nursing, psychiatric, and home health aides .....	9.57	2.5	9.56	2.9	—	—
Level 3 .....	9.79	.4	9.79	.4	—	—
Nursing aides, orderlies, and attendants .....	9.57	2.6	9.56	2.9	—	—
Level 3 .....	9.79	.4	9.79	.4	—	—
Miscellaneous healthcare support occupations .....	12.53	7.4	13.44	4.5	—	—
<b>Protective service occupations</b> .....	13.87	3.6	13.74	3.9	—	—
Level 5 .....	15.37	8.5	—	—	—	—
Level 6 .....	15.49	7.4	14.59	6.2	—	—
Level 7 .....	14.69	6.2	14.69	6.2	—	—
Fire fighters .....	12.93	.0	12.93	.0	—	—
Police officers .....	17.01	2.2	16.81	2.1	—	—
Police and sheriff's patrol officers .....	17.01	2.2	16.81	2.1	—	—
<b>Food preparation and serving related occupations</b> .....	6.05	4.8	6.97	7.4	\$4.30	8.6
Level 1 .....	4.81	8.4	5.22	11.5	—	—
Level 2 .....	4.92	10.9	5.02	16.6	4.80	5.2
Level 3 .....	5.22	28.6	6.32	29.5	—	—
Level 4 .....	10.17	8.2	11.06	2.3	—	—
First-line supervisors/managers, food preparation and serving workers .....	12.35	15.5	12.35	15.5	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.35	15.5	12.35	15.5	—	—
Cooks .....	9.78	1.3	9.96	2.0	—	—
Level 3 .....	9.57	1.2	9.57	1.2	—	—
Cooks, institution and cafeteria .....	9.57	2.8	9.69	2.5	—	—
Food preparation workers .....	9.22	3.5	9.86	6.2	—	—
Level 2 .....	8.65	8.2	—	—	—	—
Food service, tipped .....	2.48	3.6	2.52	6.7	2.43	3.1
Level 1 .....	2.82	8.1	—	—	—	—
Level 2 .....	2.23	1.2	—	—	—	—
Waiters and waitresses .....	2.34	2.1	2.37	5.0	2.31	1.3
Level 1 .....	2.61	6.3	—	—	—	—
Level 2 .....	2.23	1.2	—	—	2.18	.0
Fast food and counter workers .....	7.87	4.7	—	—	—	—
Level 2 .....	6.61	1.4	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.87	4.7	—	—	—	—
Level 2 .....	6.61	1.4	—	—	—	—
Dishwashers .....	8.22	1.4	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.25	4.7	9.56	4.7	6.49	2.5
Level 1 .....	8.23	10.1	8.64	11.1	6.49	2.5
Level 2 .....	8.70	2.7	8.70	2.7	—	—
Level 3 .....	10.65	4.1	10.65	4.1	—	—
Level 5 .....	13.31	3.0	13.31	3.0	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	11.16	4.4	11.16	4.4	—	—
First-line supervisors/managers of housekeeping and janitorial workers .....	11.09	4.7	11.09	4.7	—	—
Building cleaning workers .....	8.79	7.1	9.12	7.4	6.49	2.5
Level 1 .....	8.23	10.3	8.65	11.3	6.49	2.5
Level 2 .....	8.65	2.7	8.65	2.7	—	—

See footnotes at end of table.



Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Janitors and cleaners, except maids and housekeeping cleaners .....	\$9.14	11.0	\$9.66	11.1	—	—
Level 1 .....	8.40	19.8	9.29	22.3	—	—
Maids and housekeeping cleaners .....	8.23	1.7	8.31	3.0	—	—
Level 1 .....	8.04	1.3	8.14	2.8	—	—
Grounds maintenance workers .....	11.66	6.5	11.66	6.5	—	—
Landscaping and groundskeeping workers .....	10.47	6.2	10.47	6.2	—	—
<b>Personal care and service occupations .....</b>	<b>10.08</b>	<b>3.8</b>	<b>10.20</b>	<b>4.3</b>	<b>\$9.55</b>	<b>9.5</b>
<b>Sales and related occupations .....</b>	<b>15.10</b>	<b>10.6</b>	<b>16.68</b>	<b>10.5</b>	<b>8.31</b>	<b>5.6</b>
Level 1 .....	7.34	.0	—	—	—	—
Level 2 .....	9.12	10.9	—	—	—	—
Level 3 .....	9.13	2.0	—	—	—	—
Level 4 .....	13.75	3.6	—	—	—	—
Level 5 .....	19.75	11.4	—	—	—	—
First-line supervisors/managers, sales workers .....	16.01	31.9	16.01	31.9	—	—
First-line supervisors/managers of retail sales workers .....	16.38	35.8	16.38	35.8	—	—
Retail sales workers .....	9.60	2.4	10.13	2.6	8.31	5.6
Level 1 .....	7.34	.0	—	—	—	—
Level 2 .....	9.12	10.9	—	—	—	—
Level 3 .....	9.09	2.0	—	—	—	—
Cashiers, all workers .....	8.58	9.1	9.03	9.6	7.16	7.5
Level 2 .....	10.56	2.3	—	—	—	—
Cashiers .....	8.58	9.1	9.03	9.6	7.16	7.5
Level 2 .....	10.56	2.3	—	—	—	—
Retail salespersons .....	9.91	5.4	10.01	4.5	9.70	7.2
Level 3 .....	9.45	1.2	9.14	4.8	—	—
Sales representatives, wholesale and manufacturing .....	29.43	11.3	29.43	11.3	—	—
<b>Office and administrative support occupations .....</b>	<b>12.46</b>	<b>2.0</b>	<b>12.65</b>	<b>2.3</b>	<b>10.13</b>	<b>7.9</b>
Level 2 .....	9.67	2.4	—	—	—	—
Level 3 .....	11.81	3.4	—	—	—	—
Level 4 .....	12.65	1.1	—	—	—	—
Level 5 .....	16.78	9.7	—	—	—	—
Level 6 .....	17.99	2.2	—	—	—	—
Level 7 .....	20.05	4.6	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	18.75	4.7	18.75	4.7	—	—
Financial clerks .....	13.59	6.6	13.60	6.7	—	—
Level 3 .....	11.62	3.4	—	—	—	—
Level 4 .....	12.55	3.0	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	12.56	3.6	12.56	3.6	—	—
Level 4 .....	12.14	4.1	12.14	4.1	—	—
Customer service representatives .....	13.24	6.4	13.79	8.6	—	—
Hotel, motel, and resort desk clerks .....	9.38	3.6	—	—	—	—
Receptionists and information clerks .....	11.10	3.7	11.28	3.8	9.75	4.0
Level 2 .....	10.43	2.8	—	—	—	—
Level 3 .....	11.72	5.7	—	—	—	—
Shipping, receiving, and traffic clerks .....	11.41	3.8	11.51	5.0	—	—
Stock clerks and order fillers .....	11.97	5.1	12.23	6.3	—	—
Secretaries and administrative assistants .....	14.72	7.5	14.76	7.5	—	—
Level 3 .....	12.43	10.5	12.52	11.0	—	—
Level 4 .....	12.95	4.2	12.95	4.2	—	—
Level 5 .....	14.99	2.8	14.99	2.8	—	—
Executive secretaries and administrative assistants .....	15.94	10.6	15.94	10.6	—	—
Medical secretaries .....	11.23	4.3	11.14	4.4	—	—
Level 4 .....	10.99	3.3	10.99	3.3	—	—
Secretaries, except legal, medical, and executive .....	13.48	6.1	13.56	6.0	—	—
Data entry and information processing workers .....	11.39	1.3	—	—	—	—
Office clerks, general .....	12.28	6.8	12.26	6.8	—	—
Level 3 .....	10.67	3.1	10.67	3.1	—	—
Level 4 .....	13.27	3.0	13.23	3.0	—	—
<b>Construction and extraction occupations .....</b>	<b>15.08</b>	<b>13.3</b>	<b>15.08</b>	<b>13.3</b>	—	—
Level 7 .....	20.73	7.4	20.73	7.4	—	—
Construction equipment operators .....	14.03	5.5	14.03	5.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Installation, maintenance, and repair occupations</b> .....	\$15.54	4.6	\$15.78	5.2	—	—
Level 4 .....	11.24	5.3	—	—	—	—
Level 5 .....	14.88	4.4	—	—	—	—
Level 6 .....	18.59	6.5	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	14.90	7.3	14.90	7.3	—	—
Maintenance and repair workers, general .....	13.79	9.1	13.79	9.1	—	—
Miscellaneous installation, maintenance, and repair workers .....	12.97	6.7	12.97	6.7	—	—
<b>Production occupations</b> .....	13.02	2.5	13.14	2.1	\$9.81	20.3
Level 1 .....	8.08	12.8	—	—	—	—
Level 2 .....	9.31	2.3	—	—	—	—
Level 3 .....	12.15	4.7	—	—	—	—
Level 4 .....	13.24	2.8	—	—	—	—
Level 5 .....	16.04	4.0	—	—	—	—
Level 6 .....	18.12	5.3	—	—	—	—
First-line supervisors/managers of production and operating workers .....	16.55	8.1	16.55	8.1	—	—
Miscellaneous assemblers and fabricators .....	14.09	5.4	14.09	5.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.94	26.8	16.94	26.8	—	—
Welding, soldering, and brazing workers .....	16.08	5.9	16.08	5.9	—	—
Welders, cutters, solderers, and brazers .....	16.59	6.9	16.59	6.9	—	—
Laundry and dry-cleaning workers .....	7.16	7.2	—	—	—	—
Miscellaneous production workers .....	11.44	1.3	11.55	1.3	—	—
<b>Transportation and material moving occupations</b> .....	12.98	5.6	13.44	6.2	10.94	12.0
Level 1 .....	9.61	16.0	—	—	—	—
Level 2 .....	10.64	3.6	—	—	—	—
Level 3 .....	12.14	3.9	—	—	—	—
Level 4 .....	14.87	10.3	—	—	—	—
Level 5 .....	17.18	3.8	—	—	—	—
Driver/sales workers and truck drivers .....	14.48	10.0	14.61	9.9	—	—
Level 2 .....	9.90	8.1	—	—	—	—
Level 4 .....	16.73	17.1	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	14.51	12.1	14.51	12.2	—	—
Truck drivers, light or delivery services .....	10.65	10.5	—	—	—	—
Laborers and material movers, hand .....	11.47	7.5	11.50	6.5	—	—
Level 1 .....	9.78	18.5	10.89	16.8	—	—
Level 2 .....	11.65	3.8	11.65	3.8	—	—
Laborers and freight, stock, and material movers, hand .....	12.41	4.2	12.18	5.9	—	—
Packers and packagers, hand .....	8.59	13.4	—	—	—	—

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

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

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$15.59	5.1	\$16.47	5.5	\$9.56	6.9
<b>Management occupations</b> .....	43.17	19.2	43.17	19.2	—	—
Level 7 .....	18.73	10.6	18.73	10.6	—	—
Level 8 .....	24.77	15.2	24.77	15.2	—	—
Level 9 .....	30.43	2.9	30.43	2.9	—	—
Not able to be leveled .....	54.90	17.5	54.90	17.5	—	—
<b>Business and financial operations occupations</b> .....	25.89	20.3	21.23	5.0	—	—
<b>Architecture and engineering occupations</b> .....	33.42	17.5	33.42	17.5	—	—
Level 9 .....	27.06	2.3	27.06	2.3	—	—
Engineers .....	42.20	27.9	42.20	27.9	—	—
Level 9 .....	27.41	2.8	27.41	2.8	—	—
Industrial engineers, including health and safety .....	52.75	28.6	52.75	28.6	—	—
Postsecondary teachers .....	26.71	7.3	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.61	11.5	18.99	8.8	—	—
<b>Healthcare practitioner and technical occupations</b> .....	31.07	4.5	31.89	3.6	26.19	25.3
Level 5 .....	15.87	4.0	15.94	4.2	—	—
Level 6 .....	20.25	5.6	20.25	5.6	—	—
Level 7 .....	21.51	6.4	22.06	10.1	—	—
Level 9 .....	29.19	44.6	—	—	—	—
Level 10 .....	51.26	4.2	51.26	4.2	—	—
Pharmacists .....	47.80	.2	47.80	.2	—	—
Level 10 .....	47.83	.2	47.83	.2	—	—
Registered nurses .....	27.85	26.4	27.30	25.4	—	—
Level 7 .....	21.87	.9	21.87	.9	—	—
Level 9 .....	29.19	44.6	—	—	—	—
Diagnostic related technologists and technicians .....	21.71	5.2	—	—	—	—
Licensed practical and licensed vocational nurses .....	14.77	3.0	14.74	2.8	—	—
Level 5 .....	14.56	1.6	14.47	.4	—	—
<b>Healthcare support occupations</b> .....	10.89	4.3	11.23	4.1	—	—
Level 3 .....	10.42	7.1	10.84	7.3	—	—
Nursing, psychiatric, and home health aides .....	9.57	2.5	9.56	2.9	—	—
Level 3 .....	9.79	.4	9.79	.4	—	—
Nursing aides, orderlies, and attendants .....	9.57	2.6	9.56	2.9	—	—
Level 3 .....	9.79	.4	9.79	.4	—	—
Miscellaneous healthcare support occupations .....	12.53	8.3	13.58	4.8	—	—
<b>Food preparation and serving related occupations</b> .....	5.99	5.0	6.91	7.5	4.25	9.2
Level 1 .....	4.77	8.7	5.22	11.5	—	—
Level 2 .....	4.88	10.8	4.96	17.0	4.78	5.0
Level 3 .....	5.22	28.6	6.32	29.5	—	—
Level 4 .....	10.12	8.8	11.08	2.4	—	—
First-line supervisors/managers, food preparation and serving workers .....	12.35	15.5	12.35	15.5	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.35	15.5	12.35	15.5	—	—
Cooks .....	9.76	1.0	9.89	2.0	—	—
Level 3 .....	9.57	1.2	9.57	1.2	—	—
Food preparation workers .....	9.22	3.5	9.86	6.2	—	—
Level 2 .....	8.65	8.2	—	—	—	—
Food service, tipped .....	2.48	3.6	2.52	6.7	2.43	3.1
Level 1 .....	2.82	8.1	3.04	11.4	—	—
Level 2 .....	2.23	1.2	—	—	2.18	.0
Waiters and waitresses .....	2.34	2.1	2.37	5.0	2.31	1.3
Level 1 .....	2.61	6.3	—	—	—	—
Level 2 .....	2.23	1.2	—	—	2.18	.0
Fast food and counter workers .....	7.86	4.8	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.86	4.8	—	—	—	—
Dishwashers .....	8.22	1.4	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Building and grounds cleaning and maintenance occupations</b> .....	\$8.15	2.9	\$8.40	2.4	—	—
Level 1 .....	7.28	3.0	7.51	3.2	—	—
Level 2 .....	8.48	3.2	8.48	3.2	—	—
Building cleaning workers .....	7.82	2.8	8.05	3.0	—	—
Level 1 .....	7.27	3.1	7.51	3.3	—	—
Level 2 .....	8.48	3.2	8.48	3.2	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	7.51	4.9	7.82	5.3	—	—
Level 1 .....	6.34	4.4	6.33	6.3	—	—
Maids and housekeeping cleaners .....	8.21	1.6	8.29	3.0	—	—
Level 1 .....	8.04	1.3	8.14	2.8	—	—
<b>Personal care and service occupations</b> .....	9.91	3.1	10.16	4.1	—	—
<b>Sales and related occupations</b> .....	15.11	10.6	16.68	10.5	\$8.31	5.6
Level 1 .....	7.34	.0	—	—	7.12	.0
Level 2 .....	9.12	11.1	—	—	—	—
Level 3 .....	9.12	2.0	8.86	1.5	9.77	4.7
Level 4 .....	13.75	3.6	13.79	3.8	—	—
Level 5 .....	19.75	11.4	19.75	11.4	—	—
First-line supervisors/managers, sales workers .....	16.01	31.9	16.01	31.9	—	—
First-line supervisors/managers of retail sales workers .....	16.38	35.8	16.38	35.8	—	—
Retail sales workers .....	9.59	2.4	10.13	2.6	8.31	5.6
Level 1 .....	7.34	.0	—	—	7.12	.0
Level 2 .....	9.12	11.1	—	—	—	—
Level 3 .....	9.08	2.0	8.80	1.4	9.77	4.7
Cashiers, all workers .....	8.57	9.1	9.02	9.6	7.13	8.0
Cashiers .....	8.57	9.1	9.02	9.6	7.13	8.0
Retail salespersons .....	9.91	5.4	10.01	4.5	9.70	7.2
Level 3 .....	9.45	1.2	9.14	4.8	—	—
Sales representatives, wholesale and manufacturing .....	29.43	11.3	29.43	11.3	—	—
<b>Office and administrative support occupations</b> .....	12.38	2.2	12.56	2.5	10.22	8.3
Level 2 .....	9.69	2.5	9.92	3.1	8.55	6.3
Level 3 .....	11.82	3.5	11.88	3.6	—	—
Level 4 .....	12.68	1.2	12.67	1.2	—	—
Level 5 .....	16.60	15.5	16.60	15.5	—	—
Level 6 .....	18.04	2.4	—	—	—	—
Level 7 .....	20.05	4.6	20.05	4.6	—	—
First-line supervisors/managers of office and administrative support workers .....	18.93	4.5	18.93	4.5	—	—
Financial clerks .....	13.72	6.9	13.72	6.9	—	—
Level 3 .....	11.62	3.4	11.62	3.4	—	—
Level 4 .....	12.84	1.8	12.83	1.8	—	—
Bookkeeping, accounting, and auditing clerks .....	12.67	3.6	12.67	3.6	—	—
Level 4 .....	12.57	2.1	12.57	2.1	—	—
Customer service representatives .....	13.24	6.4	13.79	8.6	—	—
Hotel, motel, and resort desk clerks .....	9.38	3.6	—	—	—	—
Receptionists and information clerks .....	11.14	3.8	11.28	3.8	—	—
Level 3 .....	11.72	5.7	—	—	—	—
Shipping, receiving, and traffic clerks .....	11.41	3.8	11.51	5.0	—	—
Stock clerks and order fillers .....	12.03	5.0	12.23	6.3	—	—
Secretaries and administrative assistants .....	15.09	9.2	15.11	9.2	—	—
Level 3 .....	12.61	10.7	—	—	—	—
Level 4 .....	12.95	4.5	12.95	4.5	—	—
Executive secretaries and administrative assistants .....	18.07	12.5	18.07	12.5	—	—
Medical secretaries .....	11.23	4.3	11.14	4.4	—	—
Level 4 .....	10.99	3.3	10.99	3.3	—	—
Office clerks, general .....	12.16	7.7	12.13	7.7	—	—
Level 3 .....	10.69	3.2	10.69	3.2	—	—
Level 4 .....	13.63	3.6	13.59	3.7	—	—
<b>Construction and extraction occupations</b> .....	14.68	14.8	14.68	14.8	—	—
Level 7 .....	20.50	8.8	20.50	8.8	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Installation, maintenance, and repair occupations</b> .....	\$15.39	5.4	\$15.66	6.1	—	—
Level 5 .....	14.96	5.4	15.47	5.9	—	—
Level 6 .....	18.28	6.9	18.28	6.9	—	—
Industrial machinery installation, repair, and maintenance workers .....	14.90	7.4	14.90	7.4	—	—
Maintenance and repair workers, general .....	13.78	9.3	13.78	9.3	—	—
<b>Production occupations</b> .....	12.82	2.6	12.94	2.1	\$9.81	20.3
Level 1 .....	8.08	12.8	8.52	13.1	—	—
Level 2 .....	9.31	2.3	9.31	2.4	—	—
Level 3 .....	12.15	4.7	12.15	4.7	—	—
Level 4 .....	13.45	2.9	13.40	2.8	—	—
Level 5 .....	15.89	3.5	15.89	3.5	—	—
Level 6 .....	17.70	6.2	17.84	6.5	—	—
First-line supervisors/managers of production and operating workers .....	16.55	8.1	16.55	8.1	—	—
Miscellaneous assemblers and fabricators .....	14.09	5.4	14.09	5.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.94	26.8	16.94	26.8	—	—
Welding, soldering, and brazing workers .....	16.08	5.9	16.08	5.9	—	—
Welders, cutters, solderers, and brazers .....	16.59	6.9	16.59	6.9	—	—
Laundry and dry-cleaning workers .....	7.16	7.2	—	—	—	—
Miscellaneous production workers .....	11.44	1.3	11.55	1.3	—	—
<b>Transportation and material moving occupations</b> .....	13.03	5.9	13.54	6.5	10.93	12.1
Level 1 .....	9.60	16.1	10.54	14.7	—	—
Level 2 .....	10.64	3.6	10.88	3.4	—	—
Level 3 .....	12.13	4.0	11.64	3.9	—	—
Level 4 .....	15.90	10.7	15.91	10.9	—	—
Level 5 .....	17.18	3.9	17.18	3.9	—	—
Driver/sales workers and truck drivers .....	14.59	10.2	14.73	10.0	—	—
Level 2 .....	9.90	8.1	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	14.62	12.4	14.62	12.5	—	—
Laborers and material movers, hand .....	11.52	7.9	11.59	7.1	—	—
Level 1 .....	9.78	18.5	10.89	16.8	—	—
Level 2 .....	11.65	3.8	11.65	3.8	—	—
Laborers and freight, stock, and material movers, hand .....	12.57	4.1	12.39	6.1	—	—
Packers and packagers, hand .....	8.59	13.4	—	—	—	—

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

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

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.18	1.9	\$19.37	1.9	\$12.08	5.1
<b>Management occupations</b> .....	33.26	13.5	33.32	13.6	—	—
Not able to be leveled .....	35.73	15.8	35.87	15.9	—	—
Education administrators .....	37.53	10.0	37.53	10.0	—	—
<b>Community and social services occupations</b> .....	15.89	11.3	15.89	11.3	—	—
<b>Education, training, and library occupations</b> .....	25.48	4.0	25.70	3.9	12.07	4.1
Level 2 .....	10.11	1.5	10.08	1.3	—	—
Level 7 .....	26.77	8.7	26.77	8.7	—	—
Level 8 .....	25.97	4.2	25.97	4.2	—	—
Level 9 .....	28.07	9.9	28.07	9.9	—	—
Primary, secondary, and special education school teachers .....	28.65	2.6	28.65	2.6	—	—
Level 9 .....	27.86	9.6	27.86	9.6	—	—
Elementary and middle school teachers .....	29.30	4.3	29.30	4.3	—	—
Level 9 .....	28.56	8.7	28.56	8.7	—	—
Elementary school teachers, except special education .....	29.18	5.5	29.18	5.5	—	—
Level 9 .....	27.65	9.6	27.65	9.6	—	—
Middle school teachers, except special and vocational education .....	30.45	6.1	30.45	6.1	—	—
Secondary school teachers .....	27.33	1.8	27.33	1.8	—	—
Secondary school teachers, except special and vocational education .....	27.33	1.8	27.33	1.8	—	—
Teacher assistants .....	10.39	1.5	10.17	.4	—	—
Level 2 .....	10.11	1.5	10.08	1.3	—	—
<b>Healthcare practitioner and technical occupations</b> .....	21.01	19.5	21.17	21.7	—	—
<b>Protective service occupations</b> .....	15.02	1.2	15.09	1.2	—	—
Level 5 .....	15.37	8.5	—	—	—	—
Level 6 .....	14.59	6.2	14.59	6.2	—	—
Level 7 .....	14.69	6.2	14.69	6.2	—	—
Fire fighters .....	12.93	.0	12.93	.0	—	—
Police officers .....	16.76	2.1	16.81	2.1	—	—
Police and sheriff's patrol officers .....	16.76	2.1	16.81	2.1	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.95	11.0	12.98	11.0	—	—
Level 5 .....	13.36	3.2	13.36	3.2	—	—
Building cleaning workers .....	13.57	12.0	13.63	11.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	13.81	11.7	13.81	11.7	—	—
Grounds maintenance workers .....	12.56	.8	12.56	.8	—	—
Landscaping and groundskeeping workers .....	11.20	1.1	11.20	1.1	—	—
<b>Personal care and service occupations</b> .....	13.75	12.5	—	—	—	—
<b>Office and administrative support occupations</b> .....	13.34	1.2	13.57	1.2	—	—
Level 3 .....	11.72	2.2	11.91	2.4	—	—
Level 4 .....	12.51	2.5	12.51	2.5	—	—
Level 5 .....	17.10	4.4	17.10	4.4	—	—
Financial clerks .....	12.24	13.3	12.24	13.3	—	—
Secretaries and administrative assistants .....	13.72	6.0	13.82	6.4	—	—
Level 4 .....	12.95	7.9	12.95	7.9	—	—
Executive secretaries and administrative assistants .....	13.49	8.2	13.49	8.2	—	—
Secretaries, except legal, medical, and executive .....	14.68	9.5	15.29	5.3	—	—
Office clerks, general .....	13.14	8.0	13.14	8.0	—	—
<b>Construction and extraction occupations</b> .....	18.08	6.9	18.08	6.9	—	—
<b>Installation, maintenance, and repair occupations</b> .....	16.38	9.0	16.38	9.0	—	—
Level 5 .....	14.61	6.5	14.61	6.5	—	—
Miscellaneous installation, maintenance, and repair workers .....	12.66	9.7	12.66	9.7	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Production occupations</b> .....	\$16.12	12.4	\$16.12	12.4	—	—
<b>Transportation and material moving occupations</b> .....	11.71	6.4	11.69	6.5	—	—

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

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

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

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Knoxville, TN, May 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$16.05	4.4	\$16.89	4.7	\$9.64	6.7
<b>Management occupations</b> .....	41.89	17.8	41.90	17.8	—	—
Group II .....	20.45	7.8	—	—	—	—
Group III .....	44.77	27.2	—	—	—	—
General and operations managers .....	55.52	36.9	55.52	36.9	—	—
Financial managers .....	27.73	1.5	27.73	1.5	—	—
Education administrators .....	37.57	6.5	37.57	6.5	—	—
Group III .....	38.18	8.6	—	—	—	—
<b>Business and financial operations occupations</b> .....	21.96	17.4	19.15	10.2	—	—
Group II .....	17.43	11.6	—	—	—	—
<b>Architecture and engineering occupations</b> .....	32.65	16.6	32.65	16.6	—	—
Group II .....	25.70	11.8	—	—	—	—
Group III .....	28.36	2.5	—	—	—	—
Engineers .....	41.15	27.5	41.15	27.5	—	—
Group III .....	28.73	4.7	—	—	—	—
Industrial engineers, including health and safety .....	52.75	28.6	52.75	28.6	—	—
Engineering technicians, except drafters .....	27.55	5.9	27.55	5.9	—	—
<b>Life, physical, and social science occupations</b> .....	31.31	21.7	31.31	21.7	—	—
<b>Community and social services occupations</b> .....	15.49	10.7	15.49	10.7	—	—
Group II .....	13.74	3.7	—	—	—	—
Social workers .....	13.62	5.4	13.62	5.4	—	—
Group II .....	13.62	5.4	—	—	—	—
<b>Education, training, and library occupations</b> .....	22.93	9.7	23.81	7.5	—	—
Group I .....	9.34	8.1	—	—	—	—
Group II .....	22.79	10.2	—	—	—	—
Group III .....	30.29	3.5	—	—	—	—
Postsecondary teachers .....	28.49	1.7	28.57	1.5	—	—
Primary, secondary, and special education school teachers .....	25.14	11.9	25.15	11.9	—	—
Group II .....	23.31	14.4	—	—	—	—
Group III .....	31.76	4.8	—	—	—	—
Elementary and middle school teachers .....	29.30	4.3	29.30	4.3	—	—
Group II .....	27.45	2.5	—	—	—	—
Group III .....	32.81	6.5	—	—	—	—
Elementary school teachers, except special education .....	29.18	5.5	29.18	5.5	—	—
Group II .....	27.43	3.2	27.43	3.2	—	—
Group III .....	32.87	7.1	32.87	7.1	—	—
Middle school teachers, except special and vocational education .....	30.45	6.1	30.45	6.1	—	—
Secondary school teachers .....	27.27	1.7	27.33	1.8	—	—
Secondary school teachers, except special and vocational education .....	27.27	1.7	27.33	1.8	—	—
Librarians .....	23.46	9.3	—	—	—	—
Teacher assistants .....	9.34	8.1	10.17	.4	—	—
Group I .....	9.34	8.1	10.17	.4	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	17.61	11.5	18.99	8.8	—	—
Group II .....	16.13	8.2	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	30.17	3.9	30.89	3.7	25.77	22.8
Group I .....	13.21	3.9	—	—	—	—
Group II .....	21.03	4.8	—	—	—	—
Group III .....	53.01	1.2	—	—	—	—
Pharmacists .....	46.93	1.8	46.93	1.8	—	—
Group III .....	47.80	.2	47.80	.2	—	—
Registered nurses .....	27.67	25.1	27.14	24.3	—	—
Group II .....	22.56	1.6	22.10	.9	—	—
Group III .....	42.22	38.4	39.92	38.8	—	—
Therapists .....	17.26	6.1	17.16	6.1	—	—

See footnotes at end of table.



Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Therapists —Continued						
Group II .....	\$17.26	6.1	—	—	—	—
Diagnostic related technologists and technicians .....	21.61	5.2	—	—	—	—
Group II .....	21.61	5.2	—	—	—	—
Radiologic technologists and technicians .....	19.75	1.5	—	—	—	—
Group II .....	19.75	1.5	—	—	—	—
Licensed practical and licensed vocational nurses .....	14.70	2.5	\$14.69	2.4	—	—
Group II .....	14.78	3.3	14.77	3.1	—	—
<b>Healthcare support occupations</b> .....	10.97	4.1	11.30	3.9	—	—
Group I .....	10.30	4.2	—	—	—	—
Nursing, psychiatric, and home health aides .....	9.57	2.5	9.56	2.9	—	—
Group I .....	9.57	2.5	—	—	—	—
Nursing aides, orderlies, and attendants .....	9.57	2.6	9.56	2.9	—	—
Group I .....	9.57	2.6	9.56	2.9	—	—
Miscellaneous healthcare support occupations .....	12.53	7.4	13.44	4.5	—	—
Group I .....	11.50	9.3	—	—	—	—
<b>Protective service occupations</b> .....	13.87	3.6	13.74	3.9	—	—
Group I .....	12.41	2.0	—	—	—	—
Group II .....	15.62	2.1	—	—	—	—
Fire fighters .....	12.93	.0	12.93	.0	—	—
Group II .....	12.93	.0	12.93	.0	—	—
Police officers .....	17.01	2.2	16.81	2.1	—	—
Group II .....	17.01	2.2	—	—	—	—
Police and sheriff's patrol officers .....	17.01	2.2	16.81	2.1	—	—
Group II .....	17.01	2.2	16.81	2.1	—	—
<b>Food preparation and serving related occupations</b> .....	6.05	4.8	6.97	7.4	\$4.30	8.6
Group I .....	5.56	1.9	—	—	—	—
First-line supervisors/managers, food preparation and serving workers .....	12.35	15.5	12.35	15.5	—	—
First-line supervisors/managers of food preparation and serving workers .....	12.35	15.5	12.35	15.5	—	—
Cooks .....	9.78	1.3	9.96	2.0	—	—
Group I .....	9.78	1.3	—	—	—	—
Cooks, institution and cafeteria .....	9.57	2.8	9.69	2.5	—	—
Group I .....	9.57	2.8	9.69	2.5	—	—
Food preparation workers .....	9.22	3.5	9.86	6.2	—	—
Group I .....	9.22	3.5	9.86	6.2	—	—
Food service, tipped .....	2.48	3.6	2.52	6.7	2.43	3.1
Group I .....	2.48	3.6	—	—	—	—
Waiters and waitresses .....	2.34	2.1	2.37	5.0	2.31	1.3
Group I .....	2.34	2.1	2.37	5.0	2.31	1.3
Fast food and counter workers .....	7.87	4.7	—	—	—	—
Group I .....	7.87	4.7	—	—	—	—
Combined food preparation and serving workers, including fast food .....	7.87	4.7	—	—	—	—
Group I .....	7.87	4.7	—	—	—	—
Dishwashers .....	8.22	1.4	—	—	—	—
Group I .....	8.22	1.4	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.25	4.7	9.56	4.7	6.49	2.5
Group I .....	8.83	4.4	—	—	—	—
Group II .....	13.76	2.1	—	—	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	11.16	4.4	11.16	4.4	—	—
First-line supervisors/managers of housekeeping and janitorial workers .....	11.09	4.7	11.09	4.7	—	—
Building cleaning workers .....	8.79	7.1	9.12	7.4	6.49	2.5
Group I .....	8.51	6.6	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	9.14	11.0	9.66	11.1	—	—
Group I .....	8.69	10.7	9.18	11.1	—	—
Maids and housekeeping cleaners .....	8.23	1.7	8.31	3.0	—	—
Group I .....	8.23	1.7	8.31	3.0	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Grounds maintenance workers .....	\$11.66	6.5	\$11.66	6.5	—	—
Landscaping and groundskeeping workers .....	10.47	6.2	10.47	6.2	—	—
<b>Personal care and service occupations</b> .....	10.08	3.8	10.20	4.3	\$9.55	9.5
Group I .....	9.80	2.1	—	—	—	—
<b>Sales and related occupations</b> .....	15.10	10.6	16.68	10.5	8.31	5.6
Group I .....	9.91	2.8	—	—	—	—
Group II .....	31.30	8.3	—	—	—	—
First-line supervisors/managers, sales workers .....	16.01	31.9	16.01	31.9	—	—
First-line supervisors/managers of retail sales workers .....	16.38	35.8	16.38	35.8	—	—
Retail sales workers .....	9.60	2.4	10.13	2.6	8.31	5.6
Group I .....	9.16	1.5	—	—	—	—
Cashiers, all workers .....	8.58	9.1	9.03	9.6	7.16	7.5
Group I .....	8.46	11.9	—	—	—	—
Cashiers .....	8.58	9.1	9.03	9.6	7.16	7.5
Group I .....	8.46	11.9	8.96	12.9	7.16	7.5
Retail salespersons .....	9.91	5.4	10.01	4.5	9.70	7.2
Group I .....	9.91	5.8	10.03	5.2	9.70	7.2
Sales representatives, wholesale and manufacturing .....	29.43	11.3	29.43	11.3	—	—
Group II .....	35.44	13.6	—	—	—	—
<b>Office and administrative support occupations</b> .....	12.46	2.0	12.65	2.3	10.13	7.9
Group I .....	11.42	2.0	—	—	—	—
Group II .....	18.06	3.8	—	—	—	—
First-line supervisors/managers of office and administrative support workers .....	18.75	4.7	18.75	4.7	—	—
Financial clerks .....	13.59	6.6	13.60	6.7	—	—
Group I .....	12.07	2.3	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	12.56	3.6	12.56	3.6	—	—
Group I .....	11.88	2.9	11.88	2.9	—	—
Customer service representatives .....	13.24	6.4	13.79	8.6	—	—
Group II .....	16.78	9.3	16.78	9.3	—	—
Hotel, motel, and resort desk clerks .....	9.38	3.6	—	—	—	—
Group I .....	9.38	3.6	—	—	—	—
Receptionists and information clerks .....	11.10	3.7	11.28	3.8	9.75	4.0
Group I .....	11.10	3.7	11.28	3.8	9.75	4.0
Shipping, receiving, and traffic clerks .....	11.41	3.8	11.51	5.0	—	—
Group I .....	11.41	3.8	11.51	5.0	—	—
Stock clerks and order fillers .....	11.97	5.1	12.23	6.3	—	—
Group I .....	11.97	5.1	12.23	6.3	—	—
Secretaries and administrative assistants .....	14.72	7.5	14.76	7.5	—	—
Group I .....	12.77	4.0	—	—	—	—
Group II .....	17.90	6.8	—	—	—	—
Executive secretaries and administrative assistants .....	15.94	10.6	15.94	10.6	—	—
Group I .....	13.75	8.7	13.75	8.7	—	—
Group II .....	18.88	12.1	18.88	12.1	—	—
Medical secretaries .....	11.23	4.3	11.14	4.4	—	—
Group I .....	11.23	4.3	11.14	4.4	—	—
Secretaries, except legal, medical, and executive .....	13.48	6.1	13.56	6.0	—	—
Group I .....	12.39	7.5	12.49	7.3	—	—
Data entry and information processing workers .....	11.39	1.3	—	—	—	—
Group I .....	11.39	1.3	—	—	—	—
Office clerks, general .....	12.28	6.8	12.26	6.8	—	—
Group I .....	11.72	5.6	11.69	5.6	—	—
<b>Construction and extraction occupations</b> .....	15.08	13.3	15.08	13.3	—	—
Group I .....	11.68	3.2	—	—	—	—
Group II .....	18.94	6.7	—	—	—	—
Construction equipment operators .....	14.03	5.5	14.03	5.5	—	—
<b>Installation, maintenance, and repair occupations</b> .....	15.54	4.6	15.78	5.2	—	—
Group I .....	10.85	5.0	—	—	—	—
Group II .....	17.51	2.4	—	—	—	—
Industrial machinery installation, repair, and maintenance workers .....	14.90	7.3	14.90	7.3	—	—
Group I .....	10.15	6.7	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Knoxville, TN, May 2006 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery installation, repair, and maintenance workers—Continued						
Group II .....	\$17.87	4.2	—	—	—	—
Maintenance and repair workers, general .....	13.79	9.1	\$13.79	9.1	—	—
Group I .....	10.15	6.7	10.15	6.7	—	—
Group II .....	17.13	3.9	17.13	3.9	—	—
Miscellaneous installation, maintenance, and repair workers .....	12.97	6.7	12.97	6.7	—	—
Group I .....	12.88	7.2	—	—	—	—
<b>Production occupations</b> .....	13.02	2.5	13.14	2.1	\$9.81	20.3
Group I .....	11.09	4.7	—	—	—	—
Group II .....	16.94	3.0	—	—	—	—
First-line supervisors/managers of production and operating workers .....	16.55	8.1	16.55	8.1	—	—
Miscellaneous assemblers and fabricators .....	14.09	5.4	14.09	5.4	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.94	26.8	16.94	26.8	—	—
Welding, soldering, and brazing workers .....	16.08	5.9	16.08	5.9	—	—
Welders, cutters, solderers, and brazers .....	16.59	6.9	16.59	6.9	—	—
Laundry and dry-cleaning workers .....	7.16	7.2	—	—	—	—
Group I .....	7.16	7.2	—	—	—	—
Miscellaneous production workers .....	11.44	1.3	11.55	1.3	—	—
Group I .....	11.44	1.3	—	—	—	—
<b>Transportation and material moving occupations</b> .....	12.98	5.6	13.44	6.2	10.94	12.0
Group I .....	11.83	6.6	—	—	—	—
Group II .....	16.86	2.6	—	—	—	—
Driver/sales workers and truck drivers .....	14.48	10.0	14.61	9.9	—	—
Group I .....	12.90	9.6	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	14.51	12.1	14.51	12.2	—	—
Group I .....	11.65	3.9	11.59	4.0	—	—
Truck drivers, light or delivery services .....	10.65	10.5	—	—	—	—
Group I .....	10.65	10.5	—	—	—	—
Laborers and material movers, hand .....	11.47	7.5	11.50	6.5	—	—
Group I .....	11.31	8.6	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	12.41	4.2	12.18	5.9	—	—
Group I .....	12.22	5.4	11.87	7.5	—	—
Packers and packagers, hand .....	8.59	13.4	—	—	—	—
Group I .....	8.59	13.4	—	—	—	—

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

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

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

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.33	\$9.44	\$12.52	\$17.97	\$27.16
<b>Management occupations</b> .....	15.14	21.36	33.72	68.36	68.36
General and operations managers .....	14.85	25.04	43.27	65.72	134.62
Financial managers .....	21.36	21.36	27.85	31.43	31.43
Education administrators .....	29.82	31.40	35.71	40.86	49.85
<b>Business and financial operations occupations</b> .....	12.83	13.76	18.43	26.67	28.69
<b>Architecture and engineering occupations</b> .....	17.00	21.84	27.72	38.00	64.16
Engineers .....	21.84	27.72	29.48	64.16	77.00
Industrial engineers, including health and safety .....	18.31	25.12	77.00	77.00	77.00
Engineering technicians, except drafters .....	17.00	20.91	25.00	38.00	42.00
<b>Life, physical, and social science occupations</b> .....	14.86	17.87	23.09	37.09	71.37
<b>Community and social services occupations</b> .....	12.73	12.73	13.26	16.48	24.22
Social workers .....	12.73	12.73	12.73	13.49	13.64
<b>Education, training, and library occupations</b> .....	8.39	16.15	24.11	29.68	33.79
Postsecondary teachers .....	20.10	21.83	26.27	32.04	38.92
Primary, secondary, and special education school teachers .....	8.39	21.01	26.24	30.66	34.64
Elementary and middle school teachers .....	21.01	23.77	29.09	33.79	36.42
Elementary school teachers, except special education .....	21.01	23.23	29.09	33.79	36.42
Middle school teachers, except special and vocational education .....	24.82	28.03	29.85	32.18	35.42
Secondary school teachers .....	21.77	22.62	26.53	30.66	34.64
Secondary school teachers, except special and vocational education .....	21.77	22.62	26.53	30.66	34.64
Librarians .....	14.28	18.11	23.32	29.42	30.66
Teacher assistants .....	7.07	7.07	8.83	10.62	12.85
<b>Arts, design, entertainment, sports, and media   occupations</b> .....	9.00	13.00	16.67	19.18	21.53
<b>Healthcare practitioner and technical occupations</b> .....	14.80	18.98	22.38	31.44	56.01
Pharmacists .....	46.73	47.75	47.75	48.02	48.02
Registered nurses .....	19.38	21.40	22.63	24.51	53.36
Therapists .....	14.80	15.15	16.91	18.99	19.87
Diagnostic related technologists and technicians .....	17.00	19.60	20.07	20.74	22.48
Radiologic technologists and technicians .....	17.00	19.17	19.79	20.74	20.80
Licensed practical and licensed vocational nurses .....	12.21	14.03	14.29	15.75	17.44
<b>Healthcare support occupations</b> .....	8.20	8.80	10.50	13.17	14.05
Nursing, psychiatric, and home health aides .....	8.30	8.64	9.70	10.40	11.09
Nursing aides, orderlies, and attendants .....	8.30	8.64	9.70	10.40	11.13
Miscellaneous healthcare support occupations .....	8.20	11.37	13.17	14.05	15.39
<b>Protective service occupations</b> .....	10.03	11.00	13.82	15.84	18.00
Fire fighters .....	10.14	10.78	12.73	14.08	15.62
Police officers .....	14.43	15.64	16.72	18.17	19.92
Police and sheriff's patrol officers .....	14.43	15.64	16.72	18.17	19.92
<b>Food preparation and serving related occupations</b> .....	2.13	2.26	6.00	9.16	11.09
First-line supervisors/managers, food preparation and serving workers .....	10.00	10.00	11.00	12.94	16.44
First-line supervisors/managers of food preparation and serving workers .....	10.00	10.00	11.00	12.94	16.44
Cooks .....	7.97	9.00	9.70	10.50	11.50
Cooks, institution and cafeteria .....	7.73	8.73	9.50	10.25	11.48
Food preparation workers .....	7.00	7.85	9.00	9.93	11.50
Food service, tipped .....	2.13	2.13	2.13	2.38	3.45
Waiters and waitresses .....	2.13	2.13	2.13	2.33	2.62
Fast food and counter workers .....	6.00	6.24	6.65	8.66	11.59
Combined food preparation and serving workers, including fast food .....	6.00	6.24	6.65	8.66	11.59
Dishwashers .....	7.25	8.00	8.00	8.45	10.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Building and grounds cleaning and maintenance occupations</b> .....	\$6.31	\$7.40	\$8.23	\$11.11	\$13.02
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	8.23	9.32	11.23	12.25	13.02
First-line supervisors/managers of housekeeping and janitorial workers .....	8.23	9.32	11.23	12.25	13.02
Building cleaning workers .....	6.31	7.25	8.00	9.50	12.97
Janitors and cleaners, except maids and housekeeping cleaners .....	5.25	6.31	7.65	10.91	14.71
Maids and housekeeping cleaners .....	7.25	7.55	8.00	8.75	9.50
Grounds maintenance workers .....	7.90	9.44	10.59	12.56	20.61
Landscaping and groundskeeping workers .....	7.79	9.44	10.59	11.12	13.57
<b>Personal care and service occupations</b> .....	7.63	8.75	9.75	10.75	11.75
<b>Sales and related occupations</b> .....	7.00	8.20	10.27	15.20	31.25
First-line supervisors/managers, sales workers .....	10.27	10.27	12.00	15.20	35.76
First-line supervisors/managers of retail sales workers .....	10.27	10.27	12.00	15.20	35.76
Retail sales workers .....	6.70	7.30	8.30	10.00	13.78
Cashiers, all workers .....	6.50	7.00	8.00	9.12	13.78
Cashiers .....	6.50	7.00	8.00	9.12	13.78
Retail salespersons .....	7.25	8.25	8.74	10.05	12.60
Sales representatives, wholesale and manufacturing .....	14.25	19.23	29.19	39.10	44.65
<b>Office and administrative support occupations</b> .....	8.50	10.00	11.73	13.62	17.00
First-line supervisors/managers of office and administrative support workers .....	14.63	16.09	17.91	21.70	24.73
Financial clerks .....	9.75	11.00	12.50	14.16	18.47
Bookkeeping, accounting, and auditing clerks .....	9.75	11.00	11.97	13.23	17.10
Customer service representatives .....	10.00	10.82	11.73	16.63	19.42
Hotel, motel, and resort desk clerks .....	8.00	8.90	9.30	10.00	10.00
Receptionists and information clerks .....	8.50	9.44	11.10	12.37	13.00
Shipping, receiving, and traffic clerks .....	8.64	10.25	12.00	12.12	13.20
Stock clerks and order fillers .....	9.08	10.46	11.67	12.73	16.45
Secretaries and administrative assistants .....	10.00	11.70	14.76	16.21	21.64
Executive secretaries and administrative assistants .....	9.97	12.88	15.08	21.07	22.05
Medical secretaries .....	9.01	10.28	11.48	12.12	13.68
Secretaries, except legal, medical, and executive .....	10.00	11.23	13.87	15.55	16.21
Data entry and information processing workers .....	10.50	10.81	11.72	11.73	12.08
Office clerks, general .....	9.27	10.06	11.29	13.00	15.10
<b>Construction and extraction occupations</b> .....	9.95	10.55	15.00	17.27	23.47
Construction equipment operators .....	12.00	12.07	15.00	15.00	15.00
<b>Installation, maintenance, and repair occupations</b> .....	10.00	12.00	15.78	18.00	21.02
Industrial machinery installation, repair, and maintenance workers .....	10.00	10.55	16.10	17.00	21.50
Maintenance and repair workers, general .....	10.00	10.00	14.00	17.00	17.00
Miscellaneous installation, maintenance, and repair workers .....	9.29	11.59	13.88	13.88	15.14
<b>Production occupations</b> .....	8.00	10.00	12.50	15.35	18.29
First-line supervisors/managers of production and operating workers .....	12.50	12.50	16.57	20.00	21.50
Miscellaneous assemblers and fabricators .....	10.61	11.85	13.85	17.30	17.55
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.75	11.75	15.00	25.33	25.33
Welding, soldering, and brazing workers .....	12.45	13.76	16.62	18.29	20.81
Welders, cutters, solderers, and brazers .....	12.00	15.30	16.62	19.76	20.81
Laundry and dry-cleaning workers .....	6.00	6.00	7.25	8.00	9.25
Miscellaneous production workers .....	10.00	11.31	11.91	11.91	12.36

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2006** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations</b> .....	\$8.75	\$10.20	\$12.59	\$15.25	\$17.75
Driver/sales workers and truck drivers .....	9.10	11.60	12.73	17.10	20.00
Truck drivers, heavy and tractor-trailer .....	11.00	12.00	12.60	17.75	20.00
Truck drivers, light or delivery services .....	7.50	7.50	11.50	12.98	12.98
Laborers and material movers, hand .....	7.80	9.40	12.59	12.92	13.46
Laborers and freight, stock, and material movers, hand .....	9.25	10.50	12.92	12.92	15.93
Packers and packagers, hand .....	6.00	6.50	8.27	9.40	13.00

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.20	\$9.00	\$12.00	\$17.00	\$25.00
<b>Management occupations</b> .....	13.70	21.36	33.72	68.36	68.36
<b>Business and financial operations occupations</b> .....	15.33	17.29	21.15	26.67	31.78
<b>Architecture and engineering occupations</b> .....	17.00	23.00	27.98	38.00	64.16
Engineers .....	23.00	27.72	29.82	64.16	77.00
Industrial engineers, including health and safety .....	18.31	25.12	77.00	77.00	77.00
Postsecondary teachers .....	18.61	21.29	24.74	29.22	38.92
<b>Arts, design, entertainment, sports, and media occupations</b> .....	9.00	13.00	16.67	19.18	21.53
<b>Healthcare practitioner and technical occupations</b> .....	16.26	19.79	22.50	47.25	56.25
Pharmacists .....	47.25	47.75	47.75	48.02	48.02
Registered nurses .....	19.26	21.38	22.64	24.51	53.37
Diagnostic related technologists and technicians .....	17.43	19.60	20.07	20.74	22.48
Licensed practical and licensed vocational nurses .....	12.21	13.75	14.28	16.00	17.44
<b>Healthcare support occupations</b> .....	8.20	8.75	10.22	13.17	14.05
Nursing, psychiatric, and home health aides .....	8.30	8.64	9.70	10.40	11.09
Nursing aides, orderlies, and attendants .....	8.30	8.64	9.70	10.40	11.13
Miscellaneous healthcare support occupations .....	8.20	11.37	13.42	14.05	15.39
<b>Food preparation and serving related occupations</b> .....	2.13	2.26	6.00	9.00	11.09
First-line supervisors/managers, food preparation and serving workers .....	10.00	10.00	11.00	12.94	16.44
First-line supervisors/managers of food preparation and serving workers .....	10.00	10.00	11.00	12.94	16.44
Cooks .....	7.82	9.00	9.50	10.50	11.50
Food preparation workers .....	7.00	7.85	9.00	9.93	11.50
Food service, tipped .....	2.13	2.13	2.13	2.38	3.45
Waiters and waitresses .....	2.13	2.13	2.13	2.33	2.62
Fast food and counter workers .....	6.00	6.24	6.59	8.66	11.40
Combined food preparation and serving workers, including fast food .....	6.00	6.24	6.59	8.66	11.40
Dishwashers .....	7.25	8.00	8.00	8.45	10.00
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.25	7.25	8.00	8.50	11.85
Building cleaning workers .....	6.25	7.00	7.65	8.50	9.50
Janitors and cleaners, except maids and housekeeping cleaners .....	5.25	6.31	7.33	8.00	10.43
Maids and housekeeping cleaners .....	7.25	7.52	8.00	8.61	9.50
<b>Personal care and service occupations</b> .....	7.63	8.75	9.74	10.75	11.50
<b>Sales and related occupations</b> .....	7.00	8.20	10.27	15.20	31.25
First-line supervisors/managers, sales workers .....	10.27	10.27	12.00	15.20	35.76
First-line supervisors/managers of retail sales workers .....	10.27	10.27	12.00	15.20	35.76
Retail sales workers .....	6.70	7.30	8.30	10.00	13.78
Cashiers, all workers .....	6.50	7.00	8.00	9.12	13.78
Cashiers .....	6.50	7.00	8.00	9.12	13.78
Retail salespersons .....	7.25	8.25	8.74	10.05	12.60
Sales representatives, wholesale and manufacturing .....	14.25	19.23	29.19	39.10	44.65
<b>Office and administrative support occupations</b> .....	8.50	9.99	11.72	13.38	16.69
First-line supervisors/managers of office and administrative support workers .....	14.63	16.49	17.91	21.70	24.73
Financial clerks .....	10.25	11.00	12.50	14.16	18.47
Bookkeeping, accounting, and auditing clerks .....	9.75	11.00	12.28	13.00	17.69
Customer service representatives .....	10.00	10.82	11.73	16.63	19.42
Hotel, motel, and resort desk clerks .....	8.00	8.90	9.30	10.00	10.00
Receptionists and information clerks .....	8.50	9.44	11.10	12.37	13.01
Shipping, receiving, and traffic clerks .....	8.64	10.25	12.00	12.12	13.20
Stock clerks and order fillers .....	9.08	10.46	11.67	12.73	16.45
Secretaries and administrative assistants .....	10.00	12.00	15.08	16.54	21.83
Executive secretaries and administrative assistants .....	12.50	15.08	16.54	21.83	24.95
Medical secretaries .....	9.01	10.28	11.48	12.12	13.68
Office clerks, general .....	9.27	10.06	11.07	13.00	15.00

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2006 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Construction and extraction occupations</b> .....	\$9.00	\$10.55	\$14.50	\$17.00	\$23.47
<b>Installation, maintenance, and repair occupations</b> .....	10.00	12.00	16.34	18.00	20.18
Industrial machinery installation, repair, and maintenance workers .....	10.00	10.00	16.10	17.00	21.50
Maintenance and repair workers, general .....	10.00	10.00	13.72	17.00	17.00
<b>Production occupations</b> .....	8.00	9.94	12.50	15.00	17.30
First-line supervisors/managers of production and operating workers .....	12.50	12.50	16.57	20.00	21.50
Miscellaneous assemblers and fabricators .....	10.61	11.85	13.85	17.30	17.55
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.75	11.75	15.00	25.33	25.33
Welding, soldering, and brazing workers .....	12.45	13.76	16.62	18.29	20.81
Welders, cutters, solderers, and brazers .....	12.00	15.30	16.62	19.76	20.81
Laundry and dry-cleaning workers .....	6.00	6.00	7.25	8.00	9.25
Miscellaneous production workers .....	10.00	11.31	11.91	11.91	12.36
<b>Transportation and material moving occupations</b> .....	8.75	10.20	12.73	15.25	17.75
Driver/sales workers and truck drivers .....	9.10	11.75	12.73	17.10	20.00
Truck drivers, heavy and tractor-trailer .....	11.00	12.00	12.73	17.75	20.00
Laborers and material movers, hand .....	7.10	9.40	12.59	12.92	13.46
Laborers and freight, stock, and material movers, hand .....	9.13	11.50	12.92	12.92	15.93
Packers and packagers, hand .....	6.00	6.50	8.27	9.40	13.00

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Knoxville, TN, May 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.12	\$12.40	\$16.15	\$24.11	\$31.40
<b>Management occupations</b> .....	19.30	21.30	33.55	40.53	43.33
Education administrators .....	31.40	32.39	35.71	38.19	43.33
<b>Education, training, and library occupations</b> .....	12.85	21.01	25.18	30.66	34.40
Primary, secondary, and special education school teachers .....	21.01	23.36	28.28	32.54	35.42
Elementary and middle school teachers .....	21.01	23.77	29.09	33.79	36.42
Elementary school teachers, except special education .....	21.01	23.23	29.09	33.79	36.42
Middle school teachers, except special and vocational education .....	24.82	28.03	29.85	32.18	35.42
Secondary school teachers .....	21.77	22.62	26.86	30.66	34.64
Secondary school teachers, except special and vocational education .....	21.77	22.62	26.86	30.66	34.64
Teacher assistants .....	8.41	8.83	10.13	11.52	12.85
<b>Healthcare practitioner and technical occupations</b> .....	9.99	13.29	16.52	23.10	32.82
<b>Protective service occupations</b> .....	11.33	12.90	14.58	16.07	18.90
Fire fighters .....	10.14	10.78	12.73	14.08	15.62
Police officers .....	14.40	15.41	15.84	18.70	20.11
Police and sheriff's patrol officers .....	14.40	15.41	15.84	18.70	20.11
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.71	10.91	11.23	14.71	19.19
Building cleaning workers .....	9.71	9.99	14.30	15.55	19.19
Janitors and cleaners, except maids and housekeeping cleaners .....	9.71	10.80	14.30	15.55	19.19
Grounds maintenance workers .....	9.84	10.59	11.12	13.57	20.61
Landscaping and groundskeeping workers .....	9.84	10.13	10.59	11.16	13.95
<b>Personal care and service occupations</b> .....	7.20	7.89	14.85	18.08	21.34
<b>Office and administrative support occupations</b> .....	9.27	10.55	13.16	15.55	18.99
Financial clerks .....	7.94	9.27	10.65	15.04	17.49
Secretaries and administrative assistants .....	9.91	11.12	14.10	15.76	17.06
Executive secretaries and administrative assistants .....	9.89	11.05	14.10	15.48	15.93
Secretaries, except legal, medical, and executive .....	10.32	13.53	15.55	16.16	17.81
Office clerks, general .....	10.55	10.75	12.15	15.15	17.61
<b>Construction and extraction occupations</b> .....	12.42	14.59	18.08	20.54	22.40
<b>Installation, maintenance, and repair occupations</b> .....	9.75	10.63	14.79	18.76	28.15
Miscellaneous installation, maintenance, and repair workers .....	9.12	9.99	12.47	14.79	15.14
<b>Production occupations</b> .....	9.75	10.65	16.32	21.13	22.49
<b>Transportation and material moving occupations</b> .....	10.12	10.12	10.47	12.65	14.61

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Knoxville, TN, May 2006

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.00	\$10.00	\$12.98	\$18.64	\$28.24
<b>Management occupations</b> .....	14.85	21.36	33.72	68.36	68.36
General and operations managers .....	14.85	25.04	43.27	65.72	134.62
Financial managers .....	21.36	21.36	27.85	31.43	31.43
Education administrators .....	29.82	31.40	35.71	40.86	49.85
<b>Business and financial operations occupations</b> .....	12.83	13.76	17.94	21.15	27.16
<b>Architecture and engineering occupations</b> .....	17.00	21.84	27.72	38.00	64.16
Engineers .....	21.84	27.72	29.48	64.16	77.00
Industrial engineers, including health and safety .....	18.31	25.12	77.00	77.00	77.00
Engineering technicians, except drafters .....	17.00	20.91	25.00	38.00	42.00
<b>Life, physical, and social science occupations</b> .....	14.86	17.87	23.09	37.09	71.37
<b>Community and social services occupations</b> .....	12.73	12.73	13.26	16.48	24.22
Social workers .....	12.73	12.73	12.73	13.49	13.64
<b>Education, training, and library occupations</b> .....	8.39	17.96	24.32	30.33	34.21
Postsecondary teachers .....	20.10	22.06	26.27	32.04	38.92
Primary, secondary, and special education school teachers .....	8.39	21.01	26.24	30.67	34.64
Elementary and middle school teachers .....	21.01	23.77	29.09	33.79	36.42
Elementary school teachers, except special education .....	21.01	23.23	29.09	33.79	36.42
Middle school teachers, except special and vocational education .....	24.82	28.03	29.85	32.18	35.42
Secondary school teachers .....	21.77	22.62	26.86	30.66	34.64
Secondary school teachers, except special and vocational education .....	21.77	22.62	26.86	30.66	34.64
Teacher assistants .....	8.41	8.83	9.85	11.39	12.85
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.00	15.95	17.30	19.89	21.53
<b>Healthcare practitioner and technical occupations</b> .....	14.79	18.35	22.38	47.68	56.25
Pharmacists .....	46.73	47.75	47.75	48.02	48.02
Registered nurses .....	18.98	21.00	22.48	24.35	52.88
Therapists .....	14.80	14.80	16.59	18.99	19.87
Licensed practical and licensed vocational nurses .....	12.21	13.65	14.30	15.91	17.44
<b>Healthcare support occupations</b> .....	8.50	9.50	10.66	13.42	14.05
Nursing, psychiatric, and home health aides .....	8.25	8.65	9.73	10.32	11.00
Nursing aides, orderlies, and attendants .....	8.25	8.65	9.73	10.38	11.00
Miscellaneous healthcare support occupations .....	11.50	12.93	13.42	14.05	15.39
<b>Protective service occupations</b> .....	10.03	11.00	13.69	15.64	17.63
Fire fighters .....	10.14	10.78	12.73	14.08	15.62
Police officers .....	14.40	15.48	15.84	18.70	20.11
Police and sheriff's patrol officers .....	14.40	15.48	15.84	18.70	20.11
<b>Food preparation and serving related occupations</b> .....	2.13	2.38	7.58	10.25	11.50
First-line supervisors/managers, food preparation and serving workers .....	10.00	10.00	11.00	12.94	16.44
First-line supervisors/managers of food preparation and serving workers .....	10.00	10.00	11.00	12.94	16.44
Cooks .....	8.75	9.00	9.70	10.50	11.50
Cooks, institution and cafeteria .....	7.73	9.00	9.70	10.25	11.48
Food preparation workers .....	7.18	7.72	9.93	11.50	11.75
Food service, tipped .....	2.13	2.13	2.13	2.38	4.00
Waiters and waitresses .....	2.13	2.13	2.13	2.38	2.62
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.31	7.65	8.50	11.23	14.30
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	8.23	9.32	11.23	12.25	13.02
First-line supervisors/managers of housekeeping and janitorial workers .....	8.23	9.32	11.23	12.25	13.02

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Knoxville, TN, May 2006 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Building cleaning workers .....	\$6.31	\$7.48	\$8.00	\$9.71	\$14.30
Janitors and cleaners, except maids and housekeeping cleaners .....	6.31	7.00	8.35	11.85	15.13
Maids and housekeeping cleaners .....	7.37	7.73	8.00	8.84	9.50
Grounds maintenance workers .....	7.90	9.44	10.59	12.56	20.61
Landscaping and groundskeeping workers .....	7.79	9.44	10.59	11.12	13.57
<b>Personal care and service occupations</b> .....	7.96	9.25	9.75	10.95	11.75
<b>Sales and related occupations</b> .....	7.40	8.25	11.50	19.23	33.65
First-line supervisors/managers, sales workers .....	10.27	10.27	12.00	15.20	35.76
First-line supervisors/managers of retail sales workers .....	10.27	10.27	12.00	15.20	35.76
Retail sales workers .....	7.00	7.97	8.40	11.50	13.78
Cashiers, all workers .....	7.00	7.25	8.20	10.08	13.78
Cashiers .....	7.00	7.25	8.20	10.08	13.78
Retail salespersons .....	7.50	8.25	8.74	10.05	12.36
Sales representatives, wholesale and manufacturing .....	14.25	19.23	29.19	39.10	44.65
<b>Office and administrative support occupations</b> .....	9.00	10.20	12.00	13.70	17.06
First-line supervisors/managers of office and administrative support workers .....	14.63	16.09	17.91	21.70	24.73
Financial clerks .....	9.75	11.00	12.50	14.16	18.47
Bookkeeping, accounting, and auditing clerks .....	9.75	11.00	11.97	13.23	17.10
Customer service representatives .....	10.20	11.25	11.73	16.63	19.42
Receptionists and information clerks .....	8.50	10.38	11.50	12.37	13.03
Shipping, receiving, and traffic clerks .....	8.87	10.35	12.00	12.12	13.20
Stock clerks and order fillers .....	9.08	10.46	11.75	12.73	16.45
Secretaries and administrative assistants .....	10.00	11.70	14.76	16.21	21.64
Executive secretaries and administrative assistants .....	9.97	12.88	15.08	21.07	22.05
Medical secretaries .....	9.01	10.28	11.29	12.12	13.27
Secretaries, except legal, medical, and executive .....	10.00	11.23	14.00	15.55	16.21
Office clerks, general .....	9.27	10.06	11.11	13.00	15.10
<b>Construction and extraction occupations</b> .....	9.95	10.55	15.00	17.27	23.47
Construction equipment operators .....	12.00	12.07	15.00	15.00	15.00
<b>Installation, maintenance, and repair occupations</b> .....	10.00	12.00	16.10	18.00	21.50
Industrial machinery installation, repair, and maintenance workers .....	10.00	10.55	16.10	17.00	21.50
Maintenance and repair workers, general .....	10.00	10.00	14.00	17.00	17.00
Miscellaneous installation, maintenance, and repair workers .....	9.29	11.59	13.88	13.88	15.14
<b>Production occupations</b> .....	8.36	10.19	12.50	15.35	18.29
First-line supervisors/managers of production and operating workers .....	12.50	12.50	16.57	20.00	21.50
Miscellaneous assemblers and fabricators .....	10.61	11.85	13.85	17.30	17.55
Machine tool cutting setters, operators, and tenders, metal and plastic .....	11.75	11.75	15.00	25.33	25.33
Welding, soldering, and brazing workers .....	12.45	13.76	16.62	18.29	20.81
Welders, cutters, solderers, and brazers .....	12.00	15.30	16.62	19.76	20.81
Miscellaneous production workers .....	11.21	11.31	11.91	11.91	12.36
<b>Transportation and material moving occupations</b> .....	9.00	10.76	12.59	15.44	20.00
Driver/sales workers and truck drivers .....	9.10	11.91	12.73	17.10	20.00
Truck drivers, heavy and tractor-trailer .....	11.00	12.00	12.50	17.75	20.00
Laborers and material movers, hand .....	8.27	9.40	11.00	12.92	15.93
Laborers and freight, stock, and material movers, hand .....	9.00	10.20	12.00	13.46	15.93

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Knoxville, TN, May 2006

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$2.26	\$6.25	\$8.20	\$10.96	\$15.00
<b>Healthcare practitioner and technical occupations</b> .....	16.74	19.79	24.00	24.00	27.60
<b>Food preparation and serving related occupations</b> .....	2.13	2.25	2.50	6.36	7.97
Food service, tipped .....	2.13	2.13	2.26	2.34	3.45
Waiters and waitresses .....	2.13	2.13	2.25	2.26	2.38
<b>Building and grounds cleaning and maintenance occupations</b> .....	5.15	5.15	6.75	7.50	7.50
Building cleaning workers .....	5.15	5.15	6.75	7.50	7.50
<b>Personal care and service occupations</b> .....	7.33	7.33	8.75	10.00	11.26
<b>Sales and related occupations</b> .....	6.08	6.50	8.30	9.12	10.05
Retail sales workers .....	6.08	6.50	8.30	9.12	10.05
Cashiers, all workers .....	5.50	6.35	6.90	8.30	9.12
Cashiers .....	5.50	6.35	6.90	8.30	9.12
Retail salespersons .....	7.00	8.50	9.00	10.00	13.00
<b>Office and administrative support occupations</b> .....	7.25	8.00	9.48	11.59	14.08
Receptionists and information clerks .....	8.43	8.50	9.44	10.21	12.50
<b>Production occupations</b> .....	6.00	6.00	7.75	16.00	16.00
<b>Transportation and material moving occupations</b> .....	6.50	10.00	12.92	12.92	12.92

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.89	\$12.98	\$676	\$521	40.0	\$34,706	\$27,144	2,055
<b>Management occupations</b> .....	41.90	33.72	1,703	1,349	40.7	87,968	69,701	2,099
General and operations managers .....	55.52	43.27	2,235	1,731	40.3	116,206	90,000	2,093
Financial managers .....	27.73	27.85	1,109	1,114	40.0	57,677	57,936	2,080
Education administrators .....	37.57	35.71	1,475	1,339	39.3	70,645	65,320	1,881
<b>Business and financial operations occupations</b> .....	19.15	17.94	753	718	39.3	39,161	37,315	2,045
<b>Architecture and engineering occupations</b> .....	32.65	27.72	1,321	1,120	40.5	68,691	58,240	2,104
Engineers .....	41.15	29.48	1,657	1,179	40.3	86,178	61,318	2,094
Industrial engineers, including health and safety .....	52.75	77.00	2,185	3,080	41.4	113,617	160,152	2,154
Engineering technicians, except drafters .....	27.55	25.00	1,123	1,010	40.8	58,397	52,499	2,120
<b>Life, physical, and social science occupations</b> .....	31.31	23.09	1,219	869	38.9	63,385	45,209	2,025
<b>Community and social services occupations</b> .....	15.49	13.26	603	509	38.9	30,013	26,485	1,938
Social workers .....	13.62	12.73	532	509	39.1	27,651	26,485	2,031
<b>Education, training, and library occupations</b> .....	23.81	24.32	923	964	38.7	40,511	40,835	1,702
Postsecondary teachers .....	28.57	26.27	1,134	1,051	39.7	57,381	54,107	2,008
Primary, secondary, and special education school teachers .....	25.15	26.24	968	1,000	38.5	40,560	40,835	1,613
Elementary and middle school teachers .....	29.30	29.09	1,118	1,119	38.2	45,314	45,020	1,546
Elementary school teachers, except special education .....	29.18	29.09	1,116	1,116	38.2	45,197	44,384	1,549
Middle school teachers, except special and vocational education .....	30.45	29.85	1,142	1,119	37.5	46,446	46,114	1,525
Secondary school teachers .....	27.33	26.86	1,045	1,024	38.2	41,797	40,964	1,529
Secondary school teachers, except special and vocational education .....	27.33	26.86	1,045	1,024	38.2	41,797	40,964	1,529
Teacher assistants .....	10.17	9.85	382	370	37.6	14,886	14,071	1,463
<b>Arts, design, entertainment, sports, and media occupations</b> .....	18.99	17.30	766	719	40.3	39,809	37,380	2,096
<b>Healthcare practitioner and technical occupations</b> .....	30.89	22.38	1,231	894	39.9	64,034	46,488	2,073
Pharmacists .....	46.93	47.75	1,877	1,910	40.0	97,614	99,322	2,080
Registered nurses .....	27.14	22.48	1,081	896	39.8	56,223	46,592	2,072
Therapists .....	17.16	16.59	675	664	39.3	35,117	34,507	2,046
Licensed practical and licensed vocational nurses .....	14.69	14.30	583	572	39.7	30,315	29,744	2,064
<b>Healthcare support occupations</b> .....	11.30	10.66	440	402	38.9	22,868	20,885	2,023
Nursing, psychiatric, and home health aides .....	9.56	9.73	365	368	38.2	18,999	19,110	1,988
Nursing aides, orderlies, and attendants .....	9.56	9.73	365	368	38.2	18,997	19,110	1,988
Miscellaneous healthcare support occupations .....	13.44	13.42	535	537	39.8	27,796	27,914	2,068
<b>Protective service occupations</b> .....	13.74	13.69	566	573	41.2	29,431	29,786	2,143
Fire fighters .....	12.93	12.73	683	675	52.8	35,529	35,084	2,748
Police officers .....	16.81	15.84	674	634	40.1	35,032	32,947	2,084
Police and sheriff's patrol officers .....	16.81	15.84	674	634	40.1	35,032	32,947	2,084

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Food preparation and serving related occupations</b> .....	\$6.97	\$7.58	\$281	\$294	40.3	\$14,483	\$14,625	2,078
First-line supervisors/managers, food preparation and serving workers ..	12.35	11.00	530	456	42.9	27,578	23,699	2,233
First-line supervisors/managers of food preparation and serving workers .....	12.35	11.00	530	456	42.9	27,578	23,699	2,233
Cooks .....	9.96	9.70	402	399	40.4	20,918	20,748	2,101
Cooks, institution and cafeteria .....	9.69	9.70	383	380	39.6	19,933	19,760	2,057
Food preparation workers .....	9.86	9.93	387	397	39.3	18,946	20,644	1,921
Food service, tipped .....	2.52	2.13	100	85	39.6	5,204	4,430	2,061
Waiters and waitresses .....	2.37	2.13	94	85	39.6	4,871	4,430	2,060
<b>Building and grounds cleaning and maintenance occupations</b> .....	9.56	8.50	376	334	39.4	19,383	17,368	2,027
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	11.16	11.23	444	449	39.7	23,074	23,360	2,067
First-line supervisors/managers of housekeeping and janitorial workers .....	11.09	11.23	441	449	39.7	22,918	23,360	2,067
Building cleaning workers .....	9.12	8.00	358	320	39.3	18,451	16,640	2,024
Janitors and cleaners, except maids and housekeeping cleaners .....	9.66	8.35	383	334	39.7	19,925	17,368	2,062
Maids and housekeeping cleaners .....	8.31	8.00	322	320	38.7	16,385	16,640	1,971
Grounds maintenance workers .....	11.66	10.59	466	423	40.0	22,399	22,019	1,921
Landscaping and groundskeeping workers .....	10.47	10.59	419	423	40.0	19,912	22,019	1,901
<b>Personal care and service occupations</b> .....	10.20	9.75	441	402	43.3	22,008	20,800	2,157
<b>Sales and related occupations</b> .....	16.68	11.50	672	480	40.3	34,934	24,960	2,095
First-line supervisors/managers, sales workers .....	16.01	12.00	696	568	43.5	36,195	29,536	2,261
First-line supervisors/managers of retail sales workers .....	16.38	12.00	710	565	43.3	36,899	29,381	2,252
Retail sales workers .....	10.13	8.40	401	330	39.6	20,855	17,160	2,058
Cashiers, all workers .....	9.03	8.20	361	328	40.0	18,782	17,058	2,080
Cashiers .....	9.03	8.20	361	328	40.0	18,782	17,058	2,080
Retail salespersons .....	10.01	8.74	391	338	39.0	20,316	17,576	2,029
Sales representatives, wholesale and manufacturing .....	29.43	29.19	1,190	1,168	40.4	61,863	60,721	2,102
<b>Office and administrative support occupations</b> .....	12.65	12.00	504	480	39.9	26,187	24,960	2,071
First-line supervisors/managers of office and administrative support workers .....	18.75	17.91	748	716	39.9	38,901	37,253	2,074
Financial clerks .....	13.60	12.50	542	500	39.8	28,166	26,000	2,072
Bookkeeping, accounting, and auditing clerks .....	12.56	11.97	499	479	39.7	25,951	24,898	2,067
Customer service representatives .....	13.79	11.73	554	469	40.2	28,807	24,405	2,088
Receptionists and information clerks ..	11.28	11.50	451	460	40.0	23,463	23,920	2,080
Shipping, receiving, and traffic clerks ..	11.51	12.00	461	480	40.0	23,947	24,960	2,080
Stock clerks and order fillers .....	12.23	11.75	489	470	40.0	25,440	24,440	2,080
Secretaries and administrative assistants .....	14.76	14.76	586	585	39.7	30,157	29,682	2,043
Executive secretaries and administrative assistants .....	15.94	15.08	629	598	39.5	32,007	31,071	2,009
Medical secretaries .....	11.14	11.29	443	451	39.8	23,058	23,462	2,070
Secretaries, except legal, medical, and executive .....	13.56	14.00	542	560	39.9	28,166	29,120	2,077
Office clerks, general .....	12.26	11.11	489	443	39.9	25,365	23,026	2,069

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Construction and extraction occupations</b> .....	\$15.08	\$15.00	\$603	\$600	40.0	\$31,344	\$31,200	2,079
Construction equipment operators .....	14.03	15.00	561	600	40.0	29,182	31,200	2,080
<b>Installation, maintenance, and repair occupations</b> .....	15.78	16.10	630	644	40.0	32,785	33,488	2,078
Industrial machinery installation, repair, and maintenance workers .....	14.90	16.10	596	644	40.0	30,989	33,488	2,080
Maintenance and repair workers, general .....	13.79	14.00	552	560	40.0	28,682	29,120	2,080
Miscellaneous installation, maintenance, and repair workers .....	12.97	13.88	512	555	39.5	26,625	28,872	2,053
<b>Production occupations</b> .....	13.14	12.50	525	500	40.0	27,312	26,000	2,079
First-line supervisors/managers of production and operating workers .....	16.55	16.57	670	663	40.5	34,836	34,464	2,105
Miscellaneous assemblers and fabricators .....	14.09	13.85	564	554	40.0	29,309	28,808	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.94	15.00	677	600	40.0	35,229	31,200	2,080
Welding, soldering, and brazing workers .....	16.08	16.62	643	665	40.0	33,450	34,570	2,080
Welders, cutters, solderers, and brazers .....	16.59	16.62	663	665	40.0	34,497	34,570	2,080
Miscellaneous production workers .....	11.55	11.91	462	477	40.0	24,029	24,779	2,080
<b>Transportation and material moving occupations</b> .....	13.44	12.59	544	504	40.5	28,306	26,187	2,106
Driver/sales workers and truck drivers .....	14.61	12.73	599	519	41.0	31,134	26,996	2,132
Truck drivers, heavy and tractor-trailer .....	14.51	12.50	597	500	41.1	31,040	26,000	2,139
Laborers and material movers, hand .....	11.50	11.00	460	440	40.0	23,924	22,880	2,080
Laborers and freight, stock, and material movers, hand .....	12.18	12.00	487	480	40.0	25,335	24,960	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.47	\$12.59	\$662	\$504	40.2	\$34,317	\$26,187	2,083
<b>Management occupations</b> .....	43.17	33.72	1,768	1,502	40.9	91,701	78,102	2,124
<b>Business and financial operations occupations</b> .....	21.23	21.15	840	846	39.6	43,683	44,000	2,058
<b>Architecture and engineering occupations</b> .....	33.42	27.98	1,357	1,162	40.6	70,587	60,399	2,112
Engineers .....	42.20	29.82	1,707	1,197	40.4	88,743	62,234	2,103
Industrial engineers, including health and safety .....	52.75	77.00	2,185	3,080	41.4	113,617	160,152	2,154
<b>Arts, design, entertainment, sports, and media occupations</b> .....	18.99	17.30	766	719	40.3	39,809	37,380	2,096
<b>Healthcare practitioner and technical occupations</b> .....	31.89	22.40	1,278	896	40.1	66,477	46,592	2,084
Pharmacists .....	47.80	47.75	1,912	1,910	40.0	99,416	99,322	2,080
Registered nurses .....	27.30	22.40	1,092	896	40.0	56,768	46,592	2,079
Licensed practical and licensed vocational nurses .....	14.74	14.28	586	571	39.7	30,449	29,702	2,066
<b>Healthcare support occupations</b> .....	11.23	10.50	437	398	38.9	22,736	20,696	2,025
Nursing, psychiatric, and home health aides .....	9.56	9.73	365	368	38.2	18,999	19,110	1,988
Nursing aides, orderlies, and attendants .....	9.56	9.73	365	368	38.2	18,997	19,110	1,988
Miscellaneous healthcare support occupations .....	13.58	13.42	543	537	40.0	28,246	27,914	2,080
<b>Food preparation and serving related occupations</b> .....	6.91	7.50	279	288	40.3	14,371	14,144	2,079
First-line supervisors/managers, food preparation and serving workers ..	12.35	11.00	530	456	42.9	27,578	23,699	2,233
First-line supervisors/managers of food preparation and serving workers .....	12.35	11.00	530	456	42.9	27,578	23,699	2,233
Cooks .....	9.89	9.70	400	399	40.4	20,790	20,748	2,102
Food preparation workers .....	9.86	9.93	387	397	39.3	18,946	20,644	1,921
Food service, tipped .....	2.52	2.13	100	85	39.6	5,204	4,430	2,061
Waiters and waitresses .....	2.37	2.13	94	85	39.6	4,871	4,430	2,060
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.40	8.00	330	320	39.3	16,932	16,640	2,015
Building cleaning workers .....	8.05	8.00	315	306	39.1	16,217	15,912	2,014
Janitors and cleaners, except maids and housekeeping cleaners .....	7.82	7.63	309	306	39.6	16,086	15,912	2,057
Maids and housekeeping cleaners .....	8.29	8.00	321	320	38.7	16,347	16,536	1,971
<b>Personal care and service occupations</b> .....	10.16	9.75	440	400	43.3	21,935	20,800	2,158
<b>Sales and related occupations</b> .....	16.68	11.54	672	480	40.3	34,944	24,960	2,095
First-line supervisors/managers, sales workers .....	16.01	12.00	696	568	43.5	36,195	29,536	2,261
First-line supervisors/managers of retail sales workers .....	16.38	12.00	710	565	43.3	36,899	29,381	2,252
Retail sales workers .....	10.13	8.40	401	330	39.6	20,849	17,160	2,058
Cashiers, all workers .....	9.02	8.20	361	328	40.0	18,762	17,058	2,080
Cashiers .....	9.02	8.20	361	328	40.0	18,762	17,058	2,080
Retail salespersons .....	10.01	8.74	391	338	39.0	20,316	17,576	2,029
Sales representatives, wholesale and manufacturing .....	29.43	29.19	1,190	1,168	40.4	61,863	60,721	2,102

See footnotes at end of table.



Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Office and administrative support occupations</b> .....	\$12.56	\$12.00	\$501	\$480	39.9	\$26,067	\$24,960	2,076
First-line supervisors/managers of office and administrative support workers .....	18.93	17.91	757	716	40.0	39,378	37,253	2,080
Financial clerks .....	13.72	12.50	547	500	39.8	28,422	26,000	2,071
Bookkeeping, accounting, and auditing clerks .....	12.67	12.28	503	491	39.7	26,166	25,542	2,065
Customer service representatives .....	13.79	11.73	554	469	40.2	28,807	24,405	2,088
Receptionists and information clerks ..	11.28	11.50	451	460	40.0	23,463	23,920	2,080
Shipping, receiving, and traffic clerks .....	11.51	12.00	461	480	40.0	23,947	24,960	2,080
Stock clerks and order fillers .....	12.23	11.75	489	470	40.0	25,440	24,440	2,080
Secretaries and administrative assistants .....	15.11	15.08	604	603	40.0	31,398	31,371	2,078
Executive secretaries and administrative assistants .....	18.07	16.54	723	662	40.0	37,587	34,403	2,080
Medical secretaries .....	11.14	11.29	443	451	39.8	23,058	23,462	2,070
Office clerks, general .....	12.13	11.07	485	443	40.0	25,237	23,026	2,080
<b>Construction and extraction occupations</b> .....	14.68	14.50	587	580	40.0	30,531	30,160	2,080
<b>Installation, maintenance, and repair occupations</b> .....	15.66	17.00	627	680	40.0	32,582	35,360	2,080
Industrial machinery installation, repair, and maintenance workers .....	14.90	16.10	596	644	40.0	30,997	33,488	2,080
Maintenance and repair workers, general .....	13.78	13.72	551	549	40.0	28,654	28,538	2,080
<b>Production occupations</b> .....	12.94	12.50	517	500	40.0	26,890	26,000	2,079
First-line supervisors/managers of production and operating workers .....	16.55	16.57	670	663	40.5	34,836	34,464	2,105
Miscellaneous assemblers and fabricators .....	14.09	13.85	564	554	40.0	29,309	28,808	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	16.94	15.00	677	600	40.0	35,229	31,200	2,080
Welding, soldering, and brazing workers .....	16.08	16.62	643	665	40.0	33,450	34,570	2,080
Welders, cutters, solderers, and brazers .....	16.59	16.62	663	665	40.0	34,497	34,570	2,080
Miscellaneous production workers .....	11.55	11.91	462	477	40.0	24,029	24,779	2,080
<b>Transportation and material moving occupations</b> .....	13.54	12.73	549	504	40.5	28,531	26,187	2,108
Driver/sales workers and truck drivers .....	14.73	12.85	605	544	41.1	31,449	28,288	2,135
Truck drivers, heavy and tractor-trailer .....	14.62	12.60	602	500	41.2	31,315	26,000	2,142
Laborers and material movers, hand ..	11.59	11.18	464	447	40.0	24,112	23,259	2,080
Laborers and freight, stock, and material movers, hand .....	12.39	12.59	496	504	40.0	25,780	26,187	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.37	\$16.38	\$761	\$660	39.3	\$36,828	\$33,596	1,901
<b>Management occupations</b> .....	33.32	33.55	1,291	1,277	38.8	64,896	58,302	1,948
Education administrators .....	37.53	35.71	1,457	1,339	38.8	69,461	65,320	1,851
<b>Education, training, and library occupations</b> .....	25.70	25.37	992	1,007	38.6	42,684	43,008	1,661
Primary, secondary, and special education school teachers .....	28.65	28.28	1,094	1,084	38.2	44,131	43,335	1,541
Elementary and middle school teachers .....	29.30	29.09	1,118	1,119	38.2	45,314	45,020	1,546
Elementary school teachers, except special education .....	29.18	29.09	1,116	1,116	38.2	45,197	44,384	1,549
Middle school teachers, except special and vocational education .....	30.45	29.85	1,142	1,119	37.5	46,446	46,114	1,525
Secondary school teachers .....	27.33	26.86	1,045	1,024	38.2	41,797	40,964	1,529
Secondary school teachers, except special and vocational education .....	27.33	26.86	1,045	1,024	38.2	41,797	40,964	1,529
Teacher assistants .....	10.17	9.85	382	370	37.6	14,886	14,071	1,463
<b>Healthcare practitioner and technical occupations</b> .....	21.17	16.52	801	620	37.9	41,672	32,220	1,969
<b>Protective service occupations</b> .....	15.09	14.58	634	602	42.0	32,977	31,329	2,186
Fire fighters .....	12.93	12.73	683	675	52.8	35,529	35,084	2,748
Police officers .....	16.81	15.84	674	634	40.1	35,032	32,947	2,084
Police and sheriff's patrol officers .....	16.81	15.84	674	634	40.1	35,032	32,947	2,084
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.98	11.23	516	449	39.7	26,814	23,360	2,065
Building cleaning workers .....	13.63	14.30	542	572	39.8	28,207	29,744	2,069
Janitors and cleaners, except maids and housekeeping cleaners .....	13.81	14.30	551	572	39.9	28,641	29,744	2,074
Grounds maintenance workers .....	12.56	11.12	502	445	40.0	26,122	23,130	2,080
Landscaping and groundskeeping workers .....	11.20	10.59	448	423	40.0	23,299	22,019	2,080
<b>Office and administrative support occupations</b> .....	13.57	13.53	536	529	39.5	27,385	26,224	2,019
Financial clerks .....	12.24	10.65	490	426	40.0	25,463	22,158	2,080
Secretaries and administrative assistants .....	13.82	14.10	540	529	39.1	27,003	27,163	1,955
Executive secretaries and administrative assistants .....	13.49	14.10	525	529	38.9	26,062	25,919	1,932
Secretaries, except legal, medical, and executive .....	15.29	15.55	606	622	39.6	31,512	32,350	2,061
Office clerks, general .....	13.14	12.15	517	482	39.4	26,231	25,043	1,996

See footnotes at end of table.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Knoxville, TN, May 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Construction and extraction occupations</b> .....	\$18.08	\$18.08	\$720	\$723	39.8	\$37,434	\$37,606	2,070
<b>Installation, maintenance, and repair occupations</b> .....	16.38	14.79	651	592	39.7	33,853	30,763	2,066
Miscellaneous installation, maintenance, and repair workers	12.66	12.47	496	499	39.2	25,787	25,938	2,037
<b>Production occupations</b> .....	16.12	16.32	645	653	40.0	33,523	33,946	2,080
<b>Transportation and material moving occupations</b> .....	11.69	10.47	465	419	39.8	24,198	21,778	2,069

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Knoxville, TN, May 2006**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$15.59	\$16.27	\$14.60	\$15.46
Management, professional, and related .....	30.85	34.35	28.93	23.98
Management, business, and financial .....	40.02	45.67	32.38	—
Professional and related .....	27.64	29.96	27.01	23.34
Service .....	7.76	8.01	7.21	8.21
Sales and office .....	13.34	13.43	13.19	13.38
Sales and related .....	15.11	16.14	14.12	—
Office and administrative support .....	12.38	12.02	12.66	13.85
Natural resources, construction, and maintenance ....	15.09	14.60	16.29	16.63
Construction and extraction .....	14.68	14.23	—	—
Installation, maintenance, and repair .....	15.39	14.94	16.15	16.63
Production, transportation, and material moving .....	12.93	12.04	13.54	—
Production .....	12.82	12.30	12.63	—
Transportation and material moving .....	13.03	11.90	14.60	—
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	5.1	9.3	7.8	9.8
Management, professional, and related .....	12.2	19.5	17.9	9.2
Management, business, and financial .....	19.0	22.0	27.7	—
Professional and related .....	7.5	12.7	25.6	9.0
Service .....	4.3	5.3	7.2	17.1
Sales and office .....	5.3	6.2	7.7	11.4
Sales and related .....	10.6	12.7	18.0	—
Office and administrative support .....	2.2	2.1	5.1	10.6
Natural resources, construction, and maintenance ....	8.8	11.7	7.8	17.6
Construction and extraction .....	14.8	16.9	—	—
Installation, maintenance, and repair .....	5.4	9.2	10.8	17.6
Production, transportation, and material moving .....	3.2	3.3	4.7	—
Production .....	2.6	6.3	6.5	—
Transportation and material moving .....	5.9	3.8	9.7	—

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

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

<sup>3</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Knoxville, TN, May 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$17.33	\$12.50	\$697	\$505	40.2	\$36,182	\$26,260	2,088
<b>Management occupations</b> .....	48.41	48.08	1,945	1,923	40.2	101,149	100,000	2,089
<b>Architecture and engineering occupations</b> .....	35.93	28.75	1,437	1,150	40.0	74,738	59,800	2,080
Engineers .....	48.80	38.50	1,952	1,540	40.0	101,495	80,080	2,080
<b>Healthcare practitioner and technical occupations</b> .....	36.05	22.56	1,450	900	40.2	75,406	46,800	2,092
<b>Food preparation and serving related occupations</b> .....	7.50	9.00	308	360	41.1	16,038	18,720	2,139
Cooks .....	10.00	9.70	407	399	40.7	21,180	20,748	2,118
Food service, tipped .....	2.91	2.38	114	90	39.2	5,927	4,680	2,038
Waiters and waitresses .....	2.59	2.25	101	85	39.0	5,249	4,430	2,029
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.84	8.50	346	320	39.1	17,670	16,640	1,998
Building cleaning workers .....	8.31	8.00	324	320	39.0	16,521	16,640	1,988
Maids and housekeeping cleaners .....	8.43	8.00	325	320	38.5	16,403	16,640	1,945
<b>Sales and related occupations</b> .....	18.04	12.00	737	532	40.8	38,317	27,685	2,124
First-line supervisors/managers, sales workers .....	16.38	12.00	710	565	43.3	36,899	29,381	2,252
First-line supervisors/managers of retail sales workers .....	16.38	12.00	710	565	43.3	36,899	29,381	2,252
Retail sales workers .....	9.79	8.20	392	328	40.0	20,367	17,058	2,080
Sales representatives, wholesale and manufacturing .....	31.36	29.19	1,278	1,168	40.7	66,453	60,721	2,119
<b>Office and administrative support occupations</b> .....	12.20	11.50	486	460	39.9	25,289	23,920	2,073
Financial clerks .....	13.92	12.66	553	507	39.8	28,778	26,341	2,068
Bookkeeping, accounting, and auditing clerks .....	12.32	11.50	487	460	39.5	25,318	23,920	2,056
Receptionists and information clerks .....	11.50	11.50	460	460	40.0	23,914	23,920	2,080
Office clerks, general .....	11.96	10.35	478	414	40.0	24,873	21,528	2,080
<b>Construction and extraction occupations</b> .....	14.23	13.00	569	520	40.0	29,605	27,040	2,080
<b>Installation, maintenance, and repair occupations</b> .....	15.08	16.10	603	644	40.0	31,374	33,488	2,080
<b>Production occupations</b> .....	12.60	12.67	504	507	40.0	26,205	26,354	2,080
<b>Transportation and material moving occupations</b> .....	12.08	12.00	492	480	40.8	25,588	24,960	2,119
Driver/sales workers and truck drivers .....	12.28	12.30	511	492	41.6	26,551	25,584	2,162
Laborers and material movers, hand .....	10.92	10.50	437	420	40.0	22,711	21,840	2,080
Laborers and freight, stock, and material movers, hand .....	10.95	10.50	438	420	40.0	22,781	21,840	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Knoxville, TN, May 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$15.54	\$12.59	\$624	\$504	40.1	\$32,303	\$26,187	2,078
<b>Management occupations</b> .....	35.62	25.00	1,500	1,068	42.1	77,505	55,536	2,176
<b>Business and financial operations occupations</b> ...	22.09	24.52	867	1,000	39.3	45,100	52,001	2,042
<b>Architecture and engineering occupations</b> .....	26.90	27.98	1,138	1,165	42.3	59,192	60,586	2,200
Engineers .....	28.31	29.13	1,172	1,165	41.4	60,936	60,586	2,152
Engineering technicians, except drafters .....	25.91	26.31	1,127	1,130	43.5	58,604	58,781	2,262
<b>Arts, design, entertainment, sports, and media occupations</b> .....	21.11	19.75	843	790	39.9	43,812	41,070	2,076
<b>Healthcare practitioner and technical occupations</b> .....	28.98	22.17	1,159	886	40.0	60,264	46,093	2,079
Registered nurses .....	31.13	22.95	1,245	918	40.0	64,720	47,715	2,079
Licensed practical and licensed vocational nurses .....	14.49	14.58	580	583	40.0	30,141	30,326	2,080
<b>Healthcare support occupations</b> .....	9.94	9.85	384	376	38.6	19,946	19,544	2,006
Nursing, psychiatric, and home health aides .....	9.54	9.73	366	369	38.3	19,008	19,208	1,992
Nursing aides, orderlies, and attendants .....	9.54	9.73	365	369	38.3	19,006	19,208	1,991
<b>Food preparation and serving related occupations</b> .....	6.34	7.03	250	278	39.5	12,821	13,650	2,023
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.94	7.65	313	306	39.4	16,132	15,912	2,032
Building cleaning workers .....	7.77	7.55	305	300	39.3	15,872	15,600	2,044
Maids and housekeeping cleaners .....	7.94	7.67	311	302	39.2	16,198	15,717	2,039
<b>Sales and related occupations</b> .....	14.97	10.40	593	403	39.6	30,826	20,966	2,059
Retail sales workers .....	10.40	8.74	408	347	39.3	21,227	18,054	2,042
Retail salespersons .....	8.99	8.74	348	330	38.8	18,114	17,160	2,015
<b>Office and administrative support occupations</b> ....	13.03	12.32	521	493	40.0	27,093	25,624	2,079
Financial clerks .....	13.17	12.50	527	500	40.0	27,402	26,000	2,080
Bookkeeping, accounting, and auditing clerks ...	13.22	12.50	529	500	40.0	27,504	26,000	2,080
Customer service representatives .....	13.56	11.73	545	469	40.2	28,354	24,405	2,090
Stock clerks and order fillers .....	12.26	12.32	490	493	40.0	25,497	25,624	2,080
Secretaries and administrative assistants .....	15.71	15.08	627	603	39.9	32,624	31,371	2,077
Executive secretaries and administrative assistants .....	18.07	16.54	723	662	40.0	37,587	34,403	2,080
Medical secretaries .....	11.14	11.29	443	451	39.8	23,058	23,462	2,070
<b>Installation, maintenance, and repair occupations</b> .....	16.81	17.90	672	716	40.0	34,966	37,232	2,080
Industrial machinery installation, repair, and maintenance workers .....	15.74	16.00	630	640	40.0	32,735	33,280	2,080
Maintenance and repair workers, general .....	13.36	12.00	535	480	40.0	27,798	24,960	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Knoxville, TN, May 2006** — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Production occupations</b> .....	\$13.09	\$12.35	\$523	\$490	40.0	\$27,200	\$25,459	2,078
Miscellaneous assemblers and fabricators .....	14.09	13.85	564	554	40.0	29,309	28,808	2,080
Miscellaneous production workers .....	11.55	11.91	462	477	40.0	24,029	24,779	2,080
<b>Transportation and material moving occupations</b> .....	15.02	13.46	606	538	40.3	31,489	27,997	2,096
Driver/sales workers and truck drivers .....	17.46	17.75	707	710	40.5	36,758	36,920	2,105
Laborers and material movers, hand .....	12.11	12.59	484	504	40.0	25,190	26,187	2,080
Laborers and freight, stock, and material movers, hand .....	13.98	13.26	559	530	40.0	29,080	27,581	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Knoxville, TN, May 2006

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$14.70	\$14.43	\$23.80	\$16.12	\$15.65	\$19.13
Management, professional, and related .....	19.90	19.90	–	29.05	30.96	24.25
Management, business, and financial .....	–	–	–	36.90	40.02	24.57
Professional and related .....	19.90	19.90	–	26.64	27.75	24.18
Service .....	–	–	–	8.54	7.74	13.68
Sales and office .....	–	–	–	13.40	13.41	13.27
Sales and related .....	–	–	–	15.18	15.18	–
Office and administrative support .....	12.13	12.08	–	12.49	12.41	13.30
Natural resources, construction, and maintenance ....	–	–	24.84	14.64	14.37	16.30
Construction and extraction .....	–	–	–	–	13.30	16.93
Installation, maintenance, and repair .....	–	–	–	15.24	15.10	15.99
Production, transportation, and material moving .....	13.53	13.37	–	12.93	12.88	13.86
Production .....	–	–	–	12.87	12.68	15.68
Transportation and material moving .....	12.93	12.93	–	12.98	13.05	11.71
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	8.9	9.1	9.2	4.6	5.4	2.0
Management, professional, and related .....	4.2	4.2	–	9.3	12.3	2.1
Management, business, and financial .....	–	–	–	17.9	19.0	17.3
Professional and related .....	4.2	4.2	–	5.3	7.7	3.7
Service .....	–	–	–	3.3	4.4	5.1
Sales and office .....	–	–	–	5.2	5.5	1.3
Sales and related .....	–	–	–	11.2	11.2	–
Office and administrative support .....	3.9	3.8	–	2.1	2.3	1.3
Natural resources, construction, and maintenance ....	–	–	8.4	6.7	7.5	6.8
Construction and extraction .....	–	–	–	–	11.5	4.5
Installation, maintenance, and repair .....	–	–	–	4.5	5.3	10.1
Production, transportation, and material moving .....	2.7	2.4	–	3.3	3.5	10.7
Production .....	–	–	–	3.0	3.0	13.9
Transportation and material moving .....	1.3	1.3	–	6.2	6.5	6.4

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

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Knoxville, TN, May 2006

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$15.75	\$15.21	\$22.48	\$22.48
Management, professional, and related .....	29.01	30.90	—	—
Management, business, and financial .....	36.90	40.02	—	—
Professional and related .....	26.58	27.66	—	—
Service .....	8.53	7.72	—	—
Sales and office .....	12.02	11.93	24.20	24.20
Sales and related .....	11.47	11.47	27.04	27.04
Office and administrative support .....	12.24	12.13	—	—
Natural resources, construction, and maintenance .....	15.35	15.09	—	—
Construction and extraction .....	—	14.68	—	—
Installation, maintenance, and repair .....	15.54	15.39	—	—
Production, transportation, and material moving .....	12.79	12.71	17.03	17.03
Production .....	12.94	12.72	—	—
Transportation and material moving .....	12.66	12.71	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	4.7	5.5	13.8	13.8
Management, professional, and related .....	9.3	12.3	—	—
Management, business, and financial .....	17.9	19.0	—	—
Professional and related .....	5.3	7.6	—	—
Service .....	3.3	4.4	—	—
Sales and office .....	2.2	2.4	17.4	17.4
Sales and related .....	4.1	4.1	21.1	21.1
Office and administrative support .....	2.6	2.8	—	—
Natural resources, construction, and maintenance .....	7.7	8.8	—	—
Construction and extraction .....	—	14.8	—	—
Installation, maintenance, and repair .....	4.6	5.4	—	—
Production, transportation, and material moving .....	3.1	3.3	7.8	7.8
Production .....	2.3	2.5	—	—
Transportation and material moving .....	5.2	5.4	—	—

<sup>1</sup> Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector<sup>1</sup>: Mean hourly earnings<sup>2</sup> for private industry workers by major occupational group, Knoxville, TN, May 2006

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	-	-	-	\$23.68	-	-	\$19.29	-	-
Management, professional, and related	-	-	-	29.70	-	-	29.41	-	-
Management, business, and financial	-	-	-	-	-	-	27.88	-	-
Professional and related .....	-	-	-	19.86	-	-	29.57	-	-
Service .....	-	-	-	-	-	-	10.16	-	-
Sales and office .....	-	-	-	17.11	-	-	11.64	-	-
Sales and related .....	-	-	-	22.59	-	-	-	-	-
Office and administrative support .....	-	-	-	13.48	-	-	11.64	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	-	-	-	31.5	-	-	5.0	-	-
Management, professional, and related	-	-	-	27.1	-	-	4.9	-	-
Management, business, and financial	-	-	-	-	-	-	5.9	-	-
Professional and related .....	-	-	-	8.7	-	-	5.1	-	-
Service .....	-	-	-	-	-	-	1.6	-	-
Sales and office .....	-	-	-	21.6	-	-	5.7	-	-
Sales and related .....	-	-	-	34.5	-	-	-	-	-
Office and administrative support .....	-	-	-	5.5	-	-	5.8	-	-
Natural resources, construction, and maintenance .....	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	-	-	-	-	-	-	-	-
Production, transportation, and material moving .....	-	-	-	-	-	-	-	-	-
Production .....	-	-	-	-	-	-	-	-	-
Transportation and material moving ...	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

## Planning for the survey

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

### Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); and State and local governments employing 50 or more workers. 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 within the sampled area.

The Knoxville, TN, Metropolitan Statistical Area includes Anderson, Blount, Knox, Loudon, Sevier, and Union 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. Approximately one-fifth of the sample is reselected each year.

### Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to em-

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

## Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

### Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS now uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. For cases in which a job's duties overlapped two or more SOC 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 group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

### **Occupational leveling**

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

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

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

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

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

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

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

### **Combined work levels**

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

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

### **Collection period**

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables re-

flects the average date of this information for all sample units.

## Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips, 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 who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

## Definition of terms

*Full-time worker.* Any employee whom the employer considers to be full time.

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

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

*Incentive worker.* Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

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

*Union worker.* Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

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

## Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

### Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

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

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

### **Estimation**

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, poststratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

### **Percentiles**

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

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

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

### **Data reliability**

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$16.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

*Nonsampling errors* also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Knoxville, TN, May 2006**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	339,800	294,900	44,900
Management, professional, and related .....	78,000	54,200	23,800
Management, business, and financial .....	16,400	12,900	3,400
Professional and related .....	61,600	41,300	20,300
Service .....	72,000	63,200	8,800
Sales and office .....	104,200	98,300	5,900
Sales and related .....	36,100	36,000	-
Office and administrative support .....	68,100	62,300	5,800
Natural resources, construction, and maintenance ....	26,600	23,000	3,600
Construction and extraction .....	10,800	9,600	1,300
Installation, maintenance, and repair .....	15,700	13,400	2,300
Production, transportation, and material moving .....	59,000	56,200	2,800
Production .....	26,300	24,700	1,500
Transportation and material moving .....	32,800	31,500	1,300

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Knoxville, TN, May 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	17,319	17,275	44
Total in sample .....	353	319	34
Responding .....	206	178	28
Refused or unable to provide data .....	98	92	6
Out of business or not in survey scope .....	49	49	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.