

# Memphis, TN–AR–MS National Compensation Survey February 2007

---



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

U.S. Bureau of Labor Statistics  
Philip L. Rones, Deputy Commissioner

June 2007

Bulletin 3135–61

# Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

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

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

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

# Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	8
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	11
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers .....	13
6. Civilian workers: Hourly wage percentiles.....	17
7. Private industry workers: Hourly wage percentiles .....	20
8. State and local government workers: Hourly wage percentiles .....	22
9. Full-time civilian workers: Hourly wage percentiles .....	24
10. Part-time civilian workers: Hourly wage percentiles.....	27
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	28
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	31
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours .....	33
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	35
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	36
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers .....	37
17. Union and nonunion workers: Mean hourly earnings for major occupational groups .....	39
18. Time and incentive workers: Mean hourly earnings for major occupational groups .....	40
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group .....	41
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey .....	A – 5
Appendix table 2. Survey establishment response .....	A – 6
B. Standard Occupational Classification System.....	B – 1

# Introduction

The tables in this bulletin summarize the NCS results for the Memphis, TN–AR–MS, metropolitan area. Data were collected between December 2006 and April 2007; the average reference month is February 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

## NCS products

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

## Changes to the publications

The locality wage publications 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 and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

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

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Memphis, TN-AR-MS, February 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$18.22	5.8	35.5	\$17.76	6.5	35.4	\$21.99	1.2	36.1
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	29.25	3.7	37.7	30.09	5.0	38.6	26.82	1.9	35.2
Management, business, and financial .....	33.27	8.1	40.6	33.56	9.1	41.2	30.99	9.0	36.1
Professional and related .....	26.75	4.8	36.1	27.16	7.1	36.6	25.99	2.3	35.0
Service .....	9.56	4.2	32.9	8.24	3.7	32.4	17.17	3.6	36.5
Sales and office .....	17.95	10.8	34.8	18.17	11.2	34.7	12.92	3.9	36.9
Sales and related .....	24.39	19.5	35.5	24.52	19.6	35.5	—	—	—
Office and administrative support .....	14.07	1.7	34.4	14.13	1.8	34.3	13.18	3.6	36.7
Natural resources, construction, and maintenance .....	19.00	7.8	39.9	18.88	8.5	39.9	20.49	5.0	39.8
Construction and extraction .....	15.49	1.7	40.0	15.29	1.8	40.0	17.88	8.0	39.7
Installation, maintenance, and repair .....	26.76	11.3	39.8	26.77	12.2	39.8	26.75	8.3	39.9
Production, transportation, and material moving .....	14.14	8.8	34.8	14.10	8.9	34.8	17.06	8.8	38.1
Production .....	13.95	13.4	39.8	13.85	13.5	39.9	19.13	20.0	39.2
Transportation and material moving .....	14.24	10.4	32.5	14.23	10.5	32.5	15.25	12.4	37.2
Full time .....	19.67	6.8	40.0	19.29	7.7	40.1	22.47	1.5	39.0
Part time .....	9.45	6.6	21.1	9.30	6.9	21.4	13.21	4.9	15.3
Union .....	20.90	6.7	37.2	19.03	9.8	36.1	24.17	1.4	39.3
Nonunion .....	17.90	6.4	35.3	17.65	7.0	35.3	20.77	1.7	34.5
Time .....	16.21	4.6	35.7	15.42	5.2	35.6	21.99	1.2	36.1
Incentive .....	35.18	14.3	33.7	35.18	14.3	33.7	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	16.55	8.5	40.0	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	18.02	7.4	34.5	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	14.42	3.5	34.7	14.42	3.5	34.7	17.14	11.0	36.5
100-499 workers .....	17.87	16.0	36.6	17.88	16.6	36.5	17.57	6.8	38.1
500 workers or more .....	22.59	5.0	35.4	22.66	7.0	35.3	22.41	1.4	35.9

<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>, Memphis, TN-AR-MS, February 2007**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.22	5.8	\$19.67	6.8	\$9.45	6.6
<b>Management occupations</b> .....	38.76	10.4	38.74	10.4	—	—
Level 7 .....	23.47	13.0	23.47	13.0	—	—
Level 8 .....	26.81	7.2	26.81	7.2	—	—
Level 9 .....	23.28	15.8	23.28	15.8	—	—
Level 11 .....	42.87	17.5	42.87	17.5	—	—
Not able to be leveled .....	48.36	19.9	48.32	19.9	—	—
General and operations managers .....	55.41	22.1	55.41	22.1	—	—
Marketing and sales managers .....	32.31	6.4	32.31	6.4	—	—
Financial managers .....	30.76	9.3	30.76	9.3	—	—
Not able to be leveled .....	32.39	10.8	32.39	10.8	—	—
Education administrators .....	36.09	11.6	36.09	11.6	—	—
<b>Business and financial operations occupations</b> .....	26.03	6.3	26.03	6.3	—	—
Level 7 .....	19.59	4.9	19.59	4.9	—	—
Level 9 .....	27.00	5.9	27.00	5.9	—	—
Human resources, training, and labor relations specialists .....	20.42	8.7	20.42	8.7	—	—
Accountants and auditors .....	19.12	4.5	19.12	4.5	—	—
Financial analysts and advisors .....	26.31	4.6	26.31	4.6	—	—
Financial analysts .....	26.31	4.6	26.31	4.6	—	—
<b>Computer and mathematical science occupations</b> .....	32.28	7.2	32.29	7.2	—	—
Computer software engineers .....	42.98	8.2	42.98	8.2	—	—
<b>Architecture and engineering occupations</b> .....	27.17	11.9	27.17	11.9	—	—
Engineers .....	34.00	3.4	34.00	3.4	—	—
<b>Life, physical, and social science occupations</b> .....	22.02	29.6	22.06	30.7	—	—
<b>Community and social services occupations</b> .....	14.94	10.5	14.94	10.5	—	—
Counselors .....	15.40	16.6	15.40	16.6	—	—
<b>Education, training, and library occupations</b> .....	26.57	3.5	27.58	3.9	11.59	13.2
Level 2 .....	9.97	7.1	9.71	9.1	—	—
Level 7 .....	24.82	5.4	25.60	6.1	—	—
Level 9 .....	33.63	.6	33.63	.6	—	—
Level 11 .....	28.38	11.0	—	—	—	—
Postsecondary teachers .....	29.15	5.8	29.14	5.8	—	—
Level 11 .....	28.38	11.0	—	—	—	—
Miscellaneous postsecondary teachers .....	28.99	6.7	28.99	6.7	—	—
Primary, secondary, and special education school teachers .....	30.93	2.6	31.64	1.3	—	—
Level 7 .....	26.15	5.0	27.28	5.4	—	—
Elementary and middle school teachers .....	30.46	3.4	31.14	2.2	—	—
Level 7 .....	25.78	4.4	25.87	5.1	—	—
Elementary school teachers, except special education .....	30.85	3.1	31.62	1.6	—	—
Secondary school teachers .....	31.01	.8	31.97	1.5	—	—
Secondary school teachers, except special and vocational education .....	31.03	1.0	32.01	1.4	—	—
Teacher assistants .....	10.65	8.2	10.58	10.1	—	—
Level 2 .....	10.00	7.3	9.71	9.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	25.04	10.0	24.75	9.6	26.96	17.7
Level 5 .....	18.34	2.5	19.39	9.4	—	—
Level 6 .....	18.41	12.4	18.42	12.4	—	—
Level 7 .....	23.98	5.3	24.12	5.7	—	—
Level 8 .....	24.89	4.5	25.09	5.0	—	—
Level 9 .....	29.34	14.5	28.03	13.6	34.35	20.9
Registered nurses .....	28.26	6.3	27.45	4.5	32.98	15.4
Level 7 .....	25.51	1.6	25.55	1.5	—	—
Level 8 .....	—	—	24.41	5.9	—	—
Clinical laboratory technologists and technicians .....	22.56	.8	22.53	.7	—	—
Medical and clinical laboratory technologists .....	23.45	2.1	—	—	—	—

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>, Memphis, TN-AR-MS, February 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Licensed practical and licensed vocational nurses .....	\$16.54	1.8	\$16.42	3.0	—	—
<b>Healthcare support occupations</b> .....	11.01	5.3	11.07	8.1	—	—
Level 2 .....	9.11	9.4	9.11	9.4	—	—
Level 5 .....	13.82	13.0	14.30	10.5	—	—
Nursing, psychiatric, and home health aides .....	11.39	1.0	11.39	1.0	—	—
Level 2 .....	11.39	1.2	11.39	1.2	—	—
Nursing aides, orderlies, and attendants .....	11.39	1.2	11.39	1.2	—	—
Level 2 .....	11.39	1.2	11.39	1.2	—	—
Miscellaneous healthcare support occupations .....	10.36	9.7	10.44	10.7	—	—
<b>Protective service occupations</b> .....	11.99	21.6	12.25	21.8	—	—
Level 3 .....	11.74	4.0	11.88	4.2	—	—
Level 4 .....	13.70	7.2	13.71	7.3	—	—
Level 5 .....	16.83	7.4	16.83	7.4	—	—
Level 6 .....	18.36	1.9	18.36	1.9	—	—
Level 7 .....	22.14	1.0	22.14	1.0	—	—
Level 8 .....	21.97	5.0	21.97	5.0	—	—
Not able to be leveled .....	24.14	5.9	24.14	5.9	—	—
First-line supervisors/managers, law enforcement workers .....	21.69	16.0	21.69	16.0	—	—
First-line supervisors/managers of police and detectives .....	26.51	1.6	26.51	1.6	—	—
First-line supervisors/managers of fire fighting and prevention workers .....	22.92	12.5	22.92	12.5	—	—
Fire fighters .....	16.77	2.1	16.77	2.1	—	—
Bailiffs, correctional officers, and jailers .....	15.59	3.8	15.59	3.8	—	—
Correctional officers and jailers .....	15.59	3.8	15.59	3.8	—	—
Police officers .....	19.76	3.1	19.76	3.1	—	—
Police and sheriff's patrol officers .....	19.76	3.1	19.76	3.1	—	—
Security guards and gaming surveillance officers						
Level 3 .....	11.58	4.8	—	—	—	—
Security guards						
Level 3 .....	11.58	4.8	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	6.42	4.1	7.88	9.4	\$5.53	7.2
Level 1 .....	5.57	10.2	6.73	11.4	4.79	13.5
Level 2 .....	5.33	7.5	—	—	4.84	2.7
Level 3 .....	—	—	7.85	30.6	—	—
Cooks .....	8.95	7.8	9.07	11.6	—	—
Food service, tipped .....	3.60	15.2	—	—	3.07	27.0
Level 1 .....	3.55	.0	—	—	—	—
Waiters and waitresses .....	3.08	21.2	—	—	2.91	28.1
Fast food and counter workers .....	6.73	2.6	—	—	6.96	.5
Combined food preparation and serving workers, including fast food .....	6.73	2.6	—	—	6.96	.5
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.71	7.3	11.55	8.2	—	—
Level 1 .....	8.18	10.0	9.14	5.7	—	—
Level 2 .....	9.98	11.5	9.98	11.5	—	—
Level 3 .....	11.27	4.0	—	—	—	—
Building cleaning workers .....	10.31	11.1	11.37	9.9	—	—
Level 1 .....	8.18	10.0	9.14	5.7	—	—
Level 2 .....	11.45	4.5	11.45	4.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.56	11.9	11.95	9.7	—	—
Level 1 .....	—	—	9.43	4.8	—	—
Maids and housekeeping cleaners .....	8.54	8.3	—	—	—	—
Grounds maintenance workers .....	10.80	10.7	10.80	10.7	—	—
Landscaping and groundskeeping workers .....	10.80	10.7	10.80	10.7	—	—
<b>Personal care and service occupations</b> .....	10.59	12.7	10.61	15.8	10.49	10.9
Level 2 .....	10.01	8.1	—	—	9.56	12.8
<b>Sales and related occupations</b> .....	24.39	19.5	28.29	19.7	7.36	3.1

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>, Memphis, TN-AR-MS, February 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations —Continued</b>						
Level 1 .....	\$7.11	3.4	—	—	\$6.56	3.2
Level 2 .....	9.06	4.1	\$10.51	4.5	8.04	8.5
Level 3 .....	9.40	20.0	9.79	23.7	—	—
Level 4 .....	14.58	5.3	14.79	4.2	—	—
Level 7 .....	38.66	18.2	38.66	18.2	—	—
First-line supervisors/managers, sales workers .....	24.48	10.4	24.48	10.4	—	—
First-line supervisors/managers of retail sales workers .....	24.40	11.5	24.40	11.5	—	—
Retail sales workers .....	9.80	2.4	11.11	2.2	7.35	3.2
Level 1 .....	7.11	3.4	—	—	6.56	3.2
Level 2 .....	9.13	4.8	10.51	4.5	8.08	8.6
Level 3 .....	9.40	20.0	9.79	23.7	—	—
Level 4 .....	13.95	8.3	14.29	5.5	—	—
Cashiers, all workers .....	8.27	7.7	9.31	11.7	6.80	.9
Level 1 .....	6.92	1.3	—	—	6.63	2.0
Level 2 .....	8.83	12.9	—	—	6.96	4.3
Level 3 .....	9.73	24.1	9.79	24.7	—	—
Cashiers .....	8.27	7.7	9.31	11.7	6.80	.9
Level 1 .....	6.92	1.3	—	—	6.63	2.0
Level 2 .....	8.83	12.9	—	—	6.96	4.3
Level 3 .....	9.73	24.1	9.79	24.7	—	—
Counter and rental clerks and parts salespersons .....	11.92	12.2	—	—	—	—
Retail salespersons .....	12.04	4.6	13.43	10.2	8.67	.3
Sales representatives, wholesale and manufacturing .....	27.72	17.1	27.72	17.1	—	—
<b>Office and administrative support occupations .....</b>						
Level 1 .....	14.07	1.7	14.39	1.8	11.98	3.2
Level 2 .....	9.62	2.5	10.33	1.5	—	—
Level 3 .....	12.14	2.2	11.97	3.3	—	—
Level 4 .....	12.06	2.9	12.06	3.3	—	—
Level 5 .....	15.13	2.8	15.20	2.7	—	—
Level 6 .....	16.99	6.7	17.00	6.6	—	—
Level 7 .....	19.71	4.0	19.71	4.0	—	—
Level 7 .....	19.47	10.2	19.47	10.2	—	—
Not able to be leveled .....	13.00	4.9	13.37	4.8	—	—
Financial clerks .....	15.48	3.4	15.69	3.4	—	—
Level 2 .....	12.96	3.9	—	—	—	—
Level 3 .....	—	—	13.91	7.8	—	—
Level 4 .....	15.55	7.5	—	—	—	—
Level 5 .....	17.03	8.3	17.03	8.3	—	—
Bookkeeping, accounting, and auditing clerks .....	15.47	5.3	15.73	5.2	—	—
Level 4 .....	15.01	10.7	16.12	8.7	—	—
Level 5 .....	17.18	11.3	17.18	11.3	—	—
Customer service representatives .....	13.88	7.6	14.13	8.5	—	—
Shipping, receiving, and traffic clerks .....	14.83	4.5	14.83	4.5	—	—
Level 4 .....	15.85	5.0	15.85	5.0	—	—
Stock clerks and order fillers .....	10.66	3.2	11.67	4.1	9.03	3.5
Level 1 .....	10.42	3.1	—	—	—	—
Secretaries and administrative assistants .....	15.48	4.4	15.48	4.4	—	—
Level 3 .....	12.52	2.3	12.52	2.3	—	—
Level 4 .....	14.76	5.7	14.76	5.7	—	—
Executive secretaries and administrative assistants .....	16.88	7.8	16.88	7.8	—	—
Level 4 .....	13.73	11.6	13.73	11.6	—	—
Secretaries, except legal, medical, and executive .....	14.11	4.0	14.11	4.0	—	—
Level 4 .....	14.59	4.9	14.59	4.9	—	—
Data entry and information processing workers .....	12.83	3.6	12.91	3.7	—	—
Data entry keyers .....	12.72	5.3	12.72	5.3	—	—
Office clerks, general .....	12.46	5.1	12.68	5.0	—	—
Level 2 .....	10.00	3.4	—	—	—	—
Level 3 .....	11.92	2.5	11.92	2.5	—	—
<b>Construction and extraction occupations .....</b>						
Level 2 .....	15.49	1.7	15.49	1.7	—	—
Level 4 .....	12.62	.8	12.62	.8	—	—
Level 7 .....	14.32	4.9	14.32	4.9	—	—
Level 7 .....	19.90	4.6	19.90	4.6	—	—
Construction equipment operators .....	13.89	1.7	13.89	1.7	—	—

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>, Memphis, TN-AR-MS, February 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Pipelayers, plumbers, pipefitters, and steamfitters .....	\$19.03	3.3	\$19.03	3.3	—	—
Plumbers, pipefitters, and steamfitters .....	19.46	1.7	19.46	1.7	—	—
Helpers, construction trades .....	12.60	1.5	12.60	1.5	—	—
<b>Installation, maintenance, and repair occupations</b> .....	26.76	11.3	26.87	11.1	—	—
Level 5 .....	18.19	10.2	18.19	10.2	—	—
Level 7 .....	25.48	3.3	25.48	3.3	—	—
First-line supervisors/managers of mechanics, installers, and repairers .....	33.86	8.6	33.86	8.6	—	—
Bus and truck mechanics and diesel engine specialists .....	18.73	3.5	18.73	3.5	—	—
Industrial machinery installation, repair, and maintenance workers .....	20.19	11.7	20.22	11.7	—	—
Level 5 .....	18.11	13.1	18.11	13.1	—	—
Industrial machinery mechanics .....	21.91	10.0	21.91	10.0	—	—
Maintenance and repair workers, general .....	12.68	14.8	12.68	14.8	—	—
<b>Production occupations</b> .....	13.95	13.4	13.98	13.3	—	—
Level 1 .....	9.23	2.4	9.27	2.4	—	—
Level 3 .....	13.12	6.5	13.12	6.5	—	—
Level 4 .....	14.87	8.4	14.87	8.4	—	—
Level 5 .....	16.92	8.5	16.92	8.5	—	—
Level 7 .....	21.51	6.7	21.51	6.7	—	—
Welding, soldering, and brazing workers .....	17.78	3.6	17.78	3.6	—	—
Welders, cutters, solderers, and brazers .....	17.84	4.3	17.84	4.3	—	—
Helpers--production workers .....	10.10	19.8	10.10	19.8	—	—
<b>Transportation and material moving occupations</b> .....	14.24	10.4	15.16	13.2	\$11.31	4.0
Level 1 .....	8.62	3.6	8.77	3.4	8.39	8.1
Level 2 .....	10.05	4.3	10.14	5.8	9.56	8.2
Level 3 .....	13.13	4.8	13.78	6.3	—	—
Level 4 .....	19.26	3.2	19.77	4.1	—	—
Level 5 .....	20.34	6.1	20.34	6.1	—	—
Level 6 .....	20.48	1.4	20.51	1.6	—	—
Driver/sales workers and truck drivers .....	17.17	10.9	17.87	11.4	—	—
Level 2 .....	7.42	17.4	—	—	—	—
Level 4 .....	—	—	20.07	5.7	—	—
Level 5 .....	21.02	3.6	21.02	3.6	—	—
Truck drivers, heavy and tractor-trailer .....	18.48	10.2	18.48	10.2	—	—
Level 5 .....	21.02	3.6	21.02	3.6	—	—
Industrial truck and tractor operators .....	11.53	12.3	11.54	12.8	—	—
Laborers and material movers, hand .....	10.06	6.4	9.83	7.6	10.41	10.4
Level 1 .....	8.45	4.4	8.52	4.7	8.36	8.6
Level 2 .....	11.79	4.2	11.70	4.2	—	—
Laborers and freight, stock, and material movers, hand .....	11.06	5.9	11.41	3.1	10.82	10.8
Level 1 .....	9.02	5.7	10.04	5.1	8.66	8.3
Level 2 .....	11.49	4.8	11.33	4.4	—	—
Packers and packagers, hand .....	8.35	6.4	8.42	6.3	—	—
Level 1 .....	7.93	3.1	8.00	2.0	—	—

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

<sup>2</sup> 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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$17.76	6.5	\$19.29	7.7	\$9.30	6.9
<b>Management occupations</b> .....	39.58	12.1	39.58	12.1	—	—
Level 8 .....	26.77	8.0	26.77	8.0	—	—
Level 9 .....	21.81	16.8	21.81	16.8	—	—
Not able to be leveled .....	51.06	22.0	51.06	22.0	—	—
General and operations managers .....	61.53	23.3	61.53	23.3	—	—
Financial managers .....	30.76	9.3	30.76	9.3	—	—
Not able to be leveled .....	32.39	10.8	32.39	10.8	—	—
<b>Business and financial operations occupations</b> .....	26.28	6.7	26.28	6.7	—	—
Level 7 .....	20.11	6.0	20.11	6.0	—	—
Level 9 .....	26.84	6.0	26.84	6.0	—	—
Accountants and auditors .....	19.12	4.5	19.12	4.5	—	—
Financial analysts and advisors .....	26.31	4.6	26.31	4.6	—	—
Financial analysts .....	26.31	4.6	26.31	4.6	—	—
<b>Computer and mathematical science occupations</b> .....	32.64	7.3	32.64	7.3	—	—
Computer software engineers .....	42.98	8.2	42.98	8.2	—	—
<b>Architecture and engineering occupations</b> .....	27.86	13.8	27.86	13.8	—	—
Engineers .....	33.56	4.2	33.56	4.2	—	—
<b>Education, training, and library occupations</b> .....	20.52	17.7	21.02	17.9	—	—
Level 7 .....	24.89	8.8	24.91	9.6	—	—
Postsecondary teachers .....	24.03	14.6	24.03	14.6	—	—
<b>Healthcare practitioner and technical occupations</b> .....	25.28	11.0	24.91	10.6	—	—
Level 7 .....	23.81	6.2	23.94	6.6	—	—
Level 8 .....	24.86	4.5	25.06	5.0	—	—
Registered nurses .....	28.45	6.9	27.54	5.0	33.61	16.0
Level 7 .....	25.61	1.5	25.61	1.5	—	—
Clinical laboratory technologists and technicians .....	22.81	1.1	22.81	1.1	—	—
<b>Healthcare support occupations</b> .....	10.98	5.6	11.05	8.5	—	—
Level 2 .....	9.11	9.4	9.11	9.4	—	—
Level 5 .....	14.14	13.9	—	—	—	—
Nursing, psychiatric, and home health aides .....	11.39	1.2	11.39	1.2	—	—
Level 2 .....	11.39	1.2	11.39	1.2	—	—
Nursing aides, orderlies, and attendants .....	11.39	1.2	11.39	1.2	—	—
Level 2 .....	11.39	1.2	11.39	1.2	—	—
Miscellaneous healthcare support occupations .....	10.32	10.2	10.39	11.2	—	—
<b>Protective service occupations</b> .....	—	—	—	—	—	—
Level 3 .....	11.58	4.9	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	6.20	4.2	7.39	9.4	5.53	7.2
Level 1 .....	5.55	10.2	6.68	11.6	4.79	13.5
Level 2 .....	5.33	7.5	—	—	4.84	2.7
Cooks .....	8.55	7.1	—	—	—	—
Food service, tipped .....	3.60	15.2	—	—	3.07	27.0
Level 1 .....	3.55	.0	—	—	—	—
Waiters and waitresses .....	3.08	21.2	—	—	2.91	28.1
Fast food and counter workers .....	6.70	2.5	—	—	6.96	.5
Combined food preparation and serving workers, including fast food .....	6.70	2.5	—	—	6.96	.5
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.55	8.6	11.56	9.8	—	—
Level 1 .....	8.15	11.2	9.26	6.8	—	—
Building cleaning workers .....	10.30	13.1	11.63	11.5	—	—
Level 1 .....	8.15	11.2	9.26	6.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.62	14.4	12.41	11.3	—	—
Level 1 .....	—	—	9.70	5.2	—	—
Maids and housekeeping cleaners .....	8.54	8.3	—	—	—	—

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>, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Personal care and service occupations</b> .....	\$10.04	15.7	—	—	—	—
<b>Sales and related occupations</b> .....	24.52	19.6	\$28.48	19.7	\$7.36	3.1
Level 1 .....	7.11	3.4	—	—	6.56	3.2
Level 2 .....	9.06	4.1	10.51	4.5	8.04	8.5
Level 3 .....	9.36	22.5	—	—	—	—
Level 4 .....	14.58	5.3	14.79	4.2	—	—
Level 7 .....	38.66	18.2	38.66	18.2	—	—
First-line supervisors/managers, sales workers .....	24.48	10.4	24.48	10.4	—	—
First-line supervisors/managers of retail sales workers .....	24.40	11.5	24.40	11.5	—	—
Retail sales workers .....	9.80	2.4	11.14	2.2	7.35	3.2
Level 1 .....	7.11	3.4	—	—	6.56	3.2
Level 2 .....	9.13	4.8	10.51	4.5	8.08	8.6
Level 3 .....	9.36	22.5	—	—	—	—
Level 4 .....	13.95	8.3	14.29	5.5	—	—
Cashiers, all workers .....	8.23	8.0	9.29	12.3	6.80	.9
Level 1 .....	6.92	1.3	—	—	6.63	2.0
Level 2 .....	8.83	12.9	—	—	6.96	4.3
Cashiers .....	8.23	8.0	9.29	12.3	6.80	.9
Level 1 .....	6.92	1.3	—	—	6.63	2.0
Level 2 .....	8.83	12.9	—	—	6.96	4.3
Counter and rental clerks and parts salespersons .....	11.92	12.2	—	—	—	—
Retail salespersons .....	12.04	4.6	13.43	10.2	8.67	.3
Sales representatives, wholesale and manufacturing .....	27.72	17.1	27.72	17.1	—	—
<b>Office and administrative support occupations</b> .....	14.13	1.8	14.46	1.9	12.07	3.3
Level 1 .....	9.62	2.5	10.33	1.5	—	—
Level 2 .....	12.21	2.2	11.98	3.3	—	—
Level 3 .....	12.02	3.3	12.02	3.7	—	—
Level 4 .....	15.26	2.9	15.34	2.8	—	—
Level 5 .....	17.04	6.8	17.05	6.8	—	—
Level 6 .....	19.84	4.3	19.84	4.3	—	—
Level 7 .....	20.07	10.0	20.07	10.0	—	—
Not able to be leveled .....	13.05	5.1	13.46	4.9	—	—
Financial clerks .....	15.44	3.6	15.64	3.6	—	—
Level 2 .....	12.96	3.9	—	—	—	—
Level 3 .....	—	—	13.91	7.8	—	—
Level 4 .....	15.59	8.1	—	—	—	—
Level 5 .....	16.97	8.7	16.97	8.7	—	—
Bookkeeping, accounting, and auditing clerks .....	15.40	5.6	15.67	5.6	—	—
Level 5 .....	17.11	12.0	17.11	12.0	—	—
Customer service representatives .....	13.88	7.6	14.13	8.5	—	—
Shipping, receiving, and traffic clerks .....	14.83	4.5	14.83	4.5	—	—
Level 4 .....	15.85	5.0	15.85	5.0	—	—
Stock clerks and order fillers .....	10.66	3.2	11.67	4.1	9.03	3.5
Level 1 .....	10.42	3.1	—	—	—	—
Secretaries and administrative assistants .....	15.73	4.8	15.73	4.8	—	—
Level 4 .....	14.88	6.2	14.88	6.2	—	—
Executive secretaries and administrative assistants .....	17.16	8.3	17.16	8.3	—	—
Secretaries, except legal, medical, and executive .....	14.17	4.8	14.17	4.8	—	—
Data entry and information processing workers .....	12.88	3.5	12.96	3.6	—	—
Data entry keyers .....	12.71	5.4	12.71	5.4	—	—
Office clerks, general .....	12.57	6.2	12.73	6.1	—	—
<b>Construction and extraction occupations</b> .....	15.29	1.8	15.29	1.8	—	—
Level 7 .....	19.37	3.5	19.37	3.5	—	—
<b>Installation, maintenance, and repair occupations</b> .....	26.77	12.2	26.87	12.0	—	—
Level 5 .....	18.09	10.5	18.09	10.5	—	—
Level 7 .....	24.22	5.6	24.22	5.6	—	—
First-line supervisors/managers of mechanics, installers, and repairers .....	33.68	9.4	33.68	9.4	—	—
Bus and truck mechanics and diesel engine specialists .....	18.73	3.5	18.73	3.5	—	—
Industrial machinery installation, repair, and maintenance workers .....	20.61	11.7	20.61	11.7	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery installation, repair, and maintenance workers—Continued						
Level 5 .....	\$18.11	13.1	\$18.11	13.1	—	—
Industrial machinery mechanics .....	21.91	10.0	21.91	10.0	—	—
<b>Production occupations</b> .....	13.85	13.5	13.88	13.4	—	—
Level 1 .....	9.23	2.4	9.27	2.4	—	—
Level 3 .....	13.12	6.5	13.12	6.5	—	—
Level 4 .....	15.18	8.2	15.18	8.2	—	—
Level 5 .....	16.90	8.7	16.90	8.7	—	—
Level 7 .....	21.09	6.9	21.09	6.9	—	—
Welding, soldering, and brazing workers .....	17.31	1.0	17.31	1.0	—	—
Welders, cutters, solderers, and brazers .....	17.33	1.2	17.33	1.2	—	—
Helpers—production workers .....	10.10	19.8	10.10	19.8	—	—
<b>Transportation and material moving occupations</b> .....	14.23	10.5	15.16	13.4	\$11.31	4.0
Level 1 .....	8.62	3.6	8.77	3.4	8.39	8.1
Level 2 .....	10.05	4.4	10.15	5.9	9.56	8.2
Level 3 .....	13.14	4.9	13.80	6.5	—	—
Level 4 .....	19.29	3.3	19.82	4.2	—	—
Level 5 .....	20.54	6.1	20.54	6.1	—	—
Level 6 .....	20.39	1.6	20.42	1.7	—	—
Driver/sales workers and truck drivers .....	17.20	10.9	17.92	11.5	—	—
Level 4 .....	—	—	20.09	5.7	—	—
Truck drivers, heavy and tractor-trailer .....	18.58	10.3	18.58	10.3	—	—
Industrial truck and tractor operators .....	11.43	12.2	11.45	12.6	—	—
Laborers and material movers, hand .....	10.06	6.4	9.83	7.6	10.41	10.4
Level 1 .....	8.45	4.4	8.52	4.7	8.36	8.6
Level 2 .....	11.79	4.2	11.70	4.2	—	—
Laborers and freight, stock, and material movers, hand .....	11.06	5.9	11.41	3.1	10.82	10.8
Level 1 .....	9.02	5.7	10.04	5.1	8.66	8.3
Level 2 .....	11.49	4.8	11.33	4.4	—	—
Packers and packagers, hand .....	8.35	6.4	8.42	6.3	—	—
Level 1 .....	7.93	3.1	8.00	2.0	—	—

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

<sup>2</sup> 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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$21.99	1.2	\$22.47	1.5	\$13.21	4.9
<b>Management occupations</b> .....	33.96	9.0	33.79	9.3	—	—
Not able to be leveled .....	30.54	6.1	29.90	4.5	—	—
Education administrators .....	40.72	1.5	40.72	1.5	—	—
<b>Business and financial operations occupations</b> .....	22.44	13.6	22.44	13.6	—	—
<b>Community and social services occupations</b> .....	16.36	13.8	16.36	13.8	—	—
<b>Education, training, and library occupations</b> .....	27.67	2.6	28.76	3.2	10.95	1.6
Level 2 .....	10.84	1.0	10.89	1.4	—	—
Level 7 .....	24.74	3.7	26.59	4.6	—	—
Level 9 .....	33.74	.5	33.74	.5	—	—
Postsecondary teachers .....	31.82	5.6	31.80	5.6	—	—
Primary, secondary, and special education school teachers .....	32.01	2.1	32.36	1.0	—	—
Level 7 .....	25.78	4.5	—	—	—	—
Elementary and middle school teachers .....	32.26	1.3	32.26	1.3	—	—
Elementary school teachers, except special education .....	32.45	.7	32.45	.7	—	—
Secondary school teachers .....	31.03	.9	32.06	1.5	—	—
Secondary school teachers, except special and vocational education .....	31.05	1.0	32.10	1.4	—	—
Teacher assistants .....	11.44	4.4	11.58	5.3	—	—
Level 2 .....	10.91	1.0	10.89	1.4	—	—
<b>Healthcare practitioner and technical occupations</b> .....	22.83	2.9	23.21	3.7	21.07	8.0
Level 7 .....	25.05	2.1	25.26	1.7	—	—
Registered nurses .....	26.43	8.1	26.63	9.0	—	—
<b>Protective service occupations</b> .....	19.81	3.1	19.83	3.2	—	—
Level 5 .....	16.83	7.4	16.83	7.4	—	—
Level 6 .....	18.12	1.8	18.12	1.8	—	—
Level 7 .....	22.14	1.0	22.14	1.0	—	—
Level 8 .....	21.97	5.0	21.97	5.0	—	—
Not able to be leveled .....	24.14	5.9	24.14	5.9	—	—
First-line supervisors/managers, law enforcement workers .....	26.48	1.3	26.48	1.3	—	—
First-line supervisors/managers of police and detectives .....	26.51	1.6	26.51	1.6	—	—
First-line supervisors/managers of fire fighting and prevention workers .....	22.92	12.5	22.92	12.5	—	—
Fire fighters .....	16.77	2.1	16.77	2.1	—	—
Bailliffs, correctional officers, and jailers .....	15.59	3.8	15.59	3.8	—	—
Correctional officers and jailers .....	15.59	3.8	15.59	3.8	—	—
Police officers .....	20.35	1.8	20.35	1.8	—	—
Police and sheriff's patrol officers .....	20.35	1.8	20.35	1.8	—	—
<b>Food preparation and serving related occupations</b> .....	12.80	7.6	12.80	7.6	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.51	6.8	11.54	8.7	—	—
Building cleaning workers .....	10.32	7.5	9.92	8.7	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.32	7.5	9.92	8.7	—	—
Grounds maintenance workers .....	14.55	2.2	14.55	2.2	—	—
Landscaping and groundskeeping workers .....	14.55	2.2	14.55	2.2	—	—
<b>Personal care and service occupations</b> .....	12.92	14.0	—	—	—	—
<b>Office and administrative support occupations</b> .....	13.18	3.6	13.43	3.4	—	—
Level 3 .....	12.37	1.4	12.37	1.4	—	—
Level 4 .....	13.56	4.2	13.56	4.2	—	—
Level 5 .....	15.59	10.6	15.59	10.6	—	—
Financial clerks .....	16.72	6.2	16.72	6.2	—	—

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>, Memphis, TN-AR-MS, February 2007** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Bookkeeping, accounting, and auditing clerks .....	\$16.72	6.2	\$16.72	6.2	—	—
Secretaries and administrative assistants .....	13.58	1.9	13.58	1.9	—	—
Office clerks, general .....	12.04	2.4	12.47	2.2	—	—
<b>Construction and extraction occupations .....</b>	17.88	8.0	17.88	8.0	—	—
<b>Installation, maintenance, and repair occupations .....</b>	26.75	8.3	26.87	8.4	—	—
Industrial machinery installation, repair, and maintenance workers .....	12.15	13.5	—	—	—	—
<b>Production occupations .....</b>	19.13	20.0	19.13	20.0	—	—
<b>Transportation and material moving occupations .....</b>	15.25	12.4	15.25	12.4	—	—

<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 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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$18.22	5.8	\$19.67	6.8	\$9.45	6.6
<b>Management occupations</b> .....	38.76	10.4	38.74	10.4	—	—
Group II .....	24.99	8.3	—	—	—	—
Group III .....	35.17	10.1	—	—	—	—
General and operations managers .....	55.41	22.1	55.41	22.1	—	—
Marketing and sales managers .....	32.31	6.4	32.31	6.4	—	—
Financial managers .....	30.76	9.3	30.76	9.3	—	—
Education administrators .....	36.09	11.6	36.09	11.6	—	—
<b>Business and financial operations occupations</b> .....	26.03	6.3	26.03	6.3	—	—
Group II .....	19.77	5.5	—	—	—	—
Group III .....	29.92	4.8	—	—	—	—
Human resources, training, and labor relations specialists .....	20.42	8.7	20.42	8.7	—	—
Accountants and auditors .....	19.12	4.5	19.12	4.5	—	—
Group II .....	18.03	4.8	18.03	4.8	—	—
Financial analysts and advisors .....	26.31	4.6	26.31	4.6	—	—
Financial analysts .....	26.31	4.6	26.31	4.6	—	—
<b>Computer and mathematical science occupations</b> .....	32.28	7.2	32.29	7.2	—	—
Group II .....	19.36	5.2	—	—	—	—
Group III .....	36.27	4.9	—	—	—	—
Computer software engineers .....	42.98	8.2	42.98	8.2	—	—
<b>Architecture and engineering occupations</b> .....	27.17	11.9	27.17	11.9	—	—
Group II .....	21.54	8.6	—	—	—	—
Group III .....	35.11	3.8	—	—	—	—
Engineers .....	34.00	3.4	34.00	3.4	—	—
Group III .....	35.11	3.8	—	—	—	—
<b>Life, physical, and social science occupations</b> .....	22.02	29.6	22.06	30.7	—	—
<b>Community and social services occupations</b> .....	14.94	10.5	14.94	10.5	—	—
Group II .....	14.81	7.5	—	—	—	—
Counselors .....	15.40	16.6	15.40	16.6	—	—
<b>Education, training, and library occupations</b> .....	26.57	3.5	27.58	3.9	11.59	13.2
Group I .....	10.62	8.1	—	—	—	—
Group II .....	27.46	4.1	—	—	—	—
Group III .....	32.98	1.2	—	—	—	—
Postsecondary teachers .....	29.15	5.8	29.14	5.8	—	—
Group III .....	26.33	14.2	—	—	—	—
Miscellaneous postsecondary teachers .....	28.99	6.7	28.99	6.7	—	—
Primary, secondary, and special education school teachers .....	30.93	2.6	31.64	1.3	—	—
Group II .....	25.65	6.8	—	—	—	—
Elementary and middle school teachers .....	30.46	3.4	31.14	2.2	—	—
Group II .....	24.78	7.9	—	—	—	—
Elementary school teachers, except special education .....	30.85	3.1	31.62	1.6	—	—
Group II .....	24.15	8.2	25.94	2.9	—	—
Secondary school teachers .....	31.01	.8	31.97	1.5	—	—
Group II .....	26.96	9.1	—	—	—	—
Secondary school teachers, except special and vocational education .....	31.03	1.0	32.01	1.4	—	—
Group II .....	26.77	9.0	—	—	—	—
Teacher assistants .....	10.65	8.2	10.58	10.1	—	—
Group I .....	10.65	8.2	10.58	10.1	—	—
<b>Healthcare practitioner and technical occupations</b> .....	25.04	10.0	24.75	9.6	26.96	17.7
Group I .....	14.08	3.3	—	—	—	—
Group II .....	22.08	4.1	—	—	—	—
Group III .....	30.21	13.1	—	—	—	—
Registered nurses .....	28.26	6.3	27.45	4.5	32.98	15.4
Group II .....	25.17	2.6	25.25	2.6	24.39	1.9

See footnotes at end of table.



Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Memphis, TN-AR-MS, February 2007 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Registered nurses —Continued						
Group III .....	—	—	\$28.99	13.1	—	—
Clinical laboratory technologists and technicians .....	\$22.56	0.8	22.53	.7	—	—
Medical and clinical laboratory technologists .....	23.45	2.1	—	—	—	—
Licensed practical and licensed vocational nurses .....	16.54	1.8	16.42	3.0	—	—
Group II .....	—	—	15.95	1.2	—	—
<b>Healthcare support occupations</b> .....	11.01	5.3	11.07	8.1	—	—
Group I .....	9.84	8.1	—	—	—	—
Group II .....	14.38	6.8	—	—	—	—
Nursing, psychiatric, and home health aides .....	11.39	1.0	11.39	1.0	—	—
Group I .....	11.39	1.0	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.39	1.2	11.39	1.2	—	—
Group I .....	11.39	1.2	11.39	1.2	—	—
Miscellaneous healthcare support occupations .....	10.36	9.7	10.44	10.7	—	—
Group I .....	9.12	17.9	—	—	—	—
Group II .....	13.63	7.5	—	—	—	—
<b>Protective service occupations</b> .....	11.99	21.6	12.25	21.8	—	—
Group I .....	9.29	12.7	—	—	—	—
Group II .....	19.00	3.2	—	—	—	—
First-line supervisors/managers, law enforcement workers .....	21.69	16.0	21.69	16.0	—	—
First-line supervisors/managers of police and detectives .....	26.51	1.6	26.51	1.6	—	—
First-line supervisors/managers of fire fighting and prevention workers .....	22.92	12.5	22.92	12.5	—	—
Fire fighters .....	16.77	2.1	16.77	2.1	—	—
Group II .....	17.18	2.0	17.18	2.0	—	—
Bailliffs, correctional officers, and jailers .....	15.59	3.8	15.59	3.8	—	—
Correctional officers and jailers .....	15.59	3.8	15.59	3.8	—	—
Police officers .....	19.76	3.1	19.76	3.1	—	—
Group II .....	21.49	3.2	—	—	—	—
Police and sheriff's patrol officers .....	19.76	3.1	19.76	3.1	—	—
Group II .....	21.49	3.2	21.49	3.2	—	—
<b>Food preparation and serving related occupations</b> .....	6.42	4.1	7.88	9.4	\$5.53	7.2
Group I .....	6.28	5.3	—	—	—	—
Cooks .....	8.95	7.8	9.07	11.6	—	—
Group I .....	8.72	9.5	—	—	—	—
Food service, tipped .....	3.60	15.2	—	—	3.07	27.0
Group I .....	3.60	15.2	—	—	—	—
Waiters and waitresses .....	3.08	21.2	—	—	2.91	28.1
Group I .....	3.08	21.2	—	—	2.91	28.1
Fast food and counter workers .....	6.73	2.6	—	—	6.96	.5
Group I .....	6.73	2.6	—	—	—	—
Combined food preparation and serving workers, including fast food .....	6.73	2.6	—	—	6.96	.5
Group I .....	6.73	2.6	—	—	6.96	.5
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.71	7.3	11.55	8.2	—	—
Group I .....	10.25	9.5	—	—	—	—
Building cleaning workers .....	10.31	11.1	11.37	9.9	—	—
Group I .....	10.31	11.7	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.56	11.9	11.95	9.7	—	—
Group I .....	10.58	12.5	12.10	9.4	—	—
Maids and housekeeping cleaners .....	8.54	8.3	—	—	—	—
Group I .....	8.54	8.3	—	—	—	—
Grounds maintenance workers .....	10.80	10.7	10.80	10.7	—	—
Landscaping and groundskeeping workers .....	10.80	10.7	10.80	10.7	—	—
<b>Personal care and service occupations</b> .....	10.59	12.7	10.61	15.8	10.49	10.9
Group I .....	9.49	15.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Sales and related occupations</b> .....	\$24.39	19.5	\$28.29	19.7	\$7.36	3.1
Group I .....	10.12	6.2	—	—	—	—
Group II .....	33.00	10.3	—	—	—	—
First-line supervisors/managers, sales workers .....	24.48	10.4	24.48	10.4	—	—
First-line supervisors/managers of retail sales workers .....	24.40	11.5	24.40	11.5	—	—
Retail sales workers .....	9.80	2.4	11.11	2.2	7.35	3.2
Group I .....	9.37	4.4	—	—	—	—
Cashiers, all workers .....	8.27	7.7	9.31	11.7	6.80	.9
Group I .....	8.10	6.6	—	—	—	—
Cashiers .....	8.27	7.7	9.31	11.7	6.80	.9
Group I .....	8.10	6.6	9.13	11.2	6.80	.9
Counter and rental clerks and parts salespersons .....	11.92	12.2	—	—	—	—
Group I .....	11.92	12.2	—	—	—	—
Retail salespersons .....	12.04	4.6	13.43	10.2	8.67	.3
Group I .....	11.70	8.6	—	—	—	—
Sales representatives, wholesale and manufacturing .....	27.72	17.1	27.72	17.1	—	—
<b>Office and administrative support occupations</b> .....	14.07	1.7	14.39	1.8	11.98	3.2
Group I .....	13.20	1.7	—	—	—	—
Group II .....	17.93	4.5	—	—	—	—
Financial clerks .....	15.48	3.4	15.69	3.4	—	—
Group I .....	14.64	4.5	—	—	—	—
Group II .....	16.99	6.8	—	—	—	—
Bookkeeping, accounting, and auditing clerks .....	15.47	5.3	15.73	5.2	—	—
Group I .....	14.35	5.7	14.81	4.7	—	—
Group II .....	17.09	8.9	17.09	8.9	—	—
Customer service representatives .....	13.88	7.6	14.13	8.5	—	—
Group I .....	13.85	7.4	14.04	8.8	—	—
Shipping, receiving, and traffic clerks .....	14.83	4.5	14.83	4.5	—	—
Group I .....	14.26	7.9	14.26	7.9	—	—
Stock clerks and order fillers .....	10.66	3.2	11.67	4.1	9.03	3.5
Group I .....	10.79	3.1	11.67	4.1	—	—
Secretaries and administrative assistants .....	15.48	4.4	15.48	4.4	—	—
Group I .....	14.11	4.7	—	—	—	—
Group II .....	18.30	7.5	—	—	—	—
Executive secretaries and administrative assistants .....	16.88	7.8	16.88	7.8	—	—
Group I .....	13.73	11.6	13.73	11.6	—	—
Secretaries, except legal, medical, and executive .....	14.11	4.0	14.11	4.0	—	—
Group I .....	13.96	4.2	13.96	4.2	—	—
Data entry and information processing workers .....	12.83	3.6	12.91	3.7	—	—
Group I .....	13.23	3.6	—	—	—	—
Data entry keyers .....	12.72	5.3	12.72	5.3	—	—
Office clerks, general .....	12.46	5.1	12.68	5.0	—	—
Group I .....	12.54	6.0	12.80	5.8	—	—
<b>Construction and extraction occupations</b> .....	15.49	1.7	15.49	1.7	—	—
Group I .....	12.69	2.3	—	—	—	—
Group II .....	18.36	4.5	—	—	—	—
Construction equipment operators .....	13.89	1.7	13.89	1.7	—	—
Group I .....	14.02	1.2	—	—	—	—
Pipelayers, plumbers, pipefitters, and steamfitters .....	19.03	3.3	19.03	3.3	—	—
Plumbers, pipefitters, and steamfitters .....	19.46	1.7	19.46	1.7	—	—
Helpers, construction trades .....	12.60	1.5	12.60	1.5	—	—
<b>Installation, maintenance, and repair occupations</b> .....	26.76	11.3	26.87	11.1	—	—
Group I .....	11.91	6.1	—	—	—	—
Group II .....	28.34	11.0	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers .....	33.86	8.6	33.86	8.6	—	—
Bus and truck mechanics and diesel engine specialists .....	18.73	3.5	18.73	3.5	—	—
Group II .....	19.13	3.6	19.13	3.6	—	—
Industrial machinery installation, repair, and maintenance workers .....	20.19	11.7	20.22	11.7	—	—
Group II .....	20.62	11.5	—	—	—	—
Industrial machinery mechanics .....	21.91	10.0	21.91	10.0	—	—

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>, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Industrial machinery mechanics —Continued						
Group II .....	\$21.91	10.0	\$21.91	10.0	—	—
Maintenance and repair workers, general .....	12.68	14.8	12.68	14.8	—	—
<b>Production occupations</b> .....	13.95	13.4	13.98	13.3	—	—
Group I .....	12.20	4.9	—	—	—	—
Group II .....	19.62	6.0	—	—	—	—
Welding, soldering, and brazing workers .....	17.78	3.6	17.78	3.6	—	—
Welders, cutters, solderers, and brazers .....	17.84	4.3	17.84	4.3	—	—
Miscellaneous production workers						
Group I .....	10.72	17.9	—	—	—	—
Helpers--production workers .....	10.10	19.8	10.10	19.8	—	—
Group I .....	10.10	19.8	10.10	19.8	—	—
<b>Transportation and material moving occupations</b> .....	14.24	10.4	15.16	13.2	\$11.31	4.0
Group I .....	12.44	9.7	—	—	—	—
Group II .....	22.51	4.9	—	—	—	—
Driver/sales workers and truck drivers .....	17.17	10.9	17.87	11.4	—	—
Group I .....	16.55	15.4	—	—	—	—
Group II .....	22.22	.8	—	—	—	—
Truck drivers, heavy and tractor-trailer .....	18.48	10.2	18.48	10.2	—	—
Group I .....	17.05	16.8	17.05	16.8	—	—
Group II .....	22.22	.8	22.22	.8	—	—
Industrial truck and tractor operators .....	11.53	12.3	11.54	12.8	—	—
Group I .....	11.41	12.0	11.42	12.4	—	—
Laborers and material movers, hand .....	10.06	6.4	9.83	7.6	10.41	10.4
Group I .....	9.97	6.8	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	11.06	5.9	11.41	3.1	10.82	10.8
Group I .....	10.93	6.9	11.10	3.1	10.82	10.8
Packers and packagers, hand .....	8.35	6.4	8.42	6.3	—	—
Group I .....	8.35	6.4	8.42	6.3	—	—

<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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.50	\$10.08	\$14.37	\$21.21	\$32.95
<b>Management occupations</b> .....	17.63	24.04	34.13	46.56	58.42
General and operations managers .....	27.04	27.36	58.42	81.52	135.53
Marketing and sales managers .....	26.67	29.39	31.11	36.06	39.92
Financial managers .....	20.24	24.04	24.42	39.88	47.15
Education administrators .....	19.57	28.38	42.96	42.96	42.96
<b>Business and financial operations occupations</b> .....	17.31	19.47	23.81	29.14	40.39
Human resources, training, and labor relations specialists .....	17.31	17.31	19.69	19.71	25.95
Accountants and auditors .....	15.34	16.37	19.47	19.47	23.81
Financial analysts and advisors .....	21.64	21.83	24.26	28.85	31.99
Financial analysts .....	21.64	21.83	24.26	28.85	31.99
<b>Computer and mathematical science occupations</b> .....	17.29	21.97	33.08	38.26	44.32
Computer software engineers .....	33.08	35.22	37.45	47.58	58.13
<b>Architecture and engineering occupations</b> .....	17.81	18.13	25.88	31.75	38.92
Engineers .....	30.51	30.51	31.75	34.71	45.63
<b>Life, physical, and social science occupations</b> .....	12.06	15.38	18.41	31.73	39.32
<b>Community and social services occupations</b> .....	11.00	11.29	11.96	16.35	18.66
Counselors .....	10.86	11.02	11.54	15.14	38.02
<b>Education, training, and library occupations</b> .....	10.96	17.22	30.94	33.61	35.86
Postsecondary teachers .....	17.22	21.85	27.74	33.32	42.71
Miscellaneous postsecondary teachers .....	17.22	20.63	26.00	34.33	44.13
Primary, secondary, and special education school teachers .....	24.34	30.49	32.41	33.61	33.68
Elementary and middle school teachers .....	23.18	27.38	33.61	33.68	33.68
Elementary school teachers, except special education .....	23.28	27.91	33.61	33.68	33.68
Secondary school teachers .....	27.23	32.41	32.41	32.41	32.45
Secondary school teachers, except special and vocational education .....	27.23	32.41	32.41	32.41	32.45
Teacher assistants .....	6.15	10.59	11.19	11.19	12.53
<b>Healthcare practitioner and technical occupations</b> .....	14.25	18.69	24.50	27.50	33.34
Registered nurses .....	20.70	23.00	26.10	29.00	34.06
Clinical laboratory technologists and technicians .....	15.65	20.39	23.35	26.08	26.62
Medical and clinical laboratory technologists .....	17.24	20.64	25.00	26.62	27.81
Licensed practical and licensed vocational nurses .....	14.74	15.60	16.50	18.00	18.21
<b>Healthcare support occupations</b> .....	7.50	7.50	10.42	13.00	16.56
Nursing, psychiatric, and home health aides .....	9.87	10.56	11.62	11.80	13.27
Nursing aides, orderlies, and attendants .....	9.68	10.83	11.62	11.80	13.05
Miscellaneous healthcare support occupations .....	7.50	7.50	10.00	11.82	15.53
<b>Protective service occupations</b> .....	7.56	7.56	9.25	15.75	22.82
First-line supervisors/managers, law enforcement workers .....	9.90	12.19	26.02	26.33	26.38
First-line supervisors/managers of police and detectives .....	26.02	26.02	26.02	26.33	27.13
First-line supervisors/managers of fire fighting and prevention workers .....	19.67	20.94	20.94	26.88	26.88
Fire fighters .....	12.03	16.76	17.35	18.91	18.91
Bailiffs, correctional officers, and jailers .....	12.43	15.95	16.09	16.15	17.45
Correctional officers and jailers .....	12.43	15.95	16.09	16.15	17.45
Police officers .....	13.61	14.05	22.82	23.60	23.60
Police and sheriff's patrol officers .....	13.61	14.05	22.82	23.60	23.60
<b>Food preparation and serving related occupations</b> .....	2.13	4.50	6.54	7.84	10.09
Cooks .....	6.34	6.60	8.00	10.50	12.19
Food service, tipped .....	2.13	2.13	2.62	4.50	5.82
Waiters and waitresses .....	2.13	2.13	2.62	4.25	4.25
Fast food and counter workers .....	5.40	6.00	6.65	7.25	8.81
Combined food preparation and serving workers, including fast food .....	5.40	6.00	6.65	7.25	8.81

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Memphis, TN-AR-MS, February 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Building and grounds cleaning and maintenance occupations</b>	\$6.00	\$7.87	\$10.34	\$12.41	\$15.75
Building cleaning workers	6.00	7.63	10.00	12.17	15.75
Janitors and cleaners, except maids and housekeeping cleaners	6.00	7.87	10.34	12.33	15.75
Maids and housekeeping cleaners	7.63	7.63	7.63	9.32	10.73
Grounds maintenance workers	7.00	8.00	11.25	11.50	14.50
Landscaping and groundskeeping workers	7.00	8.00	11.25	11.50	14.50
<b>Personal care and service occupations</b>	7.50	8.50	9.43	12.20	17.16
<b>Sales and related occupations</b>	7.00	8.66	13.26	28.38	66.56
First-line supervisors/managers, sales workers	12.28	14.10	17.44	39.37	39.37
First-line supervisors/managers of retail sales workers	12.28	14.00	17.44	39.37	39.37
Retail sales workers	6.51	7.00	9.10	11.66	15.80
Cashiers, all workers	6.25	6.65	7.00	9.32	11.66
Cashiers	6.25	6.65	7.00	9.32	11.66
Counter and rental clerks and parts salespersons	9.10	9.37	10.64	12.50	19.65
Retail salespersons	7.50	10.00	12.00	12.00	17.61
Sales representatives, wholesale and manufacturing	17.50	19.29	24.77	40.29	40.29
<b>Office and administrative support occupations</b>	9.56	11.48	13.68	16.36	18.38
Financial clerks	12.00	12.75	15.75	17.56	19.38
Bookkeeping, accounting, and auditing clerks	11.32	12.75	15.11	18.38	19.71
Customer service representatives	9.00	10.90	13.30	14.25	22.44
Shipping, receiving, and traffic clerks	10.00	12.69	16.22	16.95	17.19
Stock clerks and order fillers	8.50	9.20	10.45	12.16	13.19
Secretaries and administrative assistants	11.40	13.25	14.88	17.46	18.21
Executive secretaries and administrative assistants	11.02	14.09	16.79	18.18	24.82
Secretaries, except legal, medical, and executive	12.16	13.25	13.50	15.10	16.83
Data entry and information processing workers	8.50	11.32	13.94	14.15	14.57
Data entry keyers	8.50	11.32	12.85	14.15	14.57
Office clerks, general	9.56	10.00	12.15	14.37	14.37
<b>Construction and extraction occupations</b>	10.50	13.00	14.70	18.00	20.23
Construction equipment operators	12.40	12.88	14.21	14.68	15.39
Pipelayers, plumbers, pipefitters, and steamfitters	13.40	15.63	20.00	20.46	25.00
Plumbers, pipefitters, and steamfitters	13.00	14.86	20.00	21.55	25.43
Helpers, construction trades	10.47	11.00	13.00	14.15	14.43
<b>Installation, maintenance, and repair occupations</b>	13.50	17.00	26.93	37.98	41.89
First-line supervisors/managers of mechanics, installers, and repairers	21.64	31.27	37.98	39.26	39.26
Bus and truck mechanics and diesel engine specialists	15.00	16.37	19.01	20.29	21.98
Industrial machinery installation, repair, and maintenance workers	10.33	16.15	20.70	24.61	27.34
Industrial machinery mechanics	15.00	19.95	22.75	27.33	27.34
Maintenance and repair workers, general	10.33	10.33	10.33	16.15	20.37
<b>Production occupations</b>	10.00	10.50	12.04	17.32	20.63
Welding, soldering, and brazing workers	15.70	17.35	17.68	17.68	19.00
Welders, cutters, solderers, and brazers	16.40	17.35	17.68	17.70	19.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Memphis, TN-AR-MS, February 2007** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Helpers--production workers .....	\$6.25	\$6.25	\$9.34	\$13.42	\$14.00
<b>Transportation and material moving occupations</b> .....	7.00	9.06	11.60	18.15	21.73
Driver/sales workers and truck drivers .....	6.00	13.81	19.05	21.16	21.59
Truck drivers, heavy and tractor-trailer .....	12.00	15.00	19.05	20.62	27.00
Industrial truck and tractor operators .....	8.65	9.50	10.00	12.98	14.43
Laborers and material movers, hand .....	6.25	7.58	9.47	11.50	15.45
Laborers and freight, stock, and material movers, hand .....	6.25	7.50	11.14	12.80	17.12
Packers and packagers, hand .....	7.58	7.58	7.58	9.47	11.50

<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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$7.25	\$9.75	\$13.70	\$20.12	\$30.91
<b>Management occupations</b> .....	17.63	20.24	34.50	46.56	58.42
General and operations managers .....	27.36	27.36	58.42	81.52	135.53
Financial managers .....	20.24	24.04	24.42	39.88	47.15
<b>Business and financial operations occupations</b> .....	17.31	19.69	23.81	29.85	41.40
Accountants and auditors .....	15.34	16.37	19.47	19.47	23.81
Financial analysts and advisors .....	21.64	21.83	24.26	28.85	31.99
Financial analysts .....	21.64	21.83	24.26	28.85	31.99
<b>Computer and mathematical science occupations</b> .....	17.07	23.91	33.21	38.31	44.65
Computer software engineers .....	33.08	35.22	37.45	47.58	58.13
<b>Architecture and engineering occupations</b> .....	17.81	18.13	30.51	31.75	34.71
Engineers .....	30.51	30.51	31.75	34.71	45.63
<b>Education, training, and library occupations</b> .....	6.15	7.25	21.98	27.64	30.88
Postsecondary teachers .....	17.22	20.63	25.03	28.75	30.74
<b>Healthcare practitioner and technical occupations</b> .....	14.04	18.69	24.54	27.50	33.48
Registered nurses .....	20.86	23.17	26.10	29.00	34.06
Clinical laboratory technologists and technicians .....	15.65	21.13	23.54	26.20	26.62
<b>Healthcare support occupations</b> .....	7.50	7.50	10.38	13.00	17.06
Nursing, psychiatric, and home health aides .....	9.68	10.83	11.62	11.80	13.05
Nursing aides, orderlies, and attendants .....	9.68	10.83	11.62	11.80	13.05
Miscellaneous healthcare support occupations .....	7.50	7.50	10.00	11.00	16.04
<b>Food preparation and serving related occupations</b> .....	2.13	4.25	6.50	7.61	9.03
Cooks .....	6.34	6.60	8.00	10.00	11.85
Food service, tipped .....	2.13	2.13	2.62	4.50	5.82
Waiters and waitresses .....	2.13	2.13	2.62	4.25	4.25
Fast food and counter workers .....	5.40	6.00	6.65	7.25	7.75
Combined food preparation and serving workers, including fast food .....	5.40	6.00	6.65	7.25	7.75
<b>Building and grounds cleaning and maintenance occupations</b> .....	6.00	7.63	10.00	11.98	15.75
Building cleaning workers .....	6.00	7.63	10.00	12.43	15.75
Janitors and cleaners, except maids and housekeeping cleaners .....	5.65	7.25	10.00	13.11	15.75
Maids and housekeeping cleaners .....	7.63	7.63	7.63	9.32	10.73
<b>Personal care and service occupations</b> .....	6.75	8.50	9.09	11.13	17.16
<b>Sales and related occupations</b> .....	6.90	8.66	13.51	28.38	66.56
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers .....	12.28	14.10	17.44	39.37	39.37
Retail sales workers .....	6.51	7.00	8.97	11.75	15.80
Cashiers, all workers .....	6.25	6.55	7.00	8.97	11.66
Cashiers .....	6.25	6.55	7.00	8.97	11.66
Counter and rental clerks and parts salespersons .....	9.10	9.37	10.64	12.50	19.65
Retail salespersons .....	7.50	10.00	12.00	12.00	17.61
Sales representatives, wholesale and manufacturing .....	17.50	19.29	24.77	40.29	40.29
<b>Office and administrative support occupations</b> .....	9.56	11.44	13.73	16.53	18.38
Financial clerks .....	12.00	12.75	15.75	17.06	19.30
Bookkeeping, accounting, and auditing clerks .....	11.32	12.36	15.00	18.38	19.71
Customer service representatives .....	9.00	10.90	13.30	14.25	22.44
Shipping, receiving, and traffic clerks .....	10.00	12.69	16.22	16.95	17.19
Stock clerks and order fillers .....	8.50	9.20	10.45	12.16	13.19
Secretaries and administrative assistants .....	11.40	13.25	15.87	17.46	18.27
Executive secretaries and administrative assistants .....	11.02	14.88	16.83	18.18	24.82
Secretaries, except legal, medical, and executive .....	13.05	13.25	13.50	14.11	16.83
Data entry and information processing workers .....	8.50	11.32	13.94	14.15	14.57
Data entry keyers .....	8.50	11.32	12.85	14.15	14.57
Office clerks, general .....	9.56	10.00	13.50	14.37	14.69

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Memphis, TN-AR-MS, February 2007 —  
Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Construction and extraction occupations</b> .....	\$10.50	\$12.90	\$14.46	\$18.00	\$20.00
<b>Installation, maintenance, and repair occupations</b> .....	13.97	16.91	26.54	39.26	41.91
First-line supervisors/managers of mechanics, installers, and repairers .....	18.27	29.82	37.98	39.26	39.26
Bus and truck mechanics and diesel engine specialists ...	15.00	16.37	19.01	20.29	21.98
Industrial machinery installation, repair, and maintenance workers .....	15.00	16.74	20.70	24.61	27.34
Industrial machinery mechanics .....	15.00	19.95	22.75	27.33	27.34
<b>Production occupations</b> .....	10.00	10.50	12.03	17.25	20.18
Welding, soldering, and brazing workers .....	15.70	17.35	17.68	17.68	19.00
Welders, cutters, solderers, and brazers .....	15.70	17.35	17.68	17.68	19.00
Helpers--production workers .....	6.25	6.25	9.34	13.42	14.00
<b>Transportation and material moving occupations</b> .....	7.00	9.06	11.50	18.15	21.73
Driver/sales workers and truck drivers .....	6.00	13.81	19.05	21.16	21.59
Truck drivers, heavy and tractor-trailer .....	12.00	15.00	19.05	20.62	27.00
Industrial truck and tractor operators .....	7.89	9.50	10.00	12.98	14.43
Laborers and material movers, hand .....	6.25	7.58	9.47	11.50	15.45
Laborers and freight, stock, and material movers, hand .....	6.25	7.50	11.14	12.80	17.12
Packers and packagers, hand .....	7.58	7.58	7.58	9.47	11.50

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

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.



Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$11.02	\$13.28	\$19.65	\$29.80	\$34.58
<b>Management occupations</b> .....	27.04	28.74	30.40	42.96	42.96
Education administrators .....	30.40	39.69	42.96	42.96	42.96
<b>Business and financial operations occupations</b> .....	14.14	18.35	20.32	26.53	33.33
<b>Community and social services occupations</b> .....	10.99	11.26	14.18	17.13	38.02
<b>Education, training, and library occupations</b> .....	11.19	21.46	32.41	33.68	37.48
Postsecondary teachers .....	20.19	24.90	29.57	36.88	47.57
Primary, secondary, and special education school teachers .....	27.28	32.41	33.61	33.68	34.58
Elementary and middle school teachers .....	26.60	33.61	33.61	33.68	33.68
Elementary school teachers, except special education .....	26.75	33.61	33.61	33.68	33.68
Secondary school teachers .....	28.08	32.41	32.41	32.41	32.41
Secondary school teachers, except special and vocational education .....	28.08	32.41	32.41	32.41	32.41
Teacher assistants .....	10.59	10.96	11.19	12.53	12.53
<b>Healthcare practitioner and technical occupations</b> .....	14.86	17.77	22.98	25.68	30.95
Registered nurses .....	18.81	22.46	25.67	29.08	36.91
<b>Protective service occupations</b> .....	13.61	16.09	18.91	23.60	26.38
First-line supervisors/managers, law enforcement workers .....	26.02	26.02	26.33	26.38	26.38
First-line supervisors/managers of police and detectives .....	26.02	26.02	26.02	26.33	27.13
First-line supervisors/managers of fire fighting and prevention workers .....	19.67	20.94	20.94	26.88	26.88
Fire fighters .....	12.03	16.76	17.35	18.91	18.91
Bailiffs, correctional officers, and jailers .....	12.43	15.95	16.09	16.15	17.45
Correctional officers and jailers .....	12.43	15.95	16.09	16.15	17.45
Police officers .....	14.05	14.41	23.33	23.60	23.60
Police and sheriff's patrol officers .....	14.05	14.41	23.33	23.60	23.60
<b>Food preparation and serving related occupations</b> .....	9.82	12.19	12.19	15.02	17.06
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.91	8.93	11.37	14.50	14.50
Building cleaning workers .....	7.71	8.57	11.37	11.93	12.17
Janitors and cleaners, except maids and housekeeping cleaners .....	7.71	8.57	11.37	11.93	12.17
Grounds maintenance workers .....	14.50	14.50	14.50	14.50	15.13
Landscaping and groundskeeping workers .....	14.50	14.50	14.50	14.50	15.13
<b>Personal care and service occupations</b> .....	7.50	8.33	10.89	17.00	17.69
<b>Office and administrative support occupations</b> .....	9.98	11.71	12.93	14.46	16.56
Financial clerks .....	13.39	14.19	15.72	19.42	19.42
Bookkeeping, accounting, and auditing clerks .....	13.39	14.19	15.72	19.42	19.42
Secretaries and administrative assistants .....	10.41	12.40	13.63	14.88	16.42
Office clerks, general .....	8.33	11.71	12.15	13.40	13.83
<b>Construction and extraction occupations</b> .....	12.93	15.07	15.63	21.93	24.02
<b>Installation, maintenance, and repair occupations</b> .....	10.45	27.70	28.87	31.67	35.84
Industrial machinery installation, repair, and maintenance workers .....	9.00	9.09	10.33	12.21	23.29
<b>Production occupations</b> .....	7.90	7.90	23.18	26.02	27.27

See footnotes at end of table.

**Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Memphis, TN-AR-MS, February 2007 — Continued**

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>Transportation and material moving occupations .....</b>	\$7.90	\$11.66	\$16.05	\$20.04	\$21.26

<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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.25	\$11.00	\$15.61	\$22.97	\$34.58
<b>Management occupations</b> .....	17.63	24.04	34.13	46.56	58.42
General and operations managers .....	27.04	27.36	58.42	81.52	135.53
Marketing and sales managers .....	26.67	29.39	31.11	36.06	39.92
Financial managers .....	20.24	24.04	24.42	39.88	47.15
Education administrators .....	19.57	28.38	42.96	42.96	42.96
<b>Business and financial operations occupations</b> .....	17.31	19.47	23.81	29.14	40.39
Human resources, training, and labor relations specialists .....	17.31	17.31	19.69	19.71	25.95
Accountants and auditors .....	15.34	16.37	19.47	19.47	23.81
Financial analysts and advisors .....	21.64	21.83	24.26	28.85	31.99
Financial analysts .....	21.64	21.83	24.26	28.85	31.99
<b>Computer and mathematical science occupations</b> .....	17.29	21.97	33.08	38.26	44.32
Computer software engineers .....	33.08	35.22	37.45	47.58	58.13
<b>Architecture and engineering occupations</b> .....	17.81	18.13	25.88	31.75	38.92
Engineers .....	30.51	30.51	31.75	34.71	45.63
<b>Life, physical, and social science occupations</b> .....	12.06	15.38	18.41	31.73	39.32
<b>Community and social services occupations</b> .....	11.00	11.29	11.96	16.35	18.66
Counselors .....	10.86	11.02	11.54	15.14	38.02
<b>Education, training, and library occupations</b> .....	11.19	22.03	32.41	33.68	36.85
Postsecondary teachers .....	17.22	21.85	27.71	33.32	42.64
Miscellaneous postsecondary teachers .....	17.22	20.63	26.00	34.33	44.13
Primary, secondary, and special education school teachers .....	26.08	32.09	32.45	33.68	34.58
Elementary and middle school teachers .....	23.70	27.91	33.61	33.68	33.68
Elementary school teachers, except special education .....	24.60	31.24	33.61	33.68	33.68
Secondary school teachers .....	29.80	32.41	32.41	32.41	32.45
Secondary school teachers, except special and vocational education .....	30.88	32.41	32.41	32.41	32.45
Teacher assistants .....	6.15	9.78	11.19	12.53	12.53
<b>Healthcare practitioner and technical occupations</b> .....	13.97	18.69	24.38	27.26	32.67
Registered nurses .....	20.50	22.96	26.00	29.33	34.06
Clinical laboratory technologists and technicians .....	15.44	20.00	23.35	26.18	26.62
Licensed practical and licensed vocational nurses .....	14.04	15.50	16.59	18.18	18.21
<b>Healthcare support occupations</b> .....	7.50	7.50	10.52	13.00	16.52
Nursing, psychiatric, and home health aides .....	9.87	10.56	11.62	11.80	13.27
Nursing aides, orderlies, and attendants .....	9.68	10.83	11.62	11.80	13.05
Miscellaneous healthcare support occupations .....	7.50	7.50	10.00	12.24	15.97
<b>Protective service occupations</b> .....	7.56	7.56	9.25	16.09	23.60
First-line supervisors/managers, law enforcement workers .....	9.90	12.19	26.02	26.33	26.38
First-line supervisors/managers of police and detectives .....	26.02	26.02	26.02	26.33	27.13
First-line supervisors/managers of fire fighting and prevention workers .....	19.67	20.94	20.94	26.88	26.88
Fire fighters .....	12.03	16.76	17.35	18.91	18.91
Bailiffs, correctional officers, and jailers .....	12.43	15.95	16.09	16.15	17.45
Correctional officers and jailers .....	12.43	15.95	16.09	16.15	17.45
Police officers .....	13.61	14.05	22.82	23.60	23.60
Police and sheriff's patrol officers .....	13.61	14.05	22.82	23.60	23.60
<b>Food preparation and serving related occupations</b> .....	4.50	5.40	7.25	9.72	12.19
Cooks .....	6.34	6.60	8.50	11.85	12.19
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.63	8.48	10.57	14.50	15.75

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Memphis, TN-AR-MS, February 2007 —  
Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Building cleaning workers .....	\$7.63	\$8.48	\$10.35	\$13.11	\$15.75
Janitors and cleaners, except maids and housekeeping cleaners .....	7.91	10.00	10.95	15.75	15.75
Grounds maintenance workers .....	7.00	8.00	11.25	11.50	14.50
Landscaping and groundskeeping workers .....	7.00	8.00	11.25	11.50	14.50
<b>Personal care and service occupations</b> .....	6.75	8.62	9.54	12.20	17.16
<b>Sales and related occupations</b> .....	8.25	11.43	17.61	30.10	66.56
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers .....	12.28	14.10	17.44	39.37	39.37
Retail sales workers .....	12.28	14.00	17.44	39.37	39.37
Cashiers, all workers .....	7.00	8.25	10.17	12.00	17.61
Cashiers .....	7.00	7.50	8.45	10.80	12.25
Cashiers .....	7.00	7.50	8.45	10.80	12.25
Retail salespersons .....	10.00	10.92	12.00	17.61	17.61
Sales representatives, wholesale and manufacturing .....	17.50	19.29	24.77	40.29	40.29
<b>Office and administrative support occupations</b> .....	9.96	11.79	13.94	16.61	18.75
Financial clerks .....	12.01	13.33	15.75	17.79	19.38
Bookkeeping, accounting, and auditing clerks .....	12.00	12.75	15.30	18.38	19.71
Customer service representatives .....	9.00	10.90	13.62	17.45	23.60
Shipping, receiving, and traffic clerks .....	10.00	12.69	16.22	16.95	17.19
Stock clerks and order fillers .....	9.75	10.45	11.30	13.08	14.06
Secretaries and administrative assistants .....	11.40	13.25	14.88	17.46	18.21
Executive secretaries and administrative assistants ....	11.02	14.09	16.79	18.18	24.82
Secretaries, except legal, medical, and executive .....	12.16	13.25	13.50	15.10	16.83
Data entry and information processing workers .....	9.00	12.00	13.94	14.15	14.57
Data entry keyers .....	8.50	11.32	12.85	14.15	14.57
Office clerks, general .....	9.56	11.00	13.24	14.37	14.37
<b>Construction and extraction occupations</b> .....	10.50	13.00	14.70	18.00	20.23
Construction equipment operators .....	12.40	12.88	14.21	14.68	15.39
Pipelayers, plumbers, pipefitters, and steamfitters .....	13.40	15.63	20.00	20.46	25.00
Plumbers, pipefitters, and steamfitters .....	13.00	14.86	20.00	21.55	25.43
Helpers, construction trades .....	10.47	11.00	13.00	14.15	14.43
<b>Installation, maintenance, and repair occupations</b> .....	13.97	17.59	26.93	37.98	41.89
First-line supervisors/managers of mechanics, installers, and repairers .....	21.64	31.27	37.98	39.26	39.26
Bus and truck mechanics and diesel engine specialists ...	15.00	16.37	19.01	20.29	21.98
Industrial machinery installation, repair, and maintenance workers .....	10.33	16.15	20.70	24.61	27.34
Industrial machinery mechanics .....	15.00	19.95	22.75	27.33	27.34
Maintenance and repair workers, general .....	10.33	10.33	10.33	16.15	20.37
<b>Production occupations</b> .....	10.00	10.50	12.04	17.32	20.63
Welding, soldering, and brazing workers .....	15.70	17.35	17.68	17.68	19.00
Welders, cutters, solderers, and brazers .....	16.40	17.35	17.68	17.70	19.00

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Helpers--production workers .....	\$6.25	\$6.25	\$9.34	\$13.42	\$14.00
<b>Transportation and material moving occupations .....</b>	<b>7.58</b>	<b>9.47</b>	<b>12.50</b>	<b>20.25</b>	<b>22.36</b>
Driver/sales workers and truck drivers .....	12.00	15.00	20.25	21.19	21.73
Truck drivers, heavy and tractor-trailer .....	12.00	15.00	19.05	20.62	27.00
Industrial truck and tractor operators .....	7.89	9.50	10.00	13.00	15.47
Laborers and material movers, hand .....	7.58	7.58	9.47	11.20	12.92
Laborers and freight, stock, and material movers, hand .....	8.70	10.00	11.14	12.63	14.05
Packers and packagers, hand .....	7.58	7.58	7.58	9.47	11.50

<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>, Memphis, TN-AR-MS, February 2007

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$4.25	\$6.25	\$7.50	\$11.34	\$16.00
<b>Education, training, and library occupations</b> .....	6.88	10.96	10.96	10.96	12.00
<b>Healthcare practitioner and technical occupations</b> .....	16.08	18.00	25.00	28.50	35.00
Registered nurses .....	23.00	25.00	27.50	28.50	83.00
<b>Food preparation and serving related occupations</b> .....	2.13	2.62	6.00	7.25	9.00
Food service, tipped .....	2.13	2.13	2.62	4.25	4.50
Waiters and waitresses .....	2.13	2.13	2.62	4.25	4.25
Fast food and counter workers .....	6.00	6.54	6.65	7.25	9.03
Combined food preparation and serving workers, including fast food .....	6.00	6.54	6.65	7.25	9.03
<b>Personal care and service occupations</b> .....	7.50	7.50	8.73	15.41	17.00
<b>Sales and related occupations</b> .....	6.25	6.51	7.00	7.50	10.00
Retail sales workers .....	6.25	6.51	7.00	7.50	10.00
Cashiers, all workers .....	6.25	6.50	6.51	7.00	7.15
Cashiers .....	6.25	6.50	6.51	7.00	7.15
Retail salespersons .....	5.50	6.75	8.17	10.55	12.00
<b>Office and administrative support occupations</b> .....	8.33	10.00	12.00	14.74	15.21
Stock clerks and order fillers .....	7.75	8.50	8.60	10.17	10.25
<b>Transportation and material moving occupations</b> .....	6.00	6.50	10.17	15.35	18.73
Laborers and material movers, hand .....	6.00	6.25	9.00	12.81	17.69
Laborers and freight, stock, and material movers, hand .....	6.00	6.50	11.21	14.40	18.00

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

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

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

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

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, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.67	\$15.61	\$787	\$614	40.0	\$40,214	\$32,210	2,044
<b>Management occupations</b> .....	38.74	34.13	1,629	1,370	42.0	84,095	71,265	2,171
General and operations managers .....	55.41	58.42	2,185	2,337	39.4	113,605	121,520	2,050
Marketing and sales managers .....	32.31	31.11	1,310	1,175	40.5	68,133	61,125	2,108
Financial managers .....	30.76	24.42	1,221	1,028	39.7	63,477	53,450	2,064
Education administrators .....	36.09	42.96	1,433	1,719	39.7	70,151	82,489	1,944
<b>Business and financial operations occupations</b> .....	26.03	23.81	1,031	941	39.6	53,604	48,916	2,059
Human resources, training, and labor relations specialists .....	20.42	19.69	794	788	38.9	41,311	40,955	2,023
Accountants and auditors .....	19.12	19.47	762	779	39.9	39,640	40,502	2,073
Financial analysts and advisors .....	26.31	24.26	1,044	970	39.7	54,290	50,450	2,063
Financial analysts .....	26.31	24.26	1,044	970	39.7	54,290	50,450	2,063
<b>Computer and mathematical science occupations</b> .....	32.29	33.08	1,294	1,354	40.1	67,297	70,393	2,084
Computer software engineers .....	42.98	37.45	1,762	1,550	41.0	91,610	80,581	2,131
<b>Architecture and engineering occupations</b> .....	27.17	25.88	1,118	1,035	41.2	58,156	53,835	2,141
Engineers .....	34.00	31.75	1,453	1,391	42.7	75,531	72,327	2,222
<b>Life, physical, and social science occupations</b> .....	22.06	18.41	855	664	38.8	44,485	34,507	2,017
<b>Community and social services occupations</b> .....	14.94	11.96	576	478	38.6	29,429	25,000	1,970
Counselors .....	15.40	11.54	587	441	38.1	29,588	23,566	1,922
<b>Education, training, and library occupations</b> .....	27.58	32.41	1,033	1,216	37.4	41,474	48,621	1,504
Postsecondary teachers .....	29.14	27.71	1,114	1,061	38.2	44,678	41,890	1,533
Miscellaneous postsecondary teachers .....	28.99	26.00	1,101	1,001	38.0	44,147	40,045	1,523
Primary, secondary, and special education school teachers .....	31.64	32.45	1,191	1,217	37.6	46,987	48,621	1,485
Elementary and middle school teachers .....	31.14	33.61	1,178	1,260	37.8	46,306	50,408	1,487
Elementary school teachers, except special education .....	31.62	33.61	1,195	1,260	37.8	47,108	50,408	1,490
Secondary school teachers .....	31.97	32.41	1,196	1,216	37.4	47,397	48,621	1,483
Secondary school teachers, except special and vocational education .....	32.01	32.41	1,199	1,216	37.5	47,508	48,621	1,484
Teacher assistants .....	10.58	11.19	382	392	36.1	15,857	15,663	1,499
<b>Healthcare practitioner and technical occupations</b> .....	24.75	24.38	965	923	39.0	50,103	47,986	2,024
Registered nurses .....	27.45	26.00	1,054	1,007	38.4	54,815	52,360	1,997
Clinical laboratory technologists and technicians .....	22.53	23.35	877	896	38.9	45,610	46,587	2,024
Licensed practical and licensed vocational nurses .....	16.42	16.59	651	645	39.7	33,872	33,530	2,063
<b>Healthcare support occupations</b> .....	11.07	10.52	437	415	39.5	22,746	21,580	2,054
Nursing, psychiatric, and home health aides .....	11.39	11.62	449	443	39.4	23,352	23,016	2,051
Nursing aides, orderlies, and attendants .....	11.39	11.62	452	443	39.7	23,489	23,016	2,062
Miscellaneous healthcare support occupations .....	10.44	10.00	412	360	39.5	21,431	18,720	2,053
<b>Protective service occupations</b> .....	12.25	9.25	503	370	41.1	26,154	19,240	2,136

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, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers, law enforcement workers .....	\$21.69	\$26.02	\$869	\$1,041	40.0	\$45,172	\$54,126	2,083
First-line supervisors/managers of police and detectives .....	26.51	26.02	1,063	1,041	40.1	55,278	54,126	2,085
First-line supervisors/managers of fire fighting and prevention workers ....	22.92	20.94	1,210	1,110	52.8	62,902	57,716	2,744
Fire fighters .....	16.77	17.35	887	920	52.9	46,109	47,822	2,749
Bailiffs, correctional officers, and jailers .....	15.59	16.09	618	644	39.6	32,125	33,465	2,061
Correctional officers and jailers .....	15.59	16.09	618	644	39.6	32,125	33,465	2,061
Police officers .....	19.76	22.82	787	933	39.8	40,948	48,526	2,072
Police and sheriff's patrol officers ...	19.76	22.82	787	933	39.8	40,948	48,526	2,072
<b>Food preparation and serving related occupations .....</b>	7.88	7.25	314	294	39.9	15,933	15,288	2,023
Cooks .....	9.07	8.50	355	340	39.2	17,511	17,059	1,932
<b>Building and grounds cleaning and maintenance occupations .....</b>	11.55	10.57	462	420	40.0	23,908	21,840	2,069
Building cleaning workers .....	11.37	10.35	451	414	39.6	23,295	21,524	2,049
Janitors and cleaners, except maids and housekeeping cleaners .....	11.95	10.95	473	438	39.6	24,409	21,840	2,043
Grounds maintenance workers .....	10.80	11.25	432	450	40.0	22,473	23,400	2,080
Landscaping and groundskeeping workers .....	10.80	11.25	432	450	40.0	22,473	23,400	2,080
<b>Personal care and service occupations .....</b>	10.61	9.54	420	381	39.6	21,466	19,074	2,022
<b>Sales and related occupations .....</b>	28.29	17.61	1,146	710	40.5	59,477	36,920	2,102
First-line supervisors/managers, sales workers .....	24.48	17.44	1,057	785	43.2	54,983	40,819	2,246
First-line supervisors/managers of retail sales workers .....	24.40	17.44	1,060	785	43.5	55,138	40,819	2,260
Retail sales workers .....	11.11	10.17	444	404	39.9	22,983	21,008	2,069
Cashiers, all workers .....	9.31	8.45	365	330	39.2	18,832	17,160	2,022
Cashiers .....	9.31	8.45	365	330	39.2	18,832	17,160	2,022
Retail salespersons .....	13.43	12.00	561	480	41.8	29,167	24,960	2,172
Sales representatives, wholesale and manufacturing .....	27.72	24.77	1,109	991	40.0	57,660	51,530	2,080
<b>Office and administrative support occupations .....</b>	14.39	13.94	570	550	39.6	29,598	28,600	2,057
Financial clerks .....	15.69	15.75	626	630	39.9	32,532	32,760	2,074
Bookkeeping, accounting, and auditing clerks .....	15.73	15.30	627	612	39.9	32,578	31,799	2,071
Customer service representatives .....	14.13	13.62	556	545	39.3	28,886	28,332	2,045
Shipping, receiving, and traffic clerks .....	14.83	16.22	593	649	40.0	30,855	33,738	2,080
Stock clerks and order fillers .....	11.67	11.30	459	440	39.3	23,861	22,880	2,045
Secretaries and administrative assistants .....	15.48	14.88	613	589	39.6	31,872	30,632	2,059
Executive secretaries and administrative assistants .....	16.88	16.79	673	672	39.9	34,981	34,927	2,073
Secretaries, except legal, medical, and executive .....	14.11	13.50	553	540	39.2	28,735	28,080	2,036
Data entry and information processing workers .....	12.91	13.94	516	558	40.0	26,844	28,993	2,080
Data entry keyers .....	12.72	12.85	509	514	40.0	26,457	26,728	2,080
Office clerks, general .....	12.68	13.24	501	484	39.5	25,891	24,993	2,043
<b>Construction and extraction occupations .....</b>	15.49	14.70	619	588	40.0	32,195	30,568	2,079
Construction equipment operators .....	13.89	14.21	555	568	40.0	28,885	29,557	2,080

See footnotes at end of table.



Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Pipelayers, plumbers, pipefitters, and steamfitters .....	\$19.03	\$20.00	\$761	\$800	40.0	\$39,586	\$41,600	2,080
Plumbers, pipefitters, and steamfitters .....	19.46	20.00	778	800	40.0	40,478	41,600	2,080
Helpers, construction trades .....	12.60	13.00	504	520	40.0	26,218	27,040	2,080
<b>Installation, maintenance, and repair occupations</b> .....	26.87	26.93	1,076	1,077	40.1	55,963	56,014	2,083
First-line supervisors/managers of mechanics, installers, and repairers .....	33.86	37.98	1,364	1,519	40.3	70,942	79,000	2,095
Bus and truck mechanics and diesel engine specialists .....	18.73	19.01	752	756	40.2	39,118	39,333	2,089
Industrial machinery installation, repair, and maintenance workers .....	20.22	20.70	809	828	40.0	42,049	43,056	2,080
Industrial machinery mechanics .....	21.91	22.75	877	910	40.0	45,579	47,320	2,080
Maintenance and repair workers, general .....	12.68	10.33	507	413	40.0	26,368	21,491	2,080
<b>Production occupations</b> .....	13.98	12.04	561	482	40.1	29,188	25,043	2,088
Welding, soldering, and brazing workers .....	17.78	17.68	711	707	40.0	36,990	36,766	2,080
Welders, cutters, solderers, and brazers .....	17.84	17.68	714	707	40.0	37,106	36,766	2,080
Helpers--production workers .....	10.10	9.34	404	374	40.0	21,002	19,427	2,080
<b>Transportation and material moving occupations</b> .....	15.16	12.50	611	500	40.3	31,204	26,000	2,058
Driver/sales workers and truck drivers .....	17.87	20.25	733	810	41.0	38,109	42,118	2,132
Truck drivers, heavy and tractor-trailer .....	18.48	19.05	782	762	42.3	40,680	39,624	2,202
Industrial truck and tractor operators ..	11.54	10.00	462	400	40.0	24,006	20,800	2,080
Laborers and material movers, hand ..	9.83	9.47	390	379	39.7	20,265	19,704	2,062
Laborers and freight, stock, and material movers, hand .....	11.41	11.14	453	444	39.7	23,574	23,067	2,066
Packers and packagers, hand .....	8.42	7.58	333	303	39.5	17,313	15,762	2,055

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.29	\$14.88	\$774	\$591	40.1	\$40,116	\$30,732	2,079
<b>Management occupations</b> .....	39.58	34.50	1,685	1,404	42.6	87,618	73,018	2,214
General and operations managers .....	61.53	58.42	2,446	2,337	39.8	127,218	121,520	2,068
Financial managers .....	30.76	24.42	1,221	1,028	39.7	63,477	53,450	2,064
<b>Business and financial operations occupations</b> .....	26.28	23.81	1,045	952	39.7	54,315	49,514	2,066
Accountants and auditors .....	19.12	19.47	762	779	39.9	39,649	40,502	2,073
Financial analysts and advisors .....	26.31	24.26	1,044	970	39.7	54,290	50,450	2,063
Financial analysts .....	26.31	24.26	1,044	970	39.7	54,290	50,450	2,063
<b>Computer and mathematical science occupations</b> .....	32.64	33.21	1,312	1,397	40.2	68,226	72,667	2,090
Computer software engineers .....	42.98	37.45	1,762	1,550	41.0	91,610	80,581	2,131
<b>Architecture and engineering occupations</b> .....	27.86	30.51	1,163	1,220	41.7	60,495	63,465	2,171
Engineers .....	33.56	31.75	1,441	1,391	43.0	74,949	72,327	2,234
<b>Education, training, and library occupations</b> .....	21.02	22.30	830	882	39.5	34,932	35,811	1,662
Postsecondary teachers .....	24.03	25.03	961	1,001	40.0	40,664	40,045	1,692
<b>Healthcare practitioner and technical occupations</b> .....	24.91	24.52	971	928	39.0	50,494	48,277	2,027
Registered nurses .....	27.54	26.00	1,056	1,007	38.3	54,909	52,341	1,994
Clinical laboratory technologists and technicians .....	22.81	23.54	887	902	38.9	46,109	46,883	2,021
<b>Healthcare support occupations</b> .....	11.05	10.52	438	415	39.6	22,771	21,580	2,060
Nursing, psychiatric, and home health aides .....	11.39	11.62	452	443	39.7	23,489	23,016	2,062
Nursing aides, orderlies, and attendants .....	11.39	11.62	452	443	39.7	23,489	23,016	2,062
Miscellaneous healthcare support occupations .....	10.39	10.00	411	360	39.6	21,385	18,720	2,058
<b>Food preparation and serving related occupations</b> .....	7.39	6.66	298	267	40.2	15,471	13,861	2,093
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.56	10.50	464	420	40.1	24,107	21,840	2,086
Building cleaning workers .....	11.63	10.35	463	414	39.8	24,071	21,524	2,070
Janitors and cleaners, except maids and housekeeping cleaners .....	12.41	11.98	493	449	39.7	25,647	23,361	2,067
<b>Sales and related occupations</b> .....	28.48	17.61	1,154	724	40.5	60,000	37,653	2,107
First-line supervisors/managers, sales workers .....	24.48	17.44	1,057	785	43.2	54,983	40,819	2,246
First-line supervisors/managers of retail sales workers .....	24.40	17.44	1,060	785	43.5	55,138	40,819	2,260
Retail sales workers .....	11.14	10.30	445	404	40.0	23,160	21,008	2,079
Cashiers, all workers .....	9.29	8.25	364	330	39.2	18,935	17,160	2,037
Cashiers .....	9.29	8.25	364	330	39.2	18,935	17,160	2,037
Retail salespersons .....	13.43	12.00	561	480	41.8	29,167	24,960	2,172
Sales representatives, wholesale and manufacturing .....	27.72	24.77	1,109	991	40.0	57,660	51,530	2,080
<b>Office and administrative support occupations</b> .....	14.46	14.15	574	564	39.7	29,848	29,351	2,065
Financial clerks .....	15.64	15.75	625	630	39.9	32,496	32,760	2,077
Bookkeeping, accounting, and auditing clerks .....	15.67	15.29	625	612	39.9	32,525	31,799	2,076

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, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Customer service representatives .....	\$14.13	\$13.62	\$556	\$545	39.3	\$28,886	\$28,332	2,045
Shipping, receiving, and traffic clerks .....	14.83	16.22	593	649	40.0	30,855	33,738	2,080
Stock clerks and order fillers .....	11.67	11.30	459	440	39.3	23,861	22,880	2,045
Secretaries and administrative assistants .....	15.73	15.87	626	635	39.8	32,547	33,010	2,069
Executive secretaries and administrative assistants .....	17.16	16.83	686	673	40.0	35,695	35,006	2,080
Secretaries, except legal, medical, and executive .....	14.17	13.50	559	540	39.4	29,049	28,080	2,051
Data entry and information processing workers .....	12.96	13.94	518	558	40.0	26,956	28,993	2,080
Data entry keyers .....	12.71	12.85	508	514	40.0	26,431	26,728	2,080
Office clerks, general .....	12.73	13.79	509	552	40.0	26,472	28,683	2,080
<b>Construction and extraction occupations .....</b>	<b>15.29</b>	<b>14.46</b>	<b>612</b>	<b>578</b>	<b>40.0</b>	<b>31,813</b>	<b>30,077</b>	<b>2,080</b>
<b>Installation, maintenance, and repair occupations .....</b>	<b>26.87</b>	<b>26.54</b>	<b>1,076</b>	<b>1,062</b>	<b>40.1</b>	<b>55,968</b>	<b>55,199</b>	<b>2,083</b>
First-line supervisors/managers of mechanics, installers, and repairers .....	33.68	37.98	1,358	1,519	40.3	70,609	79,000	2,096
Bus and truck mechanics and diesel engine specialists .....	18.73	19.01	752	756	40.2	39,118	39,333	2,089
Industrial machinery installation, repair, and maintenance workers .....	20.61	20.70	824	828	40.0	42,859	43,056	2,080
Industrial machinery mechanics .....	21.91	22.75	877	910	40.0	45,579	47,320	2,080
<b>Production occupations .....</b>	<b>13.88</b>	<b>12.04</b>	<b>558</b>	<b>482</b>	<b>40.2</b>	<b>28,999</b>	<b>25,043</b>	<b>2,089</b>
Welding, soldering, and brazing workers .....	17.31	17.68	692	707	40.0	35,995	36,766	2,080
Welders, cutters, solderers, and brazers .....	17.33	17.68	693	707	40.0	36,055	36,766	2,080
Helpers--production workers .....	10.10	9.34	404	374	40.0	21,002	19,427	2,080
<b>Transportation and material moving occupations .....</b>	<b>15.16</b>	<b>12.50</b>	<b>611</b>	<b>500</b>	<b>40.3</b>	<b>31,290</b>	<b>25,917</b>	<b>2,064</b>
Driver/sales workers and truck drivers .....	17.92	20.60	735	824	41.0	38,237	42,848	2,133
Truck drivers, heavy and tractor-trailer .....	18.58	19.05	788	762	42.4	40,958	39,624	2,205
Industrial truck and tractor operators ..	11.45	9.60	458	384	40.0	23,807	19,966	2,080
Laborers and material movers, hand ..	9.83	9.47	390	379	39.7	20,265	19,704	2,062
Laborers and freight, stock, and material movers, hand .....	11.41	11.14	453	444	39.7	23,574	23,067	2,066
Packers and packagers, hand .....	8.42	7.58	333	303	39.5	17,313	15,762	2,055

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$22.47	\$20.94	\$876	\$885	39.0	\$40,850	\$41,667	1,818
<b>Management occupations</b> .....	33.79	30.40	1,325	1,153	39.2	65,778	59,284	1,947
Education administrators .....	40.72	42.96	1,614	1,719	39.6	77,712	82,489	1,909
<b>Business and financial operations occupations</b> .....	22.44	20.32	849	762	37.8	44,130	39,624	1,966
<b>Community and social services occupations</b> .....	16.36	14.18	616	532	37.7	31,073	28,655	1,899
<b>Education, training, and library occupations</b> .....	28.76	32.41	1,067	1,216	37.1	42,520	48,621	1,478
Postsecondary teachers .....	31.80	29.53	1,189	1,107	37.4	46,484	43,188	1,462
Primary, secondary, and special education school teachers .....	32.36	33.61	1,213	1,260	37.5	48,125	50,408	1,487
Elementary and middle school teachers .....	32.26	33.61	1,213	1,260	37.6	48,070	50,408	1,490
Elementary school teachers, except special education .....	32.45	33.61	1,221	1,260	37.6	48,392	50,408	1,491
Secondary school teachers .....	32.06	32.41	1,200	1,216	37.4	47,632	48,621	1,486
Secondary school teachers, except special and vocational education .....	32.10	32.41	1,203	1,216	37.5	47,756	48,621	1,488
Teacher assistants .....	11.58	11.19	409	392	35.3	16,239	15,663	1,402
<b>Healthcare practitioner and technical occupations</b> .....	23.21	22.98	904	906	38.9	46,374	46,043	1,998
Registered nurses .....	26.63	25.80	1,038	1,014	39.0	53,966	52,728	2,027
<b>Protective service occupations</b> .....	19.83	18.91	866	920	43.7	45,054	47,822	2,273
First-line supervisors/managers, law enforcement workers .....	26.48	26.33	1,061	1,053	40.1	55,172	54,766	2,084
First-line supervisors/managers of police and detectives .....	26.51	26.02	1,063	1,041	40.1	55,278	54,126	2,085
First-line supervisors/managers of fire fighting and prevention workers .....	22.92	20.94	1,210	1,110	52.8	62,902	57,716	2,744
Fire fighters .....	16.77	17.35	887	920	52.9	46,109	47,822	2,749
Bailiffs, correctional officers, and jailers .....	15.59	16.09	618	644	39.6	32,125	33,465	2,061
Correctional officers and jailers .....	15.59	16.09	618	644	39.6	32,125	33,465	2,061
Police officers .....	20.35	23.33	811	944	39.8	42,155	49,084	2,071
Police and sheriff's patrol officers .....	20.35	23.33	811	944	39.8	42,155	49,084	2,071
<b>Food preparation and serving related occupations</b> .....	12.80	12.19	468	426	36.6	19,332	17,059	1,510
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.54	12.17	452	487	39.2	22,952	25,314	1,989
Building cleaning workers .....	9.92	9.18	384	357	38.8	19,275	17,137	1,943
Janitors and cleaners, except maids and housekeeping cleaners .....	9.92	9.18	384	357	38.8	19,275	17,137	1,943
Grounds maintenance workers .....	14.55	14.50	582	580	40.0	30,255	30,164	2,080
Landscaping and groundskeeping workers .....	14.55	14.50	582	580	40.0	30,255	30,164	2,080
<b>Office and administrative support occupations</b> .....	13.43	13.20	515	492	38.4	26,317	25,350	1,960
Financial clerks .....	16.72	15.72	650	629	38.9	33,414	32,691	1,998
Bookkeeping, accounting, and auditing clerks .....	16.72	15.72	650	629	38.9	33,414	32,691	1,998
Secretaries and administrative assistants .....	13.58	13.63	519	515	38.2	26,987	26,790	1,988
Office clerks, general .....	12.47	12.15	472	473	37.9	23,794	23,693	1,908

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, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Construction and extraction occupations</b> .....	\$17.88	\$15.63	\$710	\$625	39.7	\$36,942	\$32,500	2,066
<b>Installation, maintenance, and repair occupations</b> .....	26.87	28.87	1,075	1,155	40.0	55,891	60,050	2,080
<b>Production occupations</b> .....	19.13	23.18	749	927	39.2	38,955	48,214	2,036
<b>Transportation and material moving occupations</b> .....	15.25	16.05	567	642	37.2	26,557	28,644	1,741

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Memphis, TN-AR-MS, February 2007**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$17.76	\$14.42	\$17.88	\$22.66
Management, professional, and related .....	30.09	27.30	32.43	30.83
Management, business, and financial .....	33.56	27.87	38.06	36.46
Professional and related .....	27.16	26.46	26.78	27.50
Service .....	8.24	7.47	8.66	9.55
Sales and office .....	18.17	15.15	20.32	21.39
Sales and related .....	24.52	16.43	—	40.85
Office and administrative support .....	14.13	14.10	13.15	15.17
Natural resources, construction, and maintenance .....	18.88	15.60	18.76	33.32
Construction and extraction .....	15.29	15.09	—	—
Installation, maintenance, and repair .....	26.77	24.77	19.29	33.32
Production, transportation, and material moving .....	14.10	10.98	15.11	16.18
Production .....	13.85	11.78	15.38	16.21
Transportation and material moving .....	14.23	10.20	14.92	16.18
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	6.5	3.5	16.6	7.0
Management, professional, and related .....	5.0	9.2	10.5	5.6
Management, business, and financial .....	9.1	10.7	13.4	14.8
Professional and related .....	7.1	17.0	12.5	5.0
Service .....	3.7	6.6	7.8	11.0
Sales and office .....	11.2	5.9	33.2	4.1
Sales and related .....	19.6	11.4	—	3.8
Office and administrative support .....	1.8	4.0	3.0	2.8
Natural resources, construction, and maintenance .....	8.5	3.3	11.4	11.6
Construction and extraction .....	1.8	2.2	—	—
Installation, maintenance, and repair .....	12.2	24.4	14.3	11.6
Production, transportation, and material moving .....	8.9	5.0	9.3	20.0
Production .....	13.5	10.9	11.3	6.6
Transportation and material moving .....	10.5	7.1	10.6	22.5

<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> 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, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$16.27	\$14.15	\$654	\$560	40.2	\$34,020	\$29,120	2,091
<b>Management occupations</b> .....	29.79	19.71	1,406	1,058	47.2	73,103	54,999	2,454
<b>Business and financial operations occupations</b> ...	24.98	19.69	999	788	40.0	51,968	40,955	2,080
<b>Healthcare support occupations</b> .....	9.77	8.30	386	332	39.5	20,082	17,264	2,055
Miscellaneous healthcare support occupations .....	9.77	8.30	386	332	39.5	20,082	17,264	2,055
<b>Food preparation and serving related occupations</b> .....	7.17	5.65	289	226	40.4	15,047	11,756	2,100
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.30	11.25	494	449	40.2	25,706	23,361	2,090
<b>Sales and related occupations</b> .....	19.43	15.61	772	624	39.7	40,166	32,460	2,067
Retail sales workers .....	9.56	8.45	375	330	39.2	19,493	17,160	2,039
Cashiers, all workers .....	7.61	7.50	298	300	39.1	15,489	15,600	2,034
Cashiers .....	7.61	7.50	298	300	39.1	15,489	15,600	2,034
<b>Office and administrative support occupations</b> ....	14.45	14.37	572	575	39.6	29,760	29,890	2,059
Financial clerks .....	16.23	16.53	649	661	40.0	33,748	34,384	2,080
Bookkeeping, accounting, and auditing clerks ...	16.60	17.79	664	712	40.0	34,532	36,999	2,080
Office clerks, general .....	12.72	14.37	509	575	40.0	26,450	29,890	2,080
<b>Construction and extraction occupations</b> .....	15.09	14.43	604	577	40.0	31,383	30,014	2,080
<b>Installation, maintenance, and repair occupations</b> .....	24.77	23.00	999	920	40.3	51,946	47,834	2,097
<b>Production occupations</b> .....	11.82	10.50	473	420	40.0	24,588	21,840	2,080
<b>Transportation and material moving occupations</b> .....	11.73	12.46	462	498	39.4	24,047	25,917	2,050
Laborers and material movers, hand .....	11.27	11.36	440	454	39.0	22,855	23,629	2,027

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Memphis, TN-AR-MS, February 2007

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$21.36	\$16.36	\$856	\$654	40.1	\$44,247	\$33,966	2,071
<b>Management occupations</b> .....	46.39	38.77	1,849	1,551	39.9	96,143	80,648	2,072
General and operations managers .....	61.53	58.42	2,446	2,337	39.8	127,218	121,520	2,068
<b>Business and financial operations occupations</b> ...	26.92	24.26	1,066	970	39.6	55,458	50,450	2,060
Accountants and auditors .....	20.16	17.77	801	711	39.7	41,642	36,962	2,065
Financial analysts and advisors .....	26.31	24.26	1,044	970	39.7	54,290	50,450	2,063
Financial analysts .....	26.31	24.26	1,044	970	39.7	54,290	50,450	2,063
<b>Computer and mathematical science occupations</b> .....	31.41	30.01	1,254	1,202	39.9	65,193	62,510	2,076
<b>Architecture and engineering occupations</b> .....	27.80	30.51	1,140	1,220	41.0	59,274	63,465	2,132
Engineers .....	30.40	30.51	1,258	1,220	41.4	65,440	63,465	2,153
<b>Education, training, and library occupations</b> .....	25.36	25.03	997	1,001	39.3	39,752	38,946	1,568
Postsecondary teachers .....	24.03	25.03	961	1,001	40.0	40,664	40,045	1,692
<b>Healthcare practitioner and technical occupations</b> .....	25.22	25.25	978	965	38.8	50,871	50,194	2,017
Registered nurses .....	26.01	26.00	991	1,007	38.1	51,548	52,341	1,982
Clinical laboratory technologists and technicians ...	22.81	23.54	887	902	38.9	46,109	46,883	2,021
<b>Healthcare support occupations</b> .....	13.28	11.99	529	480	39.8	27,489	24,939	2,069
Nursing, psychiatric, and home health aides .....	11.39	11.62	452	443	39.7	23,489	23,016	2,062
Nursing aides, orderlies, and attendants .....	11.39	11.62	452	443	39.7	23,489	23,016	2,062
<b>Food preparation and serving related occupations</b> .....	7.80	7.75	312	310	40.0	16,228	16,124	2,080
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.49	9.96	420	398	40.0	21,818	20,713	2,080
Building cleaning workers .....	10.49	9.96	420	398	40.0	21,818	20,713	2,080
Janitors and cleaners, except maids and housekeeping cleaners .....	11.53	10.34	461	414	40.0	23,986	21,505	2,080
<b>Sales and related occupations</b> .....	37.51	17.61	1,550	726	41.3	80,583	37,729	2,148
First-line supervisors/managers, sales workers ....	26.00	25.51	1,114	1,020	42.8	57,903	53,065	2,227
Retail sales workers .....	12.99	11.66	531	465	40.9	27,638	24,205	2,127
Cashiers, all workers .....	11.62	11.16	456	446	39.3	23,716	23,213	2,041
Cashiers .....	11.62	11.16	456	446	39.3	23,716	23,213	2,041
<b>Office and administrative support occupations</b> ....	14.46	13.62	575	545	39.8	29,915	28,332	2,069
Financial clerks .....	14.77	15.29	589	612	39.9	30,619	31,799	2,073
Bookkeeping, accounting, and auditing clerks ...	14.28	14.86	568	594	39.8	29,546	30,909	2,069
Customer service representatives .....	13.75	13.62	545	545	39.6	28,320	28,332	2,060
Shipping, receiving, and traffic clerks .....	14.77	16.23	591	649	40.0	30,720	33,748	2,080
Stock clerks and order fillers .....	11.93	11.71	477	468	40.0	24,824	24,357	2,080
Secretaries and administrative assistants .....	15.64	14.73	622	589	39.7	32,323	30,632	2,066
Executive secretaries and administrative assistants .....	17.16	16.83	686	673	40.0	35,695	35,006	2,080
Secretaries, except legal, medical, and executive .....	13.64	13.50	534	540	39.1	27,753	28,080	2,034
Office clerks, general .....	12.76	11.47	510	459	40.0	26,545	23,847	2,080
<b>Construction and extraction occupations</b> .....	17.59	17.50	704	700	40.0	36,593	36,400	2,080
<b>Installation, maintenance, and repair occupations</b> .....	27.13	26.93	1,086	1,077	40.0	56,472	56,014	2,081
Bus and truck mechanics and diesel engine specialists .....	17.88	16.91	719	677	40.2	37,385	35,181	2,091
Industrial machinery installation, repair, and maintenance workers .....	21.76	22.75	870	910	40.0	45,252	47,320	2,080
Industrial machinery mechanics .....	21.94	22.75	878	910	40.0	45,633	47,320	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, Memphis, TN-AR-MS, February 2007 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Production occupations</b> .....	\$15.52	\$15.15	\$625	\$616	40.3	\$32,524	\$32,011	2,096
Miscellaneous production workers .....	11.10	10.81	444	432	40.0	23,085	22,483	2,080
<b>Transportation and material moving occupations</b> .....	16.24	12.92	660	517	40.6	33,585	26,562	2,068
Driver/sales workers and truck drivers .....	21.19	21.09	881	845	41.6	45,793	43,959	2,161
Truck drivers, heavy and tractor-trailer .....	21.78	20.60	963	824	44.2	50,096	42,848	2,300
Industrial truck and tractor operators .....	10.84	9.60	434	384	40.0	22,553	19,966	2,080
Laborers and material movers, hand .....	9.42	8.10	375	324	39.9	19,517	16,848	2,072
Laborers and freight, stock, and material movers, hand .....	11.89	11.14	481	446	40.4	25,007	23,175	2,103
Packers and packagers, hand .....	8.00	7.58	316	303	39.5	16,422	15,762	2,052

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Memphis, TN-AR-MS, February 2007

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$20.90	\$19.03	\$24.17	\$17.90	\$17.65	\$20.77
Management, professional, and related .....	28.63	—	32.79	29.31	30.53	24.69
Management, business, and financial .....	—	—	—	33.86	34.23	30.99
Professional and related .....	30.70	—	32.79	26.22	27.46	22.85
Service .....	17.75	—	18.07	8.79	8.23	16.05
Sales and office .....	15.59	15.65	14.68	18.16	18.38	12.68
Sales and related .....	—	—	—	24.81	24.89	—
Office and administrative support .....	16.16	16.16	—	13.82	13.88	12.85
Natural resources, construction, and maintenance ....	22.47	23.09	20.94	18.26	18.23	19.42
Construction and extraction .....	18.56	—	17.98	15.26	15.21	17.60
Installation, maintenance, and repair .....	23.88	23.24	—	28.78	29.08	22.34
Production, transportation, and material moving .....	21.09	21.02	—	12.83	12.84	11.58
Production .....	20.08	19.58	—	13.05	13.07	—
Transportation and material moving .....	21.50	21.57	—	12.71	12.71	12.12
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	6.7	9.8	1.4	6.4	7.0	1.7
Management, professional, and related .....	8.1	—	1.9	4.3	5.3	2.6
Management, business, and financial .....	—	—	—	8.0	9.0	9.0
Professional and related .....	6.3	—	1.9	6.1	8.0	3.4
Service .....	1.6	—	1.1	3.9	3.7	6.9
Sales and office .....	6.6	7.0	23.1	11.5	11.8	2.7
Sales and related .....	—	—	—	19.5	19.5	—
Office and administrative support .....	5.2	5.4	—	2.4	2.5	2.4
Natural resources, construction, and maintenance ....	3.9	5.2	2.9	9.9	10.2	13.5
Construction and extraction .....	7.9	—	10.2	1.9	1.9	10.6
Installation, maintenance, and repair .....	4.2	5.0	—	17.4	17.8	25.9
Production, transportation, and material moving .....	17.6	18.5	—	6.7	6.8	13.5
Production .....	2.0	3.7	—	9.3	9.4	—
Transportation and material moving .....	24.7	25.5	—	8.1	8.2	4.2

<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, Memphis, TN-AR-MS, February 2007

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$16.21	\$15.42	\$35.18	\$35.18
Management, professional, and related .....	27.43	27.66	49.99	49.99
Management, business, and financial .....	30.16	30.04	69.14	69.14
Professional and related .....	25.72	25.56	—	—
Service .....	9.53	8.20	—	—
Sales and office .....	13.64	13.68	40.51	40.51
Sales and related .....	12.74	12.78	47.51	47.51
Office and administrative support .....	14.03	14.09	—	—
Natural resources, construction, and maintenance .....	17.34	17.04	—	—
Construction and extraction .....	—	15.00	—	—
Installation, maintenance, and repair .....	22.67	22.27	—	—
Production, transportation, and material moving .....	13.59	13.53	—	—
Production .....	13.95	13.85	—	—
Transportation and material moving .....	13.34	13.31	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	4.6	5.2	14.3	14.3
Management, professional, and related .....	3.5	4.8	10.8	10.8
Management, business, and financial .....	4.6	5.1	16.1	16.1
Professional and related .....	5.3	8.4	—	—
Service .....	4.2	3.6	—	—
Sales and office .....	3.0	3.2	22.7	22.7
Sales and related .....	10.2	10.3	23.2	23.2
Office and administrative support .....	1.9	2.0	—	—
Natural resources, construction, and maintenance .....	2.0	2.1	—	—
Construction and extraction .....	—	.7	—	—
Installation, maintenance, and repair .....	5.4	5.7	—	—
Production, transportation, and material moving .....	8.8	8.9	—	—
Production .....	13.4	13.5	—	—
Transportation and material moving .....	10.6	10.7	—	—

<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, Memphis, TN-AR-MS, February 2007

Occupational group <sup>3</sup>	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
<b>All workers</b> .....	-	\$16.94	\$17.16	-	-	-	\$18.85	-	-
Management, professional, and related .....	-	29.20	35.20	-	-	-	25.30	-	-
Management, business, and financial .....	-	-	48.85	-	-	-	31.47	-	-
Professional and related .....	-	27.50	24.68	-	-	-	24.18	-	-
Service .....	-	-	10.74	-	-	-	10.88	-	-
Sales and office .....	-	19.19	14.36	-	-	-	14.10	-	-
Sales and related .....	-	23.25	14.90	-	-	-	-	-	-
Office and administrative support .....	-	15.20	13.77	-	-	-	14.15	-	-
Natural resources, construction, and maintenance .....	-	23.34	28.55	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	24.35	28.70	-	-	-	-	-	-
Production, transportation, and material moving .....	-	13.35	17.21	-	-	-	-	-	-
Production .....	-	13.64	15.78	-	-	-	-	-	-
Transportation and material moving ...	-	11.98	17.33	-	-	-	-	-	-
	Relative error <sup>4</sup> (percent)								
<b>All workers</b> .....	-	14.6	3.9	-	-	-	3.6	-	-
Management, professional, and related .....	-	5.1	9.5	-	-	-	7.6	-	-
Management, business, and financial .....	-	-	15.1	-	-	-	2.3	-	-
Professional and related .....	-	8.6	9.2	-	-	-	9.5	-	-
Service .....	-	-	18.4	-	-	-	7.1	-	-
Sales and office .....	-	12.8	5.2	-	-	-	.6	-	-
Sales and related .....	-	18.2	9.5	-	-	-	-	-	-
Office and administrative support .....	-	14.0	2.7	-	-	-	.3	-	-
Natural resources, construction, and maintenance .....	-	5.6	18.9	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	2.4	19.5	-	-	-	-	-	-
Production, transportation, and material moving .....	-	16.0	7.5	-	-	-	-	-	-
Production .....	-	16.5	11.3	-	-	-	-	-	-
Transportation and material moving ...	-	16.2	8.2	-	-	-	-	-	-

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# Appendix A: Technical Note

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

## Planning for the survey

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

### Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The Memphis, TN-AR-MS, Metropolitan Statistical Area includes Fayette, Shelby, and Tipton Counties, TN; Crittenden County, AR; and De Soto County, MS.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

### Sample design

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

## Data collection

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

### Occupational selection and classification

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

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

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

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

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

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

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

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

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

### **Occupational leveling**

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

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

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

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

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

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

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

### **Combined work levels**

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

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

## Collection period

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

## Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

## Definition of terms

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

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

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

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

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

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

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

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

## Processing and analyzing the data

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

## Weighting and nonresponse

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

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

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

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

### **Estimation**

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, 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 \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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



Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Memphis, TN-AR-MS, February 2007**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	557,000	491,900	65,100
Management, professional, and related .....	120,900	83,600	37,400
Management, business, and financial .....	40,800	35,600	5,300
Professional and related .....	80,100	48,000	32,100
Service .....	116,400	100,300	16,100
Sales and office .....	168,800	162,100	6,800
Sales and related .....	62,200	61,700	–
Office and administrative support .....	106,600	100,400	6,200
Natural resources, construction, and maintenance ....	47,400	43,900	3,400
Construction and extraction .....	32,600	30,200	2,400
Installation, maintenance, and repair .....	14,800	13,800	1,000
Production, transportation, and material moving .....	103,400	102,000	1,400
Production .....	31,800	31,200	600
Transportation and material moving .....	71,700	70,900	800

<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, Memphis, TN-AR-MS, February 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	21,762	21,717	46
Total in sample .....	365	325	40
Responding .....	214	178	36
Refused or unable to provide data .....	90	87	3
Out of business or not in survey scope .....	61	60	1

<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.