

Phoenix-Mesa, AZ National Compensation Survey November 1998



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

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Preface

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

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

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

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS survey results for the Phoenix-Mesa, AZ metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

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

About the tables

The tables that follow present data on straight-time occupational earnings. Straight-time earnings 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. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Phoenix-Mesa, AZ, November 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$14.49	\$6.05	\$7.92	\$11.37	\$17.63	\$26.35
All occupations excluding sales	14.50	6.02	7.93	11.43	17.81	26.31
White-collar occupations	18.43	8.00	10.14	15.20	22.60	32.93
White-collar occupations excluding sales	19.10	8.41	10.64	15.94	23.49	33.53
Professional specialty and technical occupations	23.51	13.37	16.61	20.59	27.00	35.24
Professional specialty occupations	24.57	15.42	18.16	22.31	28.63	36.20
Engineers, architects, and surveyors	31.73	20.92	25.77	31.16	35.88	41.80
Electrical and electronic engineers	33.33	26.52	30.92	34.21	35.75	38.54
Engineers, N.E.C.	33.37	22.50	26.19	31.23	36.54	51.72
Mathematical and computer scientists	27.08	18.82	18.82	24.03	36.58	39.00
Computer systems analysts and scientists	29.94	20.48	22.25	30.25	36.58	39.00
Natural scientists	—	—	—	—	—	—
Health related occupations	24.05	15.29	16.93	19.97	23.12	36.20
Physicians	42.75	15.62	16.73	36.20	59.62	68.75
Registered nurses	19.48	15.69	17.33	19.66	21.60	23.16
Physical therapists	24.27	21.38	21.63	22.99	25.90	29.10
Teachers, college and university	25.62	15.99	17.46	22.48	33.76	43.00
Teachers, except college and university	21.73	15.92	17.79	20.88	25.28	29.38
Elementary school teachers	20.92	15.77	17.62	19.56	23.93	27.72
Secondary school teachers	23.72	16.93	19.79	23.27	27.31	31.02
Teachers, N.E.C.	20.15	11.62	11.62	20.47	26.03	31.76
Librarians, archivists, and curators	21.12	15.64	17.23	19.64	25.31	28.59
Librarians	21.12	15.64	17.23	19.64	25.31	28.59
Social scientists and urban planners	22.73	16.13	18.61	20.01	28.83	28.83
Social, recreation, and religious workers	15.57	9.33	11.47	15.68	18.50	19.32
Social workers	15.06	9.25	11.47	14.87	18.50	19.19
Lawyers and judges	27.76	23.49	24.46	26.83	28.41	35.24
Lawyers	27.76	23.49	24.46	26.83	28.41	35.24
Writers, authors, entertainers, athletes, and professionals, N.E.C.	23.28	13.28	20.58	25.00	27.87	31.57
Technical occupations	20.87	9.73	13.75	16.77	21.44	29.68
Clinical laboratory technologists and technicians	13.65	8.07	9.30	12.26	16.97	21.20
Radiological technicians	18.80	15.43	17.29	18.56	21.03	21.53
Licensed practical nurses	13.12	10.19	11.97	13.27	14.58	15.51
Health technologists and technicians, N.E.C.	11.55	6.52	8.64	10.52	13.37	21.44
Electrical and electronic technicians	17.06	8.27	14.20	16.82	20.44	23.69
Engineering technicians, N.E.C.	19.49	14.42	17.17	19.92	21.64	24.16
Computer programmers	27.88	17.89	20.70	27.23	33.00	39.93
Technical and related occupations, N.E.C.	16.52	10.95	14.20	15.58	17.51	22.60
Executive, administrative, and managerial occupations ...	29.05	14.47	19.19	26.12	34.91	46.53
Executives, administrators, and managers	32.57	16.75	23.03	29.06	40.39	48.01
Administrators and officials, public administration	31.02	23.08	25.45	28.93	33.07	44.23
Financial managers	28.07	18.96	19.61	29.06	34.58	37.19
Personnel and labor relations managers	34.99	21.00	27.02	36.44	41.76	49.21
Managers, marketing, advertising and public relations	37.74	16.74	20.19	34.29	47.31	78.52
Administrators, education and related fields	30.92	13.91	25.04	27.83	36.06	42.79
Managers, medicine and health	28.40	20.00	23.31	23.93	28.19	37.74
Managers, service organizations, N.E.C.	36.00	15.46	17.80	30.53	43.27	72.92
Managers and administrators, N.E.C.	33.99	17.14	23.08	30.87	43.27	47.49
Management related occupations	21.59	13.10	15.20	21.16	27.50	32.38
Accountants and auditors	22.98	17.79	19.58	21.84	26.20	30.60
Other financial officers	25.59	17.36	20.36	26.25	30.06	32.38
Personnel, training, and labor relations specialists	17.49	10.25	15.20	16.09	22.56	23.08
Purchasing agents and buyers, N.E.C.	22.36	15.71	17.31	18.01	27.50	32.86
Management related occupations, N.E.C.	22.57	12.53	13.67	22.50	28.33	33.83
Sales occupations	14.44	6.30	7.86	11.00	16.28	26.35
Supervisors, sales occupations	19.02	8.50	10.49	13.84	16.25	42.46
Sales occupations, other business services	23.39	9.52	14.62	20.38	23.09	47.82
Sales representatives, mining, manufacturing, and wholesale	23.98	14.71	15.60	18.00	29.08	46.55
Sales workers, motor vehicles and boats	19.12	5.36	10.33	17.37	21.23	37.65
Sales workers, other commodities	13.58	5.50	7.13	9.98	16.61	27.69

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Sales occupations (-Continued)						
Cashiers	\$9.98	\$6.35	\$7.77	\$9.45	\$13.29	\$13.42
Sales support occupations, N.E.C.	8.59	6.99	7.28	7.86	9.90	10.23
Administrative support occupations, including clerical	11.35	7.50	8.75	10.50	13.30	16.24
Supervisors, general office	16.92	12.53	13.28	16.66	21.48	21.48
Supervisors, financial records processing	14.33	10.88	12.12	13.65	15.25	19.01
Secretaries	12.53	9.28	10.36	11.92	13.70	17.03
Stenographers	13.17	9.78	10.82	12.16	14.77	18.94
Transportation ticket and reservation agents	9.94	7.18	7.64	8.39	10.32	17.88
Receptionists	9.06	7.71	8.00	8.51	10.00	10.92
Information clerks, N.E.C.	11.26	7.95	9.41	10.10	12.72	18.20
Order clerks	10.97	7.98	8.84	8.84	14.88	16.48
Records clerks, N.E.C.	10.17	7.57	8.50	9.60	11.15	14.84
Bookkeepers, accounting and auditing clerks	10.83	7.82	8.72	10.28	13.01	14.43
Payroll and timekeeping clerks	14.18	12.50	12.50	14.09	15.71	16.06
Traffic, shipping and receiving clerks	9.66	7.86	8.31	9.26	10.61	11.51
Stock and inventory clerks	12.90	9.02	9.34	10.96	17.75	21.63
Insurance adjusters, examiners, and investigators	14.88	9.28	10.86	14.34	17.81	23.51
Investigators and adjusters except insurance	11.14	6.86	9.02	10.32	12.95	16.25
Bill and account collectors	10.80	9.18	9.92	10.25	11.63	13.48
General office clerks	10.05	7.09	7.70	8.96	11.35	16.24
Bank tellers	9.14	6.75	7.50	9.05	9.93	11.15
Data entry keyers	8.90	7.21	8.05	9.00	9.51	10.64
Teachers' aides	7.34	6.41	6.85	7.24	7.68	8.27
Administrative support occupations, N.E.C.	11.25	8.24	9.55	11.06	12.79	14.88
Blue-collar occupations						
Precision production, craft, and repair occupations	11.75	6.00	7.64	10.71	14.54	18.62
Automobile mechanics	15.49	8.95	11.00	15.36	18.39	22.83
Machinery maintenance occupations	19.98	11.61	14.53	18.82	24.26	29.47
Electronic repairers, communications and industrial equipment	15.14	10.72	12.22	14.92	18.62	18.62
Mechanics and repairers, N.E.C.	12.37	9.30	10.69	11.73	13.76	17.49
Carpenters	14.43	9.22	11.45	14.99	16.83	18.64
Electricians	13.92	11.00	12.00	14.00	16.22	17.23
Construction trades, N.E.C.	13.82	8.06	10.07	12.81	17.96	18.93
Supervisors, production occupations	16.18	10.51	11.03	15.05	22.52	23.94
Electrical and electronic equipment assemblers ..	21.13	14.00	17.33	21.59	23.56	30.04
Machine operators, assemblers, and inspectors	11.93	7.88	9.46	12.18	14.51	16.31
Packaging and filling machine operators	10.12	6.21	7.88	10.38	11.96	13.46
Miscellaneous machine operators, N.E.C.	10.38	7.64	9.50	10.32	11.58	13.46
Assemblers	10.33	7.60	8.28	10.22	11.78	13.35
Production inspectors, checkers and examiners ..	8.40	5.58	6.34	8.47	10.40	11.93
Transportation and material moving occupations	11.34	6.80	9.10	10.34	12.95	18.10
Truck drivers	11.01	6.48	7.25	9.75	14.19	16.79
Bus drivers	12.20	8.50	10.38	11.70	14.31	16.32
Industrial truck and tractor equipment operators ..	11.42	7.97	8.94	10.03	15.20	15.82
Handlers, equipment cleaners, helpers, and laborers	10.67	6.00	7.75	10.08	12.00	18.62
Helpers, construction trades	8.29	5.25	5.80	7.46	10.00	12.47
Construction laborers	8.64	6.63	7.18	7.74	9.12	12.00
Production helpers	8.35	7.00	7.50	8.00	8.65	10.00
Stock handlers and baggers	8.49	6.03	7.16	8.10	9.45	11.90
Machine feeders and offbearers	8.43	5.31	5.69	8.52	10.80	11.01
Freight, stock, and material handlers, N.E.C.	10.73	7.00	7.01	10.52	11.92	16.60
Hand packers and packagers	8.78	6.90	6.92	7.00	10.42	14.75
Laborers except construction, N.E.C.	8.07	5.15	5.62	9.39	9.67	10.33
.....	6.96	5.15	5.40	5.95	7.52	10.17
Service occupations						
Protective service occupations	8.63	4.25	5.87	7.46	9.55	15.46
Firefighting occupations	11.28	7.06	7.63	8.89	12.55	20.19
Police and detectives, public service	14.69	6.09	11.69	15.46	17.11	21.95
Protective service occupations, N.E.C.	23.02	16.80	18.88	22.67	30.63	30.63
Food service occupations	9.25	7.66	7.89	9.25	10.82	11.36
.....	6.00	2.13	3.50	5.65	7.34	10.05

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Food service occupations (-Continued)						
Supervisors, food preparation and service occupations	\$10.91	\$7.21	\$8.02	\$10.88	\$13.41	\$16.16
Bartenders	5.53	3.50	4.58	5.75	6.76	7.17
Waiters and waitresses	2.46	2.13	2.13	2.13	2.35	3.00
Cooks	8.75	6.37	7.25	8.47	9.25	12.50
Food counter, fountain, and related occupations	5.79	5.15	5.26	5.49	6.13	7.45
Kitchen workers, food preparation	7.48	5.25	5.45	6.88	10.05	10.50
Waiters'/Waitresses' assistants	4.61	3.21	3.53	5.10	5.15	5.67
Food preparation occupations, N.E.C.	5.96	5.15	5.50	5.83	6.08	7.10
Health service occupations	8.23	6.61	7.21	8.00	9.01	10.00
Health aides, except nursing	8.68	6.61	7.47	8.39	9.46	10.22
Nursing aides, orderlies and attendants	8.05	6.60	7.15	7.90	8.88	9.89
Cleaning and building service occupations	8.08	5.60	5.98	6.79	8.92	13.75
Supervisors, cleaning and building service workers	13.11	9.00	9.37	11.60	17.11	17.11
Maids and housemen	6.39	5.72	5.75	6.29	6.89	7.69
Janitors and cleaners	8.09	5.58	5.98	6.82	8.92	13.75
Personal service occupations	10.27	5.15	6.53	8.04	11.50	18.71
Attendants, amusement and recreation facilities ..	8.02	5.15	5.15	8.24	10.15	10.96
Child care workers, N.E.C.	6.49	5.38	5.75	6.35	7.74	8.04
Service occupations, N.E.C.	8.84	6.25	6.89	8.31	10.14	11.50

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

³ A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, November 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$13.89	\$5.83	\$7.57	\$10.58	\$16.50	\$25.22	\$17.58	\$8.16	\$11.47	\$16.47	\$21.97	\$28.57
All occupations excluding sales	13.83	5.80	7.55	10.54	16.50	25.10	17.64	8.13	11.47	16.55	22.15	28.57
White-collar occupations	18.29	7.90	9.87	14.43	22.05	33.66	18.94	8.45	12.20	17.61	24.14	29.77
White-collar occupations excluding sales	19.11	8.41	10.35	15.29	23.29	34.41	19.05	8.42	12.22	17.70	24.31	29.88
Professional specialty and technical occupations	24.32	12.16	15.62	20.63	28.26	37.20	21.86	15.89	17.58	20.59	25.61	29.76
Professional specialty occupations	26.27	14.61	18.50	23.39	32.02	39.00	22.27	15.99	17.77	20.79	25.99	30.23
Engineers, architects, and surveyors	32.46	22.31	26.24	31.87	36.41	42.44	22.26	16.83	16.83	22.45	27.01	27.55
Electrical and electronic engineers	33.33	26.52	30.92	34.21	35.75	38.54	-	-	-	-	-	-
Engineers, N.E.C.	33.62	22.78	26.24	31.32	36.74	51.89	-	-	-	-	-	-
Mathematical and computer scientists	27.74	18.82	18.82	24.52	36.58	39.00	-	-	-	-	-	-
Computer systems analysts and scientists	32.02	21.40	24.03	35.86	37.39	40.00	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	23.84	15.11	16.89	19.83	22.61	30.71	-	-	-	-	-	-
Physicians	43.81	15.62	16.73	43.79	60.22	77.55	-	-	-	-	-	-
Registered nurses	19.51	15.67	17.38	19.74	21.62	23.23	-	-	-	-	-	-
Physical therapists	24.27	21.38	21.63	22.99	25.90	29.10	-	-	-	-	-	-
Teachers, college and university	22.31	15.51	18.37	22.03	25.26	30.29	-	-	-	-	-	-
Teachers, except college and university	22.74	14.29	17.58	22.15	26.79	31.83	21.67	15.95	17.80	20.74	25.28	28.94
Elementary school teachers	-	-	-	-	-	-	20.92	15.68	17.62	19.56	23.93	27.72
Secondary school teachers	-	-	-	-	-	-	23.69	16.91	19.79	23.27	27.31	31.02
Teachers, N.E.C.	23.32	14.29	18.35	22.77	29.13	32.18	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	21.50	15.89	17.40	20.74	25.35	28.66
Librarians	-	-	-	-	-	-	21.50	15.89	17.40	20.74	25.35	28.66
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	14.27	9.08	10.75	13.94	18.50	19.19	18.16	14.16	15.68	17.21	21.12	22.20
Social workers	14.27	9.08	10.75	13.94	18.50	19.19	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	23.41	13.28	21.00	25.00	27.87	32.49	-	-	-	-	-	-
Technical occupations	21.24	9.64	13.40	16.61	21.66	31.48	17.30	12.87	14.49	17.13	19.51	21.84
Clinical laboratory technologists and technicians	13.64	8.06	9.16	11.77	17.00	21.50	-	-	-	-	-	-
Radiological technicians	18.80	15.43	17.29	18.56	21.03	21.53	-	-	-	-	-	-
Licensed practical nurses	13.14	10.18	11.88	13.32	14.58	15.57	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.55	6.52	8.64	10.52	13.37	21.44	-	-	-	-	-	-
Electrical and electronic technicians	17.01	9.38	14.20	16.65	20.44	23.68	-	-	-	-	-	-
Engineering technicians, N.E.C.	19.58	14.83	17.57	19.92	21.66	24.24	-	-	-	-	-	-
Computer programmers	27.88	17.89	20.70	27.23	33.00	39.93	-	-	-	-	-	-
Technical and related occupations, N.E.C.	16.64	8.76	14.21	15.88	17.92	22.85	-	-	-	-	-	-
Executive, administrative, and managerial occupations	29.60	15.20	19.85	26.14	36.32	46.53	27.01	13.14	17.14	25.45	33.83	40.61
Executives, administrators, and managers	32.66	15.85	21.93	29.06	41.76	48.01	32.19	19.21	25.04	27.83	34.58	46.09
Administrators and officials, public administration	-	-	-	-	-	-	31.02	23.08	25.45	28.93	33.07	44.23
Financial managers	29.66	17.00	21.63	29.06	32.61	43.26	-	-	-	-	-	-
Personnel and labor relations managers	33.58	21.00	27.02	33.66	41.76	49.76	-	-	-	-	-	-
Managers, marketing, advertising and public relations	37.74	16.74	20.19	34.29	47.31	78.52	-	-	-	-	-	-
Administrators, education and related fields	-	-	-	-	-	-	35.47	25.04	25.04	27.83	36.06	75.14
Managers, medicine and health	29.23	20.72	23.31	23.93	27.26	63.94	-	-	-	-	-	-
Managers, service organizations, N.E.C.	37.48	15.46	17.23	30.53	60.00	72.92	-	-	-	-	-	-
Managers and administrators, N.E.C.	33.91	17.14	23.08	30.55	43.27	47.49	-	-	-	-	-	-
Management related occupations	22.31	14.47	16.68	21.72	27.16	32.38	19.70	12.80	13.17	15.21	28.33	33.83
Accountants and auditors	21.68	17.79	19.58	21.72	24.04	25.50	-	-	-	-	-	-
Other financial officers	25.59	17.36	20.36	26.25	30.06	32.38	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Executive, administrative, and managerial occupations (-Continued)													
Management related occupations (-Continued)													
Personnel, training, and labor relations specialists	\$17.49	\$10.25	\$15.20	\$15.09	\$22.56	\$23.08	-	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	22.36	15.71	17.31	18.01	27.50	32.86	-	-	-	-	-	-	-
Management related occupations, N.E.C.	23.65	12.36	19.06	22.50	31.18	33.65	\$21.00	\$12.80	\$13.15	\$16.12	\$28.33	\$36.04	
Sales occupations	14.48	6.26	7.78	10.88	16.40	26.92	-	-	-	-	-	-	-
Supervisors, sales occupations	20.43	8.25	10.02	13.50	29.18	42.46	-	-	-	-	-	-	-
Sales occupations, other business services	23.39	9.52	14.62	20.38	23.09	47.82	-	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	23.98	14.71	15.60	18.00	29.08	46.55	-	-	-	-	-	-	-
Sales workers, motor vehicles and boats	19.12	5.36	10.33	17.37	21.23	37.65	-	-	-	-	-	-	-
Sales workers, other commodities	13.58	5.50	7.13	9.98	16.61	27.69	-	-	-	-	-	-	-
Cashiers	9.98	6.35	7.77	9.45	13.29	13.42	-	-	-	-	-	-	-
Sales support occupations, N.E.C.	8.59	6.99	7.28	7.86	9.90	10.23	-	-	-	-	-	-	-
Administrative support occupations, including clerical	11.47	7.63	8.84	10.55	13.52	16.24	10.80	7.29	8.13	10.26	12.66	16.04	
Supervisors, general office	16.99	11.87	13.28	16.66	21.48	21.48	-	-	-	-	-	-	-
Supervisors, financial records processing	15.19	10.00	12.84	15.25	17.45	20.21	-	-	-	-	-	-	-
Secretaries	12.83	8.99	10.10	12.44	14.51	17.60	11.52	10.34	10.86	10.86	11.92	13.15	
Stenographers	13.17	9.78	10.82	12.16	14.77	18.94	-	-	-	-	-	-	-
Transportation ticket and reservation agents	9.94	7.18	7.64	8.39	10.32	17.88	-	-	-	-	-	-	-
Receptionists	9.06	7.71	8.00	8.51	10.00	10.92	-	-	-	-	-	-	-
Information clerks, N.E.C.	11.26	7.95	9.41	10.10	12.72	18.20	-	-	-	-	-	-	-
Order clerks	10.74	7.98	8.84	8.84	13.00	16.48	-	-	-	-	-	-	-
Records clerks, N.E.C.	10.64	7.13	8.50	9.87	11.26	16.37	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.71	7.62	8.56	10.12	13.00	14.43	-	-	-	-	-	-	-
Payroll and timekeeping clerks	14.27	12.50	12.50	14.09	15.71	16.06	-	-	-	-	-	-	-
Traffic, shipping and receiving clerks	9.66	7.86	8.31	9.26	10.61	11.51	-	-	-	-	-	-	-
Stock and inventory clerks	12.40	9.02	9.29	10.07	14.29	21.63	-	-	-	-	-	-	-
Insurance adjusters, examiners, and investigators	14.88	9.28	10.86	14.34	17.81	23.51	-	-	-	-	-	-	-
Investigators and adjusters except insurance	10.87	6.86	8.94	10.19	12.12	15.29	-	-	-	-	-	-	-
Bill and account collectors	10.93	9.18	9.81	10.52	11.63	14.60	-	-	-	-	-	-	-
General office clerks	10.93	7.04	7.91	10.03	13.94	16.24	8.79	7.32	7.36	8.13	9.83	11.47	
Bank tellers	9.14	6.75	7.50	9.05	9.93	11.15	-	-	-	-	-	-	-
Data entry keyers	8.90	7.21	8.05	9.00	9.51	10.64	-	-	-	-	-	-	-
Teachers' aides	-	-	-	-	-	-	7.34	6.41	6.85	7.24	7.68	8.27	
Administrative support occupations, N.E.C.	10.93	8.24	9.40	10.79	12.11	14.19	-	-	-	-	-	-	-
Blue-collar occupations	11.43	5.95	7.52	10.58	13.76	18.10	16.29	9.74	12.47	16.79	18.98	21.56	
Precision production, craft, and repair occupations	15.15	8.65	10.81	14.72	17.96	22.77	18.51	12.04	16.81	18.64	21.25	23.56	
Electronic repairers, communications and industrial equipment	12.37	9.30	10.69	11.73	13.76	17.49	-	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	13.81	9.14	10.97	14.30	16.19	18.35	-	-	-	-	-	-	-
Carpenters	13.92	11.00	12.00	14.00	16.22	17.23	-	-	-	-	-	-	-
Electricians	13.73	8.06	10.07	12.71	17.96	18.75	-	-	-	-	-	-	-
Supervisors, production occupations ..	20.61	13.52	17.33	19.05	22.71	30.04	-	-	-	-	-	-	-
Electrical and electronic equipment assemblers	11.93	7.88	9.46	12.18	14.51	16.31	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.08	6.20	7.88	10.34	11.94	13.44	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Blue-collar occupations (-Continued)													
Machine operators, assemblers, and inspectors (-Continued)													
Packaging and filling machine operators	\$10.38	\$7.64	\$9.50	\$10.32	\$11.58	\$13.46	-	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	10.33	7.60	8.28	10.22	11.78	13.35	-	-	-	-	-	-	-
Assemblers	8.40	5.58	6.34	8.47	10.40	11.93	-	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.34	6.80	9.10	10.34	12.95	18.10	-	-	-	-	-	-	-
Transportation and material moving occupations	10.67	6.14	7.25	9.08	13.34	16.72	\$12.85	\$8.94	\$9.59	\$12.02	\$15.79	\$16.79	
Truck drivers	12.04	8.50	10.00	11.70	14.00	16.34	-	-	-	-	-	-	-
Industrial truck and tractor equipment operators	10.67	6.00	7.75	10.08	12.00	18.62	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.09	5.20	5.80	7.18	9.67	11.61	13.41	9.74	12.47	13.62	14.43	16.72	
Helpers, construction trades	8.64	6.63	7.18	7.74	9.12	12.00	-	-	-	-	-	-	-
Construction laborers	8.33	7.00	7.50	8.00	8.65	10.00	-	-	-	-	-	-	-
Production helpers	8.49	6.03	7.16	8.10	9.45	11.90	-	-	-	-	-	-	-
Stock handlers and baggers	8.14	5.30	5.69	7.87	10.80	10.80	-	-	-	-	-	-	-
Machine feeders and offbearers	10.73	7.00	7.01	10.52	11.92	16.60	-	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	8.78	6.90	6.92	7.00	10.42	14.75	-	-	-	-	-	-	-
Hand packers and packagers	8.07	5.15	5.62	9.39	9.67	10.33	-	-	-	-	-	-	-
Laborers except construction, N.E.C.	6.64	5.15	5.30	5.75	7.52	10.00	-	-	-	-	-	-	-
Service occupations	7.50	3.28	5.62	7.11	8.48	10.50	14.32	6.98	9.93	12.55	17.18	24.84	
Protective service occupations	-	-	-	-	-	-	17.75	11.85	12.55	16.47	21.81	27.86	
Firefighting occupations	-	-	-	-	-	-	17.01	12.07	15.46	16.47	17.45	24.84	
Police and detectives, public service ..	-	-	-	-	-	-	23.22	16.56	19.01	22.73	30.63	30.63	
Protective service occupations, N.E.C.	-	-	-	-	-	-	9.25	7.66	7.89	9.25	10.82	11.36	
Food service occupations	5.78	2.13	3.28	5.50	7.15	9.08	10.91	6.05	9.96	11.67	12.82	13.55	
Supervisors, food preparation and service occupations	10.44	7.00	7.21	8.02	13.66	16.35	-	-	-	-	-	-	-
Bartenders	5.53	3.50	4.58	5.75	6.76	7.17	-	-	-	-	-	-	-
Waiters and waitresses	2.46	2.13	2.13	2.13	2.35	3.00	-	-	-	-	-	-	-
Cooks	8.75	6.37	7.25	8.47	9.25	12.50	-	-	-	-	-	-	-
Food counter, fountain, and related occupations	5.79	5.15	5.26	5.49	6.13	7.45	-	-	-	-	-	-	-
Kitchen workers, food preparation	7.63	5.15	5.45	7.32	10.05	10.50	-	-	-	-	-	-	-
Waiters'/Waitresses' assistants	4.61	3.21	3.53	5.10	5.15	5.67	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	5.96	5.15	5.50	5.83	6.08	7.10	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$8.17	\$6.61	\$7.15	\$8.00	\$8.97	\$9.95	-	-	-	-	-	-
Health aides, except nursing	8.68	6.61	7.47	8.39	9.46	10.22	-	-	-	-	-	-
Nursing aides, orderlies and attendants	7.97	6.60	7.13	7.85	8.68	9.69	-	-	-	-	-	-
Cleaning and building service occupations	7.85	5.52	5.86	6.50	8.22	15.10	\$9.09	\$6.00	\$7.13	\$8.79	\$10.13	\$11.94
Maids and housemen	6.39	5.72	5.75	6.29	6.89	7.69	-	-	-	-	-	-
Janitors and cleaners	8.04	5.50	5.86	6.52	8.49	16.50	8.27	6.00	7.13	8.17	10.10	10.20
Personal service occupations	10.66	5.15	6.24	8.05	13.90	18.90	8.63	6.53	6.81	7.81	10.52	10.94
Service occupations, N.E.C.	8.83	6.25	6.89	8.31	10.14	11.50	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, November 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.25	\$6.71	\$8.48	\$12.11	\$18.34	\$27.68	\$8.38	\$5.15	\$5.66	\$6.91	\$8.86	\$13.12
All occupations excluding sales	15.19	6.68	8.47	12.07	18.39	27.51	8.36	5.15	5.58	6.79	8.84	13.50
White-collar occupations	19.11	8.39	10.73	15.85	23.46	33.65	11.29	6.26	7.11	8.84	12.51	19.66
White-collar occupations excluding sales	19.54	8.72	11.02	16.24	23.92	33.91	12.79	6.77	7.50	9.05	16.05	22.60
Professional specialty and technical occupations	23.76	13.86	16.73	20.79	27.14	35.36	19.81	8.76	12.97	18.82	22.72	32.68
Professional specialty occupations	24.80	15.62	18.31	22.48	28.83	36.20	21.61	11.62	15.68	19.20	24.00	33.76
Engineers, architects, and surveyors	31.73	20.92	25.77	31.16	35.88	41.80	-	-	-	-	-	-
Electrical and electronic engineers	33.33	26.52	30.92	34.21	35.75	38.54	-	-	-	-	-	-
Engineers, N.E.C.	33.37	22.50	26.19	31.23	36.54	51.72	-	-	-	-	-	-
Mathematical and computer scientists	27.08	18.82	18.82	24.03	36.58	39.00	-	-	-	-	-	-
Computer systems analysts and scientists	29.94	20.48	22.25	30.25	36.58	39.00	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	24.22	15.47	16.91	19.83	23.04	36.20	23.18	14.48	17.66	20.77	23.32	27.12
Physicians	41.41	15.62	16.73	36.20	59.30	73.68	-	-	-	-	-	-
Registered nurses	19.20	15.58	17.18	19.38	21.09	22.93	20.56	15.96	18.48	20.91	22.60	24.00
Teachers, college and university	24.90	15.99	15.99	22.48	27.21	43.00	27.42	17.46	18.50	31.00	33.76	37.50
Teachers, except college and university	22.19	16.43	18.10	21.39	25.65	29.43	16.45	10.37	11.62	18.55	18.82	23.55
Elementary school teachers	21.21	16.41	17.62	19.93	24.14	27.83	17.47	11.45	15.68	18.82	18.82	19.49
Secondary school teachers	23.73	16.93	19.79	23.27	27.31	31.02	-	-	-	-	-	-
Teachers, N.E.C.	23.56	14.29	19.34	22.77	29.39	32.32	-	-	-	-	-	-
Librarians, archivists, and curators	21.12	15.64	17.23	19.64	25.31	28.59	-	-	-	-	-	-
Librarians	21.12	15.64	17.23	19.64	25.31	28.59	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	15.71	9.61	11.47	15.72	18.50	20.06	-	-	-	-	-	-
Social workers	15.16	9.33	11.47	15.00	18.50	19.19	-	-	-	-	-	-
Lawyers and judges	27.76	23.49	24.46	26.83	28.41	35.24	-	-	-	-	-	-
Lawyers	27.76	23.49	24.46	26.83	28.41	35.24	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	23.57	13.28	21.63	25.00	27.87	31.57	-	-	-	-	-	-
Technical occupations	21.27	10.00	14.02	16.82	21.48	29.80	12.16	6.49	6.52	12.00	14.93	22.65
Clinical laboratory technologists and technicians	13.19	8.03	9.08	11.77	16.27	20.27	-	-	-	-	-	-
Licensed practical nurses	13.13	10.12	11.88	13.27	14.58	15.57	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	12.68	8.64	9.47	11.39	13.81	21.44	-	-	-	-	-	-
Electrical and electronic technicians	17.06	8.27	14.20	16.82	20.44	23.69	-	-	-	-	-	-
Engineering technicians, N.E.C.	19.49	14.42	17.17	19.92	21.64	24.16	-	-	-	-	-	-
Computer programmers	27.88	17.89	20.70	27.23	33.00	39.93	-	-	-	-	-	-
Technical and related occupations, N.E.C.	16.73	12.91	14.21	15.58	17.62	22.65	-	-	-	-	-	-
Executive, administrative, and managerial occupations	29.08	14.47	19.23	26.12	34.93	46.53	-	-	-	-	-	-
Executives, administrators, and managers	32.63	16.75	23.08	29.06	40.39	48.01	-	-	-	-	-	-
Administrators and officials, public administration	31.02	23.08	25.45	28.93	33.07	44.23	-	-	-	-	-	-
Financial managers	28.07	18.96	19.61	29.06	34.58	37.19	-	-	-	-	-	-
Personnel and labor relations managers	36.33	23.97	27.07	36.44	41.76	49.76	-	-	-	-	-	-
Managers, marketing, advertising and public relations	37.74	16.74	20.19	34.29	47.31	78.52	-	-	-	-	-	-
Administrators, education and related fields	30.92	13.91	25.04	27.83	36.06	42.79	-	-	-	-	-	-
Managers, medicine and health	28.40	20.00	23.31	23.93	28.19	37.74	-	-	-	-	-	-
Managers, service organizations, N.E.C.	36.00	15.46	17.80	30.53	43.27	72.92	-	-	-	-	-	-
Managers and administrators, N.E.C.	33.99	17.14	23.08	30.87	43.27	47.49	-	-	-	-	-	-
Management related occupations	21.59	13.10	15.20	21.16	27.50	32.38	-	-	-	-	-	-
Accountants and auditors	22.98	17.79	19.58	21.84	26.20	30.60	-	-	-	-	-	-
Other financial officers	25.59	17.36	20.36	26.25	30.06	32.38	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
White-collar occupations (-Continued)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Personnel, training, and labor relations specialists	\$17.49	\$10.25	\$15.20	\$16.09	\$22.56	\$23.08	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	22.36	15.71	17.31	18.01	27.50	32.86	-	-	-	-	-	-
Management related occupations, N.E.C.	22.57	12.53	13.67	22.50	28.33	33.83	-	-	-	-	-	-
Sales occupations	16.04	6.85	8.55	12.72	17.61	29.72	\$8.52	\$5.50	\$6.50	\$7.87	\$10.15	\$12.56
Supervisors, sales occupations	19.43	8.50	11.00	13.84	16.78	42.46	-	-	-	-	-	-
Sales occupations, other business services	23.39	9.52	14.62	20.38	23.09	47.82	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	23.98	14.71	15.60	18.00	29.08	46.55	-	-	-	-	-	-
Sales workers, motor vehicles and boats	19.12	5.36	10.33	17.37	21.23	37.65	-	-	-	-	-	-
Sales workers, other commodities	16.09	6.49	8.25	13.25	21.87	31.16	8.00	5.15	5.50	7.13	9.18	12.17
Cashiers	10.02	6.45	7.73	9.30	13.32	13.77	9.90	6.17	7.91	9.53	12.44	13.42
Administrative support occupations, including clerical	11.62	7.73	8.95	10.86	13.66	16.36	8.73	6.68	7.24	8.26	9.36	11.07
Supervisors, general office	16.92	12.53	13.28	16.66	21.48	21.48	-	-	-	-	-	-
Supervisors, financial records processing	14.33	10.88	12.12	13.65	15.25	19.01	-	-	-	-	-	-
Secretaries	12.53	9.22	10.34	11.92	13.71	17.06	-	-	-	-	-	-
Transportation ticket and reservation agents	9.72	7.16	7.64	8.29	10.28	17.88	-	-	-	-	-	-
Receptionists	8.93	7.62	8.00	8.50	10.00	10.50	-	-	-	-	-	-
Information clerks, N.E.C.	11.26	7.95	9.41	10.10	12.72	18.20	-	-	-	-	-	-
Order clerks	13.11	8.75	8.75	14.85	16.35	16.48	-	-	-	-	-	-
Records clerks, N.E.C.	10.19	7.63	8.50	9.60	11.15	15.53	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.81	7.50	8.56	10.12	13.40	14.43	-	-	-	-	-	-
Payroll and timekeeping clerks	14.18	12.50	12.50	14.09	15.71	16.06	-	-	-	-	-	-
Traffic, shipping and receiving clerks	9.66	7.86	8.31	9.26	10.61	11.51	-	-	-	-	-	-
Stock and inventory clerks	12.90	9.02	9.34	10.96	17.75	21.63	-	-	-	-	-	-
Insurance adjusters, examiners, and investigators	14.88	9.28	10.86	14.34	17.81	23.51	-	-	-	-	-	-
Investigators and adjusters except insurance	11.14	6.86	9.02	10.32	12.95	16.25	-	-	-	-	-	-
Bill and account collectors	10.88	9.18	9.92	10.25	11.63	13.63	-	-	-	-	-	-
General office clerks	10.43	7.36	7.90	9.53	12.35	16.24	7.33	5.15	6.81	7.15	8.14	9.03
Bank tellers	9.20	6.50	7.00	8.16	10.90	12.07	-	-	-	-	-	-
Data entry keyers	9.01	7.50	8.15	9.40	9.51	10.64	-	-	-	-	-	-
Teachers' aides	-	-	-	-	-	-	7.35	6.26	6.93	7.25	7.68	8.27
Administrative support occupations, N.E.C.	11.82	9.07	10.36	11.54	13.22	15.31	8.49	6.63	7.00	8.24	9.96	11.06
Blue-collar occupations	12.18	6.48	8.29	11.00	15.09	18.82	6.57	5.15	5.25	6.00	7.02	9.16
Precision production, craft, and repair occupations	15.54	9.07	11.03	15.45	18.42	22.85	-	-	-	-	-	-
Automobile mechanics	19.98	11.61	14.53	18.82	24.26	29.47	-	-	-	-	-	-
Machinery maintenance occupations	15.14	10.72	12.22	14.92	18.62	18.62	-	-	-	-	-	-
Electronic repairers, communications and industrial equipment	12.37	9.30	10.69	11.73	13.76	17.49	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	14.56	9.91	11.63	14.99	16.83	18.64	-	-	-	-	-	-
Carpenters	13.92	11.00	12.00	14.00	16.22	17.23	-	-	-	-	-	-
Electricians	13.82	8.06	10.07	12.81	17.96	18.93	-	-	-	-	-	-
Construction trades, N.E.C.	16.18	10.51	11.03	15.05	22.52	23.94	-	-	-	-	-	-
Supervisors, production occupations ..	21.13	14.00	17.33	21.59	23.56	30.04	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Precision production, craft, and repair occupations (-Continued)												
Electrical and electronic equipment assemblers	\$11.93	\$7.88	\$9.46	\$12.18	\$14.51	\$16.31	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	10.13	6.20	7.91	10.42	12.00	13.46	-	-	-	-	-	-
Packaging and filling machine operators	10.38	7.64	9.50	10.32	11.58	13.46	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	10.33	7.60	8.28	10.22	11.78	13.35	-	-	-	-	-	-
Assemblers	8.41	5.58	6.30	8.47	10.42	11.94	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.34	6.80	9.10	10.34	12.95	18.10	-	-	-	-	-	-
Transportation and material moving occupations	12.21	7.25	7.60	11.70	15.49	18.62	\$7.42	\$5.15	\$5.45	\$7.02	\$8.94	\$10.03
Truck drivers	12.20	8.50	10.38	11.70	14.31	16.32	-	-	-	-	-	-
Industrial truck and tractor equipment operators	10.67	6.00	7.75	10.08	12.00	18.62	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.83	5.50	6.50	8.00	10.67	12.81	5.84	5.15	5.15	5.53	6.35	7.00
Helpers, construction trades	8.64	6.63	7.18	7.74	9.12	12.00	-	-	-	-	-	-
Construction laborers	8.35	7.00	7.50	8.00	8.65	10.00	-	-	-	-	-	-
Production helpers	8.49	6.03	7.16	8.10	9.45	11.90	-	-	-	-	-	-
Stock handlers and baggers	10.17	7.84	9.33	10.80	10.80	12.39	-	-	-	-	-	-
Machine feeders and offbearers	10.73	7.00	7.01	10.52	11.92	16.60	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	9.04	6.92	6.92	6.96	11.00	14.75	-	-	-	-	-	-
Hand packers and packagers	8.03	5.15	5.36	9.46	9.67	10.33	-	-	-	-	-	-
Laborers except construction, N.E.C.	7.54	5.30	5.55	6.36	8.28	11.08	-	-	-	-	-	-
Service occupations	9.20	4.25	6.25	7.91	10.21	16.50	6.26	3.00	5.38	6.00	7.07	8.25
Protective service occupations	11.61	7.34	7.91	9.04	12.68	20.67	7.74	6.09	6.38	7.07	7.60	9.09
Firefighting occupations	15.81	9.01	12.82	16.47	17.18	24.84	-	-	-	-	-	-
Police and detectives, public service ..	23.22	16.56	19.01	22.73	30.63	30.63	-	-	-	-	-	-
Food service occupations	6.29	2.13	3.00	5.83	8.02	11.40	5.34	2.15	5.15	5.45	6.01	7.21
Supervisors, food preparation and service occupations	11.41	7.31	8.02	11.48	13.55	16.16	-	-	-	-	-	-
Waiters and waitresses	2.40	2.13	2.13	2.13	2.15	3.50	2.63	2.13	2.13	2.35	3.00	3.00
Cooks	8.80	6.37	7.34	8.50	9.29	12.50	-	-	-	-	-	-
Food counter, fountain, and related occupations	5.70	2.14	3.00	5.39	7.82	9.94	5.81	5.15	5.36	5.60	6.02	6.90
Kitchen workers, food preparation	8.36	6.62	6.88	7.51	10.50	10.50	6.88	5.15	5.25	5.65	8.47	10.50
Waiters'/Waitresses' assistants	4.57	3.21	3.53	5.10	5.15	5.56	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.04	5.15	5.50	5.83	6.27	7.60	5.77	5.20	5.60	5.77	6.00	6.16

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$8.19	\$6.61	\$7.22	\$8.05	\$9.00	\$9.89	—	—	—	—	—	—
Health aides, except nursing	8.61	6.61	7.43	8.39	9.46	10.10	—	—	—	—	—	—
Nursing aides, orderlies and attendants	8.08	6.64	7.15	7.95	8.94	9.80	—	—	—	—	—	—
Cleaning and building service occupations	8.33	5.60	6.00	7.10	9.37	16.50	\$6.52	\$5.57	\$5.98	\$6.05	\$6.79	\$8.37
Supervisors, cleaning and building service workers	13.11	9.00	9.37	11.60	17.11	17.11	—	—	—	—	—	—
Maids and housemen	6.39	5.72	5.75	6.29	6.89	7.69	—	—	—	—	—	—
Janitors and cleaners	8.39	5.60	6.00	7.13	9.63	16.50	6.52	5.57	5.98	6.05	6.79	8.37
Personal service occupations	11.44	5.15	6.90	10.02	15.65	18.90	7.39	5.38	6.15	6.86	7.74	8.86
Child care workers, N.E.C.	—	—	—	—	—	—	6.49	5.38	5.75	6.35	7.74	8.04

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Phoenix-Mesa, AZ, November 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.6	\$604	\$479	2,025	\$30,883	\$24,794
All occupations excluding sales	39.6	601	478	2,020	30,691	24,782
White-collar occupations	39.8	761	628	2,012	38,443	31,491
White-collar occupations excluding sales	39.7	776	647	2,000	39,072	32,104
Professional specialty and technical occupations	39.1	929	828	1,879	44,652	38,923
Professional specialty occupations	39.7	985	889	1,850	45,884	39,915
Engineers, architects, and surveyors	40.0	1,269	1,246	2,080	65,994	64,810
Electrical and electronic engineers	40.0	1,333	1,368	2,080	69,332	71,149
Engineers, N.E.C.	40.0	1,335	1,249	2,080	69,415	64,958
Mathematical and computer scientists	39.9	1,082	961	2,077	56,239	49,962
Computer systems analysts and scientists	39.9	1,195	1,210	2,076	62,148	62,909
Natural scientists	-	-	-	-	-	-
Health related occupations	39.3	951	768	2,023	48,988	39,608
Physicians	41.7	1,727	1,448	2,169	89,820	75,296
Registered nurses	38.3	735	737	1,989	38,196	38,314
Teachers, college and university	39.5	983	899	1,674	41,675	33,259
Teachers, except college and university	39.0	865	842	1,529	33,932	32,251
Elementary school teachers	39.1	829	782	1,494	31,677	30,120
Secondary school teachers	39.1	927	908	1,560	37,011	36,155
Teachers, N.E.C.	39.1	920	886	2,031	47,838	46,076
Librarians, archivists, and curators	40.0	845	785	1,846	38,994	36,974
Librarians	40.0	845	785	1,846	38,994	36,974
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	40.0	628	629	2,005	31,491	30,934
Social workers	40.0	606	600	1,994	30,227	29,451
Lawyers and judges	46.1	1,280	1,223	2,399	66,585	63,604
Lawyers	46.1	1,280	1,223	2,399	66,585	63,604
Writers, authors, entertainers, athletes, and professionals, N.E.C.	40.0	943	1,000	1,667	39,288	49,400
Technical occupations	37.7	801	683	1,953	41,529	35,478
Clinical laboratory technologists and technicians	40.0	527	471	2,080	27,428	24,482
Licensed practical nurses	39.1	513	516	2,031	26,674	26,818
Health technologists and technicians, N.E.C.	38.4	486	451	1,995	25,297	23,436
Electrical and electronic technicians	39.7	678	673	2,030	34,639	34,983
Engineering technicians, N.E.C.	40.0	780	797	2,080	40,548	41,434
Computer programmers	40.3	1,122	1,117	2,093	58,361	58,106
Technical and related occupations, N.E.C.	40.0	669	623	2,080	34,800	32,408
Executive, administrative, and managerial occupations ...	41.0	1,192	1,083	2,123	61,729	54,974
Executives, administrators, and managers	41.4	1,351	1,250	2,140	69,835	64,376
Administrators and officials, public administration	42.5	1,317	1,323	2,208	68,479	68,784
Financial managers	41.5	1,164	1,238	2,157	60,533	64,381
Personnel and labor relations managers	40.3	1,464	1,458	2,095	76,113	75,795
Managers, marketing, advertising and public relations	42.0	1,586	1,453	2,185	82,453	75,559
Administrators, education and related fields	40.1	1,240	1,113	1,987	61,444	52,083
Managers, medicine and health	40.0	1,136	957	2,080	59,065	49,774
Managers, service organizations, N.E.C.	39.8	1,434	1,221	2,072	74,578	63,502
Managers and administrators, N.E.C.	41.9	1,424	1,311	2,179	74,058	68,182
Management related occupations	40.1	867	846	2,088	45,070	44,013
Accountants and auditors	40.2	923	912	2,088	47,980	47,436
Other financial officers	40.0	1,024	1,050	2,080	53,233	54,600
Personnel, training, and labor relations specialists	40.7	712	620	2,118	37,050	32,220
Purchasing agents and buyers, N.E.C.	39.6	886	720	2,061	46,075	37,465
Management related occupations, N.E.C.	40.2	907	900	2,091	47,184	46,800
Sales occupations	40.4	649	486	2,103	33,733	25,268
Supervisors, sales occupations	40.5	786	553	2,104	40,886	28,779
Sales occupations, other business services	41.2	963	815	2,140	50,062	42,390
Sales representatives, mining, manufacturing, and wholesale	40.0	959	720	2,080	49,876	37,440
Sales workers, motor vehicles and boats	45.0	861	695	2,342	44,778	36,130
Sales workers, other commodities	40.5	652	454	2,108	33,913	23,629
Cashiers	38.8	388	358	2,016	20,192	18,631
Administrative support occupations, including clerical	39.7	461	431	2,056	23,879	22,370
Supervisors, general office	39.7	672	666	2,065	34,928	34,653

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Supervisors, financial records processing	40.0	\$573	\$546	2,080	\$29,802	\$28,397
Secretaries	39.7	497	477	2,062	25,838	24,794
Transportation ticket and reservation agents	40.0	389	331	2,080	20,224	17,236
Receptionists	40.0	357	340	2,080	18,564	17,680
Information clerks, N.E.C.	39.5	445	400	2,054	23,134	20,800
Order clerks	40.0	524	594	2,080	27,262	30,880
Records clerks, N.E.C.	39.6	403	384	2,004	20,418	18,311
Bookkeepers, accounting and auditing clerks	40.0	432	405	2,080	22,474	21,043
Payroll and timekeeping clerks	40.0	567	564	2,080	29,493	29,307
Traffic, shipping and receiving clerks	40.0	386	371	2,080	20,084	19,270
Stock and inventory clerks	40.3	520	442	2,096	27,030	23,004
Insurance adjusters, examiners, and investigators	39.3	584	556	2,042	30,373	28,895
Investigators and adjusters except insurance	39.2	437	408	2,038	22,705	21,203
Bill and account collectors	40.0	435	410	2,080	22,625	21,320
General office clerks	39.8	416	381	2,063	21,519	19,484
Bank tellers	40.0	368	326	2,080	19,143	16,969
Data entry keyers	39.7	358	369	2,065	18,602	19,163
Administrative support occupations, N.E.C.	40.0	472	462	2,079	24,570	24,003
Blue-collar occupations	40.0	488	440	2,080	25,336	22,880
Precision production, craft, and repair occupations	40.1	623	618	2,085	32,394	32,136
Automobile mechanics	40.0	799	753	2,080	41,557	39,144
Machinery maintenance occupations	40.0	606	597	2,080	31,492	31,034
Electronic repairers, communications and industrial equipment	40.0	495	469	2,080	25,727	24,389
Mechanics and repairers, N.E.C.	40.0	582	600	2,080	30,276	31,182
Carpenters	40.0	557	560	2,080	28,962	29,120
Electricians	39.9	552	513	2,076	28,686	26,652
Construction trades, N.E.C.	40.0	647	602	2,080	33,655	31,300
Supervisors, production occupations	40.0	845	863	2,080	43,953	44,897
Electrical and electronic equipment assemblers ..	40.0	477	487	2,080	24,808	25,336
Machine operators, assemblers, and inspectors	40.0	405	417	2,079	21,061	21,672
Packaging and filling machine operators	40.0	415	413	2,080	21,597	21,454
Miscellaneous machine operators, N.E.C.	40.0	413	409	2,080	21,487	21,263
Assemblers	40.0	336	339	2,080	17,482	17,618
Production inspectors, checkers and examiners ..	40.0	454	414	2,080	23,588	21,513
Transportation and material moving occupations	40.0	488	468	2,067	25,233	24,321
Truck drivers	40.0	488	468	2,080	25,369	24,336
Industrial truck and tractor equipment operators ..	40.0	427	403	2,080	22,184	20,975
Handlers, equipment cleaners, helpers, and laborers	40.0	353	320	2,079	18,361	16,640
Helpers, construction trades	40.0	346	309	2,080	17,966	16,090
Construction laborers	40.0	334	320	2,080	17,371	16,640
Production helpers	40.0	340	324	2,080	17,668	16,848
Stock handlers and baggers	40.0	407	432	2,080	21,147	22,466
Machine feeders and offbearers	40.0	429	421	2,080	22,323	21,888
Freight, stock, and material handlers, N.E.C.	40.0	361	278	2,080	18,796	14,479
Hand packers and packagers	39.9	320	336	2,073	16,640	17,456
Laborers except construction, N.E.C.	40.0	302	254	2,080	15,687	13,230
Service occupations	38.8	357	316	1,996	18,373	16,224
Protective service occupations	40.9	474	362	2,099	24,374	18,611
Firefighting occupations	52.9	837	873	2,702	42,724	45,390
Police and detectives, public service	40.0	929	909	2,080	48,291	47,283
Food service occupations	37.3	235	215	1,915	12,054	11,120
Supervisors, food preparation and service occupations	39.5	451	456	1,865	21,274	20,018
Waiters and waitresses	35.1	84	85	1,823	4,380	4,430
Cooks	38.3	337	310	1,989	17,514	16,120
Food counter, fountain, and related occupations	39.8	227	216	2,071	11,807	11,211
Kitchen workers, food preparation	39.8	333	300	2,070	17,317	15,615
Waiters'/Waitresses' assistants	37.2	170	169	1,936	8,845	8,797
Food preparation occupations, N.E.C.	37.1	224	226	1,928	11,650	11,752

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Health service occupations	39.3	\$321	\$314	2,019	\$16,534	\$16,099
Health aides, except nursing	39.6	341	329	2,057	17,708	17,082
Nursing aides, orderlies and attendants	39.2	316	309	2,009	16,221	15,972
Cleaning and building service occupations	39.6	330	281	2,055	17,117	14,654
Supervisors, cleaning and building service workers	40.0	524	464	2,080	27,270	24,128
Maids and housemen	37.5	240	247	1,949	12,455	12,855
Janitors and cleaners	40.0	336	285	2,074	17,409	14,827
Personal service occupations	33.9	388	373	1,764	20,187	19,414

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a

week, exclusive of overtime.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data--at the quote level--with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$14.49	\$13.89	\$17.58	\$15.25	\$8.38
All occupations excluding sales	14.50	13.83	17.64	15.19	8.36
White-collar occupations	18.43	18.29	18.94	19.11	11.29
Level 1	6.56	6.54	—	—	6.65
Level 2	9.00	9.18	8.23	9.22	8.31
Level 3	9.32	9.40	8.82	9.50	8.65
Level 4	11.69	11.75	10.81	11.84	9.77
Level 5	14.09	14.32	12.86	14.22	11.18
Level 6	15.56	15.68	14.59	15.64	12.51
Level 7	18.87	19.80	16.07	18.86	19.11
Level 8	21.12	20.89	21.40	21.33	18.80
Level 9	23.15	23.88	21.78	23.19	19.78
Level 10	27.47	27.59	27.08	27.86	—
Level 11	32.50	34.88	25.90	32.49	32.86
Level 12	39.27	39.86	33.22	39.27	—
Level 13	47.40	52.20	36.52	47.56	—
Level 14	61.10	63.09	—	61.10	—
Not able to be leveled	38.30	—	—	38.63	—
White-collar occupations excluding sales	19.10	19.11	19.05	19.54	12.79
Level 1	6.63	6.61	—	—	6.65
Level 2	9.07	9.29	8.23	9.30	8.37
Level 3	9.49	9.64	8.82	9.59	8.61
Level 4	11.21	11.25	10.81	11.23	10.69
Level 5	13.85	14.03	12.90	13.93	11.64
Level 6	14.55	14.51	14.88	14.61	12.51
Level 7	18.03	18.74	16.07	17.97	20.49
Level 8	21.03	20.66	21.40	21.25	18.80
Level 9	23.15	23.88	21.78	23.19	19.78
Level 10	27.47	27.59	27.08	27.86	—
Level 11	32.66	35.32	25.90	32.66	32.86
Level 12	39.02	39.60	33.22	39.02	—
Level 13	47.40	52.20	36.52	47.56	—
Level 14	61.10	63.09	—	61.10	—
Not able to be leveled	38.30	—	—	38.63	—
Professional specialty and technical occupations	23.51	24.32	21.86	23.76	19.81
Professional specialty occupations	24.57	26.27	22.27	24.80	21.61
Level 5	15.53	15.85	—	16.16	—
Level 6	17.80	18.17	—	17.84	—
Level 7	21.58	22.34	17.76	21.64	20.78
Level 8	21.22	20.75	21.43	21.57	18.84
Level 9	22.58	22.87	22.33	22.64	19.78
Level 10	26.13	26.09	—	26.62	—
Level 11	28.18	30.04	21.98	27.90	32.86
Level 12	36.29	37.02	—	36.29	—
Level 13	45.91	51.54	—	45.95	—
Engineers, architects, and surveyors	31.73	32.46	22.26	31.73	—
Level 9	24.11	25.03	—	24.11	—
Level 11	31.29	31.29	—	31.29	—
Level 12	35.74	36.17	—	35.74	—
Level 13	46.69	46.69	—	46.69	—
Mathematical and computer scientists	27.08	27.74	—	27.08	—
Level 9	26.20	—	—	26.20	—
Natural scientists	—	—	—	—	—
Health related occupations	24.05	23.84	—	24.22	23.18
Level 8	20.33	19.92	—	20.27	—
Level 9	22.27	22.27	—	22.14	—
Teachers, college and university	25.62	22.31	—	24.90	27.42
Level 11	24.31	—	—	22.06	—
Teachers, except college and university	21.73	22.74	21.67	22.19	16.45
Level 6	17.04	17.04	—	—	—
Level 8	21.00	—	20.99	21.48	17.19
Level 9	22.66	—	22.70	22.66	—
Librarians, archivists, and curators	21.12	—	21.50	21.12	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Social scientists and urban planners	\$22.73	—	—	—	—
Social, religious, and recreation workers	15.57	\$14.27	\$18.16	\$15.71	—
Lawyers and judges	27.76	—	—	27.76	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	23.28	23.41	—	23.57	—
Technical occupations	20.87	21.24	17.30	21.27	\$12.16
Level 4	10.87	10.87	—	11.08	—
Level 5	15.78	15.51	—	15.99	—
Level 6	15.47	15.26	—	15.65	—
Level 7	18.16	18.26	—	18.18	—
Level 8	20.27	20.15	—	20.28	—
Level 9	27.77	27.77	—	27.77	—
Executive, administrative, and managerial occupations ...	29.05	29.60	27.01	29.08	—
Level 5	15.99	16.69	—	15.99	—
Level 6	13.85	13.79	—	13.85	—
Level 7	16.93	16.50	—	16.93	—
Level 8	22.70	22.58	—	22.98	—
Level 9	23.39	24.19	19.89	23.39	—
Level 11	29.04	29.89	27.52	29.04	—
Level 12	40.04	40.56	34.79	40.04	—
Level 13	51.17	—	—	51.17	—
Level 14	60.26	60.26	—	60.26	—
Not able to be leveled	54.52	—	—	54.52	—
Executives, administrators, and managers	32.57	32.66	32.19	32.63	—
Level 7	17.28	15.52	—	17.28	—
Level 8	22.92	22.70	—	23.54	—
Level 9	24.12	24.14	—	24.12	—
Level 11	28.43	29.60	26.52	28.43	—
Level 12	41.00	41.68	34.79	41.00	—
Level 13	51.17	—	—	51.17	—
Level 14	60.26	60.26	—	60.26	—
Not able to be leveled	54.52	—	—	54.52	—
Management related occupations	21.59	22.31	19.70	21.59	—
Level 5	15.99	16.69	—	15.99	—
Level 6	14.09	14.03	—	14.09	—
Level 7	16.46	19.26	—	16.46	—
Level 8	22.47	22.47	—	22.47	—
Level 9	22.53	24.28	—	22.53	—
Level 11	31.75	30.97	—	31.75	—
Sales occupations	14.44	14.48	—	16.04	8.52
Level 1	6.49	6.49	—	—	—
Level 3	8.94	8.94	—	9.15	8.68
Level 4	12.98	12.98	—	13.77	9.23
Level 5	15.35	15.73	—	15.78	—
Level 6	19.63	20.26	—	19.63	—
Level 7	31.70	31.70	—	32.89	—
Level 8	22.08	22.08	—	22.08	—
Administrative support occupations, including clerical	11.35	11.47	10.80	11.62	8.73
Level 1	6.63	6.61	—	—	6.65
Level 2	9.09	9.31	8.22	9.29	8.45
Level 3	9.48	9.64	8.82	9.59	8.61
Level 4	11.26	11.31	10.81	11.26	11.12
Level 5	12.77	12.96	11.87	12.80	—
Level 6	13.74	13.86	12.77	13.75	—
Level 7	15.52	16.05	14.71	15.52	—
Level 8	18.85	19.13	—	18.85	—
Blue-collar occupations	11.75	11.43	16.29	12.18	6.57
Level 1	6.65	6.50	—	7.00	5.68
Level 2	8.70	8.62	—	8.83	7.70
Level 3	9.34	9.30	—	9.38	8.39
Level 4	11.17	11.16	11.35	11.18	—
Level 5	13.63	13.55	14.36	13.74	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Level 6	\$17.90	\$17.90	—	\$17.90	—
Level 7	17.95	17.25	\$20.07	17.95	—
Level 8	19.49	19.41	—	19.49	—
Level 9	25.18	—	—	25.18	—
Precision production, craft, and repair occupations	15.49	15.15	18.51	15.54	—
Level 2	9.11	9.11	—	—	—
Level 4	10.73	10.65	—	10.73	—
Level 5	14.21	14.14	—	14.38	—
Level 6	18.19	18.21	—	18.19	—
Level 7	17.97	17.25	20.41	17.97	—
Level 8	19.10	19.01	—	19.10	—
Level 9	25.18	—	—	25.18	—
Machine operators, assemblers, and inspectors	10.12	10.08	—	10.13	—
Level 1	6.91	6.91	—	6.91	—
Level 2	8.50	8.50	—	8.50	—
Level 3	9.15	9.15	—	9.18	—
Level 4	11.19	11.19	—	11.19	—
Level 5	12.52	12.52	—	12.52	—
Level 6	15.16	15.16	—	15.16	—
Transportation and material moving occupations	11.01	10.67	12.85	12.21	\$7.42
Level 1	6.38	6.38	—	—	—
Level 2	8.26	8.01	—	—	—
Level 3	9.81	9.61	—	9.78	—
Level 4	12.08	12.61	—	12.27	—
Level 5	14.40	14.44	—	14.71	—
Handlers, equipment cleaners, helpers, and laborers	8.29	8.09	13.41	8.83	5.84
Level 1	6.49	6.23	—	6.92	5.53
Level 2	8.87	8.74	—	9.18	6.98
Level 3	8.99	8.99	—	9.11	—
Level 4	11.36	11.25	—	11.36	—
Service occupations					
Level 1	8.63	7.50	14.32	9.20	6.26
Level 2	5.55	5.48	6.76	5.48	5.67
Level 3	7.35	7.36	7.28	7.46	6.71
Level 4	6.53	6.37	8.72	6.75	5.80
Level 5	10.89	10.67	11.54	10.97	10.07
Level 6	11.14	9.78	12.51	11.18	—
Level 7	16.74	16.92	16.51	16.66	—
Level 8	18.88	—	21.09	19.63	—
Level 9	14.96	—	—	14.96	—
Protective service occupations	11.28	—	17.75	11.61	7.74
Level 3	8.03	—	9.40	8.61	—
Level 4	10.34	—	—	10.34	—
Level 5	11.81	—	13.96	—	—
Level 6	16.92	—	16.70	16.70	—
Level 7	20.55	—	22.83	21.72	—
Food service occupations	6.00	5.78	10.91	6.29	5.34
Level 1	5.07	5.05	—	4.84	5.31
Level 2	5.36	5.36	—	5.03	6.21
Level 3	4.88	4.88	—	4.94	4.69
Level 4	8.53	8.53	—	8.57	—
Level 5	10.63	—	—	10.63	—
Health service occupations	8.23	8.17	—	8.19	—
Level 2	7.86	7.87	—	7.88	—
Level 3	8.00	7.98	—	8.09	—
Cleaning and building service occupations	8.08	7.85	9.09	8.33	6.52
Level 1	6.29	6.24	—	6.22	6.53
Level 2	7.40	7.40	—	7.44	—
Level 3	8.87	8.55	—	8.87	—
Level 4	9.82	—	—	9.82	—
Personal service occupations	10.27	10.66	8.63	11.44	7.39
Level 1	5.19	—	—	—	—
Level 2	6.90	6.81	—	—	6.92

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Personal service occupations (-Continued)					
Level 3	\$8.30	\$8.66	—	\$9.13	\$7.38
Level 4	14.42	14.57	—	14.74	—

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

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Electrical and electronic engineers	\$33.33	\$33.33	—	\$33.33	—
Engineers, N.E.C.	33.37	33.62	—	33.37	—
Level 11	31.64	31.64	—	31.64	—
Level 12	36.91	37.41	—	36.91	—
Computer systems analysts and scientists	29.94	32.02	—	29.94	—
Level 9	26.20	—	—	26.20	—
Physicians	42.75	43.81	—	41.41	—
Registered nurses	19.48	19.51	—	19.20	\$20.56
Level 8	19.72	19.78	—	19.38	—
Level 9	20.87	20.87	—	20.90	—
Physical therapists	24.27	24.27	—	—	—
Elementary school teachers	20.92	—	\$20.92	21.21	17.47
Level 8	20.52	—	20.52	20.91	—
Level 9	21.74	—	—	21.74	—
Secondary school teachers	23.72	—	23.69	23.73	—
Level 9	24.49	—	24.45	24.49	—
Teachers, N.E.C.	20.15	23.32	—	23.56	—
Level 6	17.04	17.04	—	—	—
Librarians	21.12	—	21.50	21.12	—
Social workers	15.06	14.27	—	15.16	—
Lawyers	27.76	—	—	27.76	—
Technical occupations:					
Clinical laboratory technologists and technicians	13.65	13.64	—	13.19	—
Radiological technicians	18.80	18.80	—	—	—
Licensed practical nurses	13.12	13.14	—	13.13	—
Level 5	13.31	13.31	—	13.37	—
Health technologists and technicians, N.E.C.	11.55	11.55	—	12.68	—
Level 4	9.97	9.97	—	—	—
Electrical and electronic technicians	17.06	17.01	—	17.06	—
Level 6	16.87	—	—	16.87	—
Level 8	21.88	21.33	—	21.88	—
Engineering technicians, N.E.C.	19.49	19.58	—	19.49	—
Computer programmers	27.88	27.88	—	27.88	—
Technical and related occupations, N.E.C.	16.52	16.64	—	16.73	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	31.02	—	31.02	31.02	—
Financial managers	28.07	29.66	—	28.07	—
Personnel and labor relations managers	34.99	33.58	—	36.33	—
Managers, marketing, advertising and public relations	37.74	37.74	—	37.74	—
Administrators, education and related fields	30.92	—	35.47	30.92	—
Managers, medicine and health	28.40	29.23	—	28.40	—
Managers, service organizations, N.E.C.	36.00	37.48	—	36.00	—
Managers and administrators, N.E.C.	33.99	33.91	—	33.99	—
Level 8	23.27	—	—	23.27	—
Level 9	21.08	21.08	—	21.08	—
Level 11	29.99	30.00	—	29.99	—
Level 12	45.01	45.01	—	45.01	—
Accountants and auditors	22.98	21.68	—	22.98	—
Level 9	22.91	22.91	—	22.91	—
Other financial officers	25.59	25.59	—	25.59	—
Personnel, training, and labor relations specialists	17.49	17.49	—	17.49	—
Purchasing agents and buyers, N.E.C.	22.36	22.36	—	22.36	—
Management related occupations, N.E.C.	22.57	23.65	21.00	22.57	—
Level 9	25.10	24.29	—	25.10	—
Level 11	33.17	—	—	33.17	—
Sales occupations:					
Supervisors, sales occupations	19.02	20.43	—	19.43	—
Level 5	11.66	11.23	—	11.89	—
Sales occupations, other business services	23.39	23.39	—	23.39	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Sales occupations: (-Continued)					
Sales representatives, mining, manufacturing, and wholesale	\$23.98	\$23.98	—	\$23.98	—
Sales workers, motor vehicles and boats	19.12	19.12	—	19.12	—
Sales workers, other commodities	13.58	13.58	—	16.09	\$8.00
Level 3	8.82	8.82	—	—	—
Level 4	8.97	8.97	—	9.74	—
Cashiers	9.98	9.98	—	10.02	9.90
Level 3	9.48	9.48	—	9.16	10.06
Level 4	—	—	—	12.50	—
Sales support occupations, N.E.C.	8.59	8.59	—	—	—
Administrative support occupations, including clerical:					
Supervisors, general office	16.92	16.99	—	16.92	—
Supervisors, financial records processing	14.33	15.19	—	14.33	—
Secretaries	12.53	12.83	\$11.52	12.53	—
Level 3	10.58	—	—	—	—
Level 4	11.90	12.01	—	11.90	—
Level 5	12.21	12.86	11.16	12.17	—
Level 6	11.93	—	—	11.93	—
Level 7	17.16	17.24	—	17.16	—
Stenographers	13.17	13.17	—	—	—
Transportation ticket and reservation agents	9.94	9.94	—	9.72	—
Receptionists	9.06	9.06	—	8.93	—
Level 3	9.08	9.08	—	9.08	—
Information clerks, N.E.C.	11.26	11.26	—	11.26	—
Order clerks	10.97	10.74	—	13.11	—
Records clerks, N.E.C.	10.17	10.64	—	10.19	—
Level 3	9.18	9.40	—	9.18	—
Bookkeepers, accounting and auditing clerks	10.83	10.71	—	10.81	—
Level 4	10.44	10.44	—	10.44	—
Level 5	12.85	—	—	—	—
Payroll and timekeeping clerks	14.18	14.27	—	14.18	—
Traffic, shipping and receiving clerks	9.66	9.66	—	9.66	—
Level 3	10.13	10.13	—	10.13	—
Stock and inventory clerks	12.90	12.40	—	12.90	—
Insurance adjusters, examiners, and investigators	14.88	14.88	—	14.88	—
Investigators and adjusters except insurance	11.14	10.87	—	11.14	—
Level 3	7.96	7.96	—	7.96	—
Level 4	11.46	11.46	—	11.46	—
Bill and account collectors	10.80	10.93	—	10.88	—
General office clerks	10.05	10.93	8.79	10.43	7.33
Level 2	8.22	8.60	—	8.37	—
Level 3	10.11	10.88	9.23	10.19	—
Level 4	11.63	13.31	—	11.89	—
Bank tellers	9.14	9.14	—	9.20	—
Data entry keyers	8.90	8.90	—	9.01	—
Level 2	8.76	8.76	—	8.80	—
Level 3	9.36	9.36	—	9.36	—
Teachers' aides	7.34	—	7.34	—	7.35
Level 2	7.20	—	7.20	—	—
Administrative support occupations, N.E.C.	11.25	10.93	—	11.82	8.49
Level 2	8.99	8.99	—	—	—
Level 4	11.15	10.78	—	11.20	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Automobile mechanics	19.98	—	—	19.98	—
Machinery maintenance occupations	15.14	—	—	15.14	—
Electronic repairers, communications and industrial equipment	12.37	12.37	—	12.37	—
Mechanics and repairers, N.E.C.	14.43	13.81	—	14.56	—
Level 7	16.95	—	—	16.95	—
Carpenters	13.92	13.92	—	13.92	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Precision production, craft, and repair occupations: (-Continued)					
Electricians	\$13.82	\$13.73	—	\$13.82	—
Level 7	18.22	—	—	18.22	—
Construction trades, N.E.C.	16.18	—	—	16.18	—
Supervisors, production occupations	21.13	20.61	—	21.13	—
Electrical and electronic equipment assemblers ..	11.93	11.93	—	11.93	—
Machine operators, assemblers, and inspectors:					
Packaging and filling machine operators	10.38	10.38	—	10.38	—
Miscellaneous machine operators, N.E.C.	10.33	10.33	—	10.33	—
Level 3	10.07	10.07	—	10.07	—
Level 4	10.87	10.87	—	10.87	—
Assemblers	8.40	8.40	—	8.41	—
Level 2	8.26	8.26	—	8.26	—
Level 3	7.86	7.86	—	7.85	—
Level 4	10.75	10.75	—	10.75	—
Production inspectors, checkers and examiners ..	11.34	11.34	—	11.34	—
Transportation and material moving occupations:					
Truck drivers	12.20	12.04	—	12.20	—
Level 3	11.29	—	—	11.29	—
Level 4	11.79	11.67	—	11.79	—
Bus drivers	11.42	—	—	—	—
Industrial truck and tractor equipment operators ..	10.67	10.67	—	10.67	—
Handlers, equipment cleaners, helpers, and laborers:					
Helpers, construction trades	8.64	8.64	—	8.64	—
Construction laborers	8.35	8.33	—	8.35	—
Production helpers	8.49	8.49	—	8.49	—
Stock handlers and baggers	8.43	8.14	—	10.17	—
Level 3	8.28	8.28	—	8.60	—
Machine feeders and offbearers	10.73	10.73	—	10.73	—
Freight, stock, and material handlers, N.E.C.	8.78	8.78	—	9.04	—
Hand packers and packagers	8.07	8.07	—	8.03	—
Laborers except construction, N.E.C.	6.96	6.64	—	7.54	—
Level 1	5.71	5.56	—	5.95	—
Level 2	9.15	8.82	—	9.34	—
Service occupations:					
Protective service occupations:					
Firefighting occupations	14.69	—	\$17.01	15.81	—
Police and detectives, public service	23.02	—	23.22	23.22	—
Level 7	24.61	—	24.61	24.61	—
Guards and police except public service					
Level 3	—	—	—	8.60	—
Protective service occupations, N.E.C.	9.25	—	9.25	—	—
Food service occupations:					
Supervisors, food preparation and service occupations	10.91	10.44	—	11.41	—
Bartenders	5.53	5.53	—	—	—
Waiters and waitresses	2.46	2.46	—	2.40	\$2.63
Level 1	2.86	2.86	—	—	—
Level 2	2.45	2.45	—	—	—
Level 3	2.36	2.36	—	2.18	2.79
Cooks	8.75	8.75	—	8.80	—
Level 3	8.04	8.04	—	8.04	—
Level 4	8.30	8.30	—	8.30	—
Food counter, fountain, and related occupations	5.79	5.79	—	5.70	5.81
Level 1	5.58	5.58	—	—	—
Kitchen workers, food preparation	7.48	7.63	—	8.36	6.88
Level 3	9.32	9.32	—	—	—
Waiters/Waitresses' assistants	4.61	4.61	—	4.57	—
Level 1	4.58	4.58	—	4.54	—
Food preparation occupations, N.E.C.	5.96	5.96	—	6.04	5.77
Level 1	5.66	5.66	—	5.63	5.74

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Food service occupations: (-Continued)					
Food preparation occupations, N.E.C. (-Continued)					
Level 2	\$6.44	\$6.44	—	—	—
Health service occupations:					
Health aides, except nursing	8.68	8.68	—	\$8.61	—
Nursing aides, orderlies and attendants	8.05	7.97	—	8.08	—
Level 2	7.90	7.92	—	7.94	—
Level 3	—	—	—	7.80	—
Cleaning and building service occupations:					
Supervisors, cleaning and building service workers	13.11	—	—	13.11	—
Maids and housemen	6.39	6.39	—	6.39	—
Level 1	6.20	6.20	—	6.20	—
Janitors and cleaners	8.09	8.04	\$8.27	8.39	\$6.52
Level 1	6.32	6.26	—	6.23	6.53
Level 2	7.39	7.39	—	7.43	—
Level 3	8.74	8.31	—	8.74	—
Level 4	9.91	—	—	9.91	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	8.02	—	—	—	—
Child care workers, N.E.C.	6.49	—	—	—	6.49
Service occupations, N.E.C.	8.84	8.83	—	—	—

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

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Phoenix-Mesa, AZ, November 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$15.25	\$8.38	\$16.88	\$14.24	\$14.35	\$17.38
All occupations excluding sales	15.19	8.36	17.22	14.21	14.49	14.70
White-collar occupations	19.11	11.29	19.73	18.33	18.40	18.83
White-collar excluding sales	19.54	12.79	21.85	18.92	19.11	—
Professional specialty and technical occupations	23.76	19.81	34.20	22.82	23.52	—
Professional specialty occupations	24.80	21.61	—	24.77	24.57	—
Technical occupations	21.27	12.16	46.07	17.57	20.90	—
Executive, administrative, and managerial occupations ...	29.08	—	—	29.08	28.98	—
Sales occupations	16.04	8.52	—	14.55	11.54	19.03
Administrative support including clerical occupations	11.62	8.73	14.36	11.08	11.27	—
Blue-collar occupations	12.18	6.57	13.91	11.25	11.63	14.69
Precision production, craft, and repair occupations	15.54	—	16.08	15.34	15.24	20.39
Machine operators, assemblers, and inspectors	10.13	—	12.26	9.78	10.10	10.42
Transportation and material moving occupations	12.21	7.42	15.32	9.09	11.20	—
Handlers, equipment cleaners, helpers, and laborers	8.83	5.84	10.35	7.87	8.29	—
Service occupations	9.20	6.26	19.07	7.91	8.62	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production

bonuses.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Phoenix-Mesa, AZ, November 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$13.89	\$16.44	—	\$15.16	\$16.83	—	\$19.34	—	—	—
All occupations excluding sales	13.83	16.31	—	14.85	16.76	—	19.47	—	—	—
White-collar occupations	18.29	25.02	—	22.89	25.39	—	21.68	—	—	—
White-collar excluding sales	19.11	25.20	—	22.51	25.62	—	22.08	—	—	—
Professional specialty and technical occupations	24.32	28.21	—	—	28.58	—	42.95	—	—	—
Professional specialty occupations	26.27	32.05	—	—	32.19	—	—	—	—	—
Technical occupations	21.24	19.46	—	—	19.52	—	—	—	—	—
Executive, administrative, and managerial occupations	29.60	30.84	—	29.71	31.37	—	30.99	—	—	—
Sales occupations	14.48	22.23	—	—	20.55	—	—	—	—	—
Administrative support, including clerical occupations	11.47	13.23	—	13.28	13.21	—	12.68	—	—	—
Blue-collar occupations	11.43	11.74	—	13.10	11.00	—	13.92	—	—	—
Precision production, craft, and repair occupations	15.15	14.32	—	13.92	14.96	—	18.39	—	—	—
Machine operators, assemblers, and inspectors	10.08	10.27	—	—	10.20	—	—	—	—	—
Transportation and material moving occupations	10.67	12.68	—	—	12.17	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.09	8.74	—	9.63	8.31	—	11.09	—	—	—
Service occupations	7.50	11.72	—	—	9.64	—	19.30	—	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Phoenix-Mesa, AZ, November 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$13.89	\$11.42	\$14.37	\$13.40	\$15.39
All occupations excluding sales	13.83	11.40	14.33	13.03	15.59
White-collar occupations	18.29	16.68	18.52	17.71	19.21
White-collar excluding sales	19.11	17.53	19.34	18.44	19.94
Professional specialty and technical occupations	24.32	21.78	24.51	18.27	27.05
Professional specialty occupations	26.27	28.63	26.17	21.50	27.70
Technical occupations	21.24	18.20	21.66	14.51	25.73
Executive, administrative, and managerial occupations ...	29.60	27.93	29.95	29.85	30.10
Sales occupations	14.48	11.86	14.79	15.88	11.92
Administrative support, including clerical occupations	11.47	11.42	11.47	11.95	11.15
Blue-collar occupations	11.43	11.62	11.40	10.95	12.23
Precision production, craft, and repair occupations	15.15	16.22	14.93	14.40	16.22
Machine operators, assemblers, and inspectors	10.08	7.82	10.36	10.10	10.65
Transportation and material moving occupations	10.67	11.66	10.17	8.62	13.00
Handlers, equipment cleaners, helpers, and laborers	8.09	7.42	8.20	7.85	9.25
Service occupations	7.50	5.73	8.07	7.60	8.51

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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Table C-4. Number of workers¹ represented by occupational group, Phoenix-Mesa, AZ, November 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	717,540	585,999	131,542
All occupations excluding sales	661,974	531,573	130,401
White-collar occupations	371,682	284,785	86,897
White-collar excluding sales	316,115	230,360	85,756
Professional specialty and technical occupations	124,197	77,353	46,844
Professional specialty occupations	91,175	47,240	43,935
Technical occupations	33,022	30,113	2,909
Executive, administrative, and managerial occupations ...	52,105	40,603	11,502
Sales occupations	55,566	54,425	—
Administrative support including clerical occupations	139,813	112,404	27,409
Blue-collar occupations	164,559	153,161	11,398
Precision production, craft, and repair occupations	56,903	51,112	5,791
Machine operators, assemblers, and inspectors	42,796	42,617	—
Transportation and material moving occupations	21,647	17,645	4,002
Handlers, equipment cleaners, helpers, and laborers	43,213	41,787	1,426
Service occupations	181,300	148,053	33,247

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

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

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. 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. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

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

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

establishment.

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

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

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

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

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

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

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

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all

occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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

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

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

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

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey data were collected over several months. 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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

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

Definition of terms

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

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

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical

note and the example for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

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

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

Survey response

	Establish- ments
Total in sample	440
Responding	276
Out of business or not in survey scope	28
Unable or refused to pro- vide data	136

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

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

The number of workers estimates 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 only to indicate the relative importance of the occupational groups studied.

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Phoenix-Mesa, AZ, November 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	3,483	272	62	210	113	97
Private industry	3,347	243	61	182	108	74
Goods-producing industries	739	67	11	56	34	22
Mining	3	3	—	3	2	1
Construction	350	18	6	12	11	1
Manufacturing	386	46	5	41	21	20
Service-producing industries	2,608	176	50	126	74	52
Transportation and public utilities	116	16	3	13	4	9
Wholesale and retail trade	1,272	51	20	31	22	9
Finance, insurance and real estate	224	16	4	12	4	8
Services	997	93	23	70	44	26
State and local government	136	29	1	28	5	23

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Phoenix-Mesa, AZ, November 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.5	2.9	2.9
All occupations excluding sales	2.6	3.0	2.9
White-collar occupations	2.1	2.4	3.9
White-collar occupations excluding sales	2.0	2.4	4.0
Professional specialty and technical occupations	2.2	3.0	2.9
Professional specialty occupations	2.2	3.1	2.9
Engineers, architects, and surveyors	3.2	3.1	12.3
Electrical and electronic engineers	2.3	2.3	-
Engineers, N.E.C.	4.4	4.4	-
Mathematical and computer scientists	6.7	7.7	-
Computer systems analysts and scientists	6.3	5.3	-
Natural scientists	-	-	-
Health related occupations	5.7	6.1	-
Physicians	16.4	18.5	-
Registered nurses	0.8	0.9	-
Physical therapists	3.4	3.4	-
Teachers, college and university	12.1	5.8	-
Teachers, except college and university	3.5	7.2	3.7
Elementary school teachers	4.5	-	4.6
Secondary school teachers	2.2	-	2.3
Teachers, N.E.C.	10.6	8.1	-
Librarians, archivists, and curators	7.7	-	7.9
Librarians	7.7	-	7.9
Social scientists and urban planners	11.5	-	-
Social, recreation, and religious workers	9.9	13.8	5.8
Social workers	11.0	13.8	-
Lawyers and judges	5.5	-	-
Lawyers	5.5	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8.4	8.7	-
Technical occupations	5.3	5.7	6.5
Clinical laboratory technologists and technicians	1.3	1.4	-
Radiological technicians	4.6	4.6	-
Licensed practical nurses	2.8	2.9	-
Health technologists and technicians, N.E.C.	10.9	10.9	-
Electrical and electronic technicians	5.6	6.1	-
Engineering technicians, N.E.C.	3.9	3.9	-
Computer programmers	7.5	7.5	-
Technical and related occupations, N.E.C.	6.6	7.5	-
Executive, administrative, and managerial occupations ...	3.8	3.9	9.9
Executives, administrators, and managers	4.4	4.7	11.5
Administrators and officials, public administration	8.3	-	8.3
Financial managers	9.7	9.3	-
Personnel and labor relations managers	7.6	8.1	-
Managers, marketing, advertising and public relations	9.2	9.2	-
Administrators, education and related fields	18.3	-	20.4
Managers, medicine and health	13.5	15.2	-
Managers, service organizations, N.E.C.	10.2	10.2	-
Managers and administrators, N.E.C.	6.5	6.6	-
Management related occupations	4.7	3.8	13.6
Accountants and auditors	6.0	3.8	-
Other financial officers	4.7	4.7	-
Personnel, training, and labor relations specialists	7.4	7.4	-
Purchasing agents and buyers, N.E.C.	9.8	9.8	-
Management related occupations, N.E.C.	9.2	8.0	18.9
Sales occupations	8.3	8.5	-
Supervisors, sales occupations	22.2	24.4	-
Sales occupations, other business services	14.3	14.3	-
Sales representatives, mining, manufacturing, and wholesale	17.0	17.0	-
Sales workers, motor vehicles and boats	16.3	16.3	-

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Phoenix-Mesa, AZ, November 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Sales occupations (-Continued)			
Sales workers, other commodities	19.4	19.4	—
Cashiers	5.9	5.9	—
Sales support occupations, N.E.C.	3.5	3.5	—
Administrative support occupations, including clerical	2.0	2.2	4.6
Supervisors, general office	7.2	7.8	—
Supervisors, financial records processing	5.8	6.0	—
Secretaries	3.3	3.8	2.6
Stenographers	4.8	4.8	—
Transportation ticket and reservation agents	11.6	11.6	—
Receptionists	4.0	4.0	—
Information clerks, N.E.C.	9.2	9.2	—
Order clerks	10.5	10.1	—
Records clerks, N.E.C.	7.3	9.7	—
Bookkeepers, accounting and auditing clerks	6.4	6.7	—
Payroll and timekeeping clerks	5.0	5.1	—
Traffic, shipping and receiving clerks	3.7	3.7	—
Stock and inventory clerks	11.9	13.3	—
Insurance adjusters, examiners, and investigators	11.2	11.2	—
Investigators and adjusters except insurance	5.8	5.8	—
Bill and account collectors	3.2	3.7	—
General office clerks	5.7	7.1	5.3
Bank tellers	6.7	6.7	—
Data entry keyers	2.4	2.4	—
Teachers' aides	2.5	—	2.5
Administrative support occupations, N.E.C.	3.4	3.8	—
Blue-collar occupations	2.7	2.8	4.9
Precision production, craft, and repair occupations	3.3	3.6	5.6
Automobile mechanics	6.7	—	—
Machinery maintenance occupations	9.0	—	—
Electronic repairers, communications and industrial equipment	6.9	6.9	—
Mechanics and repairers, N.E.C.	5.8	6.3	—
Carpenters	4.2	4.2	—
Electricians	13.8	13.8	—
Construction trades, N.E.C.	15.7	—	—
Supervisors, production occupations	7.0	9.4	—
Electrical and electronic equipment assemblers ..	7.1	7.1	—
Machine operators, assemblers, and inspectors	3.5	3.5	—
Packaging and filling machine operators	5.0	5.0	—
Miscellaneous machine operators, N.E.C.	3.3	3.3	—
Assemblers	6.2	6.2	—
Production inspectors, checkers and examiners ..	9.7	9.7	—
Transportation and material moving occupations	9.3	11.1	8.4
Truck drivers	4.6	5.1	—
Bus drivers	9.5	—	—
Industrial truck and tractor equipment operators ..	11.9	11.9	—
Handlers, equipment cleaners, helpers, and laborers	4.9	5.1	5.8
Helpers, construction trades	9.1	9.1	—
Construction laborers	2.6	2.6	—
Production helpers	8.9	8.9	—
Stock handlers and baggers	7.8	9.1	—
Machine feeders and offbearers	10.9	10.9	—
Freight, stock, and material handlers, N.E.C.	13.6	13.6	—
Hand packers and packagers	11.6	11.6	—
Laborers except construction, N.E.C.	7.8	7.3	—
Service occupations	3.6	3.7	5.5
Protective service occupations	14.7	—	6.3
Firefighting occupations	12.2	—	6.3
Police and detectives, public service	5.4	—	5.5

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Phoenix-Mesa, AZ, November 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Protective service occupations (-Continued)			
Protective service occupations, N.E.C.	6.7	—	6.7
Food service occupations	4.5	4.6	2.7
Supervisors, food preparation and service occupations	7.7	11.2	—
Bartenders	11.2	11.2	—
Waiters and waitresses	5.0	5.0	—
Cooks	6.1	6.1	—
Food counter, fountain, and related occupations	5.1	5.1	—
Kitchen workers, food preparation	9.8	11.0	—
Waiters/Waitresses' assistants	7.1	7.1	—
Food preparation occupations, N.E.C.	2.2	2.2	—
Health service occupations	3.0	2.9	—
Health aides, except nursing	4.6	4.6	—
Nursing aides, orderlies and attendants	2.8	2.6	—
Cleaning and building service occupations	9.4	11.3	9.6
Supervisors, cleaning and building service workers	14.5	—	—
Maids and housemen	1.6	1.6	—
Janitors and cleaners	10.9	13.6	6.1
Personal service occupations	8.0	9.7	11.1
Attendants, amusement and recreation facilities ..	10.3	—	—
Child care workers, N.E.C.	2.8	—	—
Service occupations, N.E.C.	7.2	7.3	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or

that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	5	3
All occupations excluding sales	5	5	3
White-collar occupations	6	7	4
White-collar occupations excluding sales	7	7	5
Professional specialty and technical occupations	8	8	8
Professional specialty occupations	9	9	9
Engineers, architects, and surveyors	10	10	—
Electrical and electronic engineers	10	10	—
Engineers, N.E.C.	11	11	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	10	10	—
Natural scientists	—	—	—
Health related occupations	8	8	8
Physicians	12	12	—
Registered nurses	8	8	8
Physical therapists	8	—	—
Teachers, college and university	11	12	11
Teachers, except college and university	8	8	8
Elementary school teachers	8	8	8
Secondary school teachers	8	8	—
Teachers, N.E.C.	7	6	—
Librarians, archivists, and curators	8	8	—
Librarians	8	8	—
Social scientists and urban planners	10	—	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Lawyers and judges	11	11	—
Lawyers	11	11	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8	8	—
Technical occupations	7	7	6
Clinical laboratory technologists and technicians	6	5	—
Radiological technicians	6	—	—
Licensed practical nurses	5	5	—
Health technologists and technicians, N.E.C.	4	4	—
Electrical and electronic technicians	6	6	—
Engineering technicians, N.E.C.	6	6	—
Computer programmers	9	9	—
Technical and related occupations, N.E.C.	6	6	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	10	10	—
Financial managers	11	11	—
Personnel and labor relations managers	11	12	—
Managers, marketing, advertising and public relations ..	11	11	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—
Managers, service organizations, N.E.C.	11	11	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	9	9	—
Other financial officers	8	8	—
Personnel, training, and labor relations specialists	7	7	—
Purchasing agents and buyers, N.E.C.	7	7	—
Management related occupations, N.E.C.	9	9	—
Sales occupations	4	5	3
Supervisors, sales occupations	6	6	—
Sales occupations, other business services	7	7	—
Sales representatives, mining, manufacturing, and wholesale	8	8	—
Sales workers, motor vehicles and boats	5	5	—
Sales workers, other commodities	4	5	3
Cashiers	3	3	3
Sales support occupations, N.E.C.	3	—	—
Administrative support occupations, including clerical	4	4	2
Supervisors, general office	7	7	—
Supervisors, financial records processing	7	7	—
Secretaries	5	5	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Stenographers	5	—	—
Transportation ticket and reservation agents	3	3	—
Receptionists	3	3	—
Information clerks, N.E.C.	4	4	—
Order clerks	3	4	—
Records clerks, N.E.C.	3	3	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	6	6	—
Traffic, shipping and receiving clerks	3	3	—
Stock and inventory clerks	4	4	—
Insurance adjusters, examiners, and investigators	5	5	—
Investigators and adjusters except insurance	4	4	—
Bill and account collectors	5	5	—
General office clerks	3	3	2
Bank tellers	3	3	—
Data entry keyers	2	2	—
Teachers' aides	2	—	2
Administrative support occupations, N.E.C.	4	5	2
Blue-collar occupations	4	4	2
Precision production, craft, and repair occupations			
Automobile mechanics	6	6	—
Machinery maintenance occupations	6	6	—
Electronic repairers, communications and industrial equipment	5	5	—
Mechanics and repairers, N.E.C.	6	6	—
Carpenters	5	5	—
Electricians	5	5	—
Construction trades, N.E.C.	6	6	—
Supervisors, production occupations	7	7	—
Electrical and electronic equipment assemblers	3	3	—
Machine operators, assemblers, and inspectors			
Packaging and filling machine operators	3	3	—
Miscellaneous machine operators, N.E.C.	3	3	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving occupations			
Truck drivers	3	4	2
Bus drivers	4	4	—
Industrial truck and tractor equipment operators	3	—	—
Handlers, equipment cleaners, helpers, and laborers	3	3	—
Helpers, construction trades	2	2	2
Construction laborers	2	2	—
Production helpers	1	1	—
Stock handlers and baggers	2	2	—
Machine feeders and offbearers	2	3	—
Freight, stock, and material handlers, N.E.C.	3	3	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	2	2	—
Service occupations	3	3	2
Protective service occupations			
Firefighting occupations	4	4	3
Police and detectives, public service	7	7	—
Police and detectives, public service	7	7	—
Protective service occupations, N.E.C.	2	—	—
Food service occupations			
Supervisors, food preparation and service occupations	2	3	2
Supervisors, food preparation and service occupations	5	6	—
Bartenders	2	—	—
Waiters and waitresses	2	2	2
Cooks	3	4	—
Food counter, fountain, and related occupations	2	3	1
Kitchen workers, food preparation	2	3	2
Waiters/Waitresses' assistants	1	1	—
Food preparation occupations, N.E.C.	2	2	2
Health service occupations			
Health aides, except nursing	3	3	—
Health aides, except nursing	3	3	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Phoenix-Mesa, AZ, November 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Service occupations (-Continued)			
Health service occupations (-Continued)			
Nursing aides, orderlies and attendants	3	3	—
Cleaning and building service occupations	2	3	1
Supervisors, cleaning and building service workers	5	5	—
Maids and housemen	1	1	—
Janitors and cleaners	2	3	1
Personal service occupations			
Attendants, amusement and recreation facilities	3	4	2
Child care workers, N.E.C.	3	—	—
Service occupations, N.E.C.	2	—	2
	3	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may

include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.