

**Table 1. Pay relatives for major occupational groups in metropolitan areas, National Compensation Survey, July 2008**

(Average pay for all occupations and for each occupational group shown in the Indianapolis-Anderson-Columbus, IN metropolitan area = 100.)

| Metropolitan Area <sup>1</sup>                                    | All occupations | Management, business, and financial | Professional and related | Service | Sales and related | Office and administrative support | Construction and extraction | Installation, maintenance, and repair | Production | Transportation and material moving |
|---|-----------------|-------------------------------------|--------------------------|---------|-------------------|-----------------------------------|-----------------------------|---------------------------------------|------------|------------------------------------|
| Indianapolis-Anderson-Columbus, IN .....                          | 100             | 100                                 | 100                      | 100     | 100               | 100                               | 100                         | 100                                   | 100        | 100                                |
| Amarillo, TX .....  | 94*             | 122*                                | 86*                      | 98      | 108*              | 91*                               | 94                          | 95                                    | 87*        | 92*                                |
| Atlanta-Sandy Springs-Gainesville, GA-AL .....                    | 106*            | 127*                                | 105*                     | 104     | 115*              | 108*                              | 95                          | 105                                   | 95         | 101                                |
| Austin-Round Rock, TX .....                                       | 98              | 114                                 | 95*                      | 98      | 114*              | 96                                | 89                          | 107                                   | 84*        | 92*                                |
| Birmingham-Hoover, AL .....                                       | 101             | 128*                                | 103                      | 104     | 111*              | 100                               | 92*                         | 106                                   | 84*        | 103                                |
| Bloomington, IN .....   | 95*             | 113                                 | 94                       | 92*     | 99                | 94*                               | 84*                         | 84*                                   | 91*        | 105                                |
| Bloomington-Normal, IL .....                                      | 107*            | 124*                                | 106*                     | 114*    | 121*              | 98                                | 111*                        | 98                                    | 107*       | 100                                |
| Boston-Worcester-Manchester, MA-NH .....                          | 117*            | 130*                                | 112*                     | 123*    | 130*              | 119*                              | 130*                        | 118*                                  | 98         | 110*                               |
| Brownsville-Harlingen, TX .....                                   | 81*             | 111                                 | 90*                      | 86*     | 83*               | 78*                               | 71*                         | 94                                    | 69*        | 73*                                |
| Buffalo-Niagara-Cattaraugus, NY .....                             | 104*            | 110                                 | 95*                      | 116*    | 111*              | 97                                | 123*                        | 105                                   | 99         | 98                                 |
| Charleston-North Charleston-Summerville, SC .....                 | 97*             | 114                                 | 99                       | 94*     | 114*              | 98                                | 84*                         | 89                                    | 94*        | 100                                |
| Charlotte-Gastonia-Concord, NC-SC .....                           | 104*            | 130*                                | 97                       | 104     | 119*              | 101                               | 98                          | 103                                   | 95         | 98                                 |
| Chicago-Naperville-Michigan City, IL-IN-WI .....                  | 114*            | 129*                                | 111*                     | 115*    | 127*              | 113*                              | 141*                        | 114*                                  | 95         | 105                                |
| Cincinnati-Middletown-Wilmington, OH-KY-IN .....                  | 104*            | 118*                                | 106                      | 109*    | 112               | 102                               | 99                          | 104                                   | 93*        | 104                                |
| Cleveland-Akron-Elyria, OH .....                                  | 105*            | 124*                                | 101                      | 108*    | 113*              | 103                               | 111*                        | 109                                   | 94*        | 103                                |
| Columbus-Marion-Chillicothe, OH .....                             | 104*            | 119*                                | 100                      | 110*    | 119*              | 101                               | 107                         | 103                                   | 93         | 100                                |
| Corpus Christi, TX .....  | 94*             | 105                                 | 91*                      | 92*     | 106               | 89*                               | 107                         | 105                                   | 85*        | 87*                                |
| Dallas-Fort Worth, TX .....                                       | 103*            | 123*                                | 103                      | 99      | 125*              | 103                               | 97                          | 101                                   | 84*        | 102                                |
| Dayton-Springfield-Greenville, OH .....                           | 101             | 124*                                | 96*                      | 102     | 113*              | 94*                               | 101                         | 97                                    | 96         | 102                                |
| Denver-Aurora-Boulder, CO .....                                   | 110*            | 124*                                | 106*                     | 114*    | 124*              | 107*                              | 106                         | 121*                                  | 96         | 104                                |
| Detroit-Warren-Flint, MI .....                                    | 110*            | 118*                                | 107*                     | 108*    | 117*              | 106*                              | 109                         | 103                                   | 107*       | 109*                               |
| Elkhart-Goshen, IN .....  | 101             | 119*                                | 95*                      | 102     | 108*              | 96                                | 120*                        | 90                                    | 91*        | 103                                |
| Fort Collins-Loveland, CO .....                                   | 107*            | 116*                                | 100                      | 107*    | 122*              | 107*                              | 112*                        | 112                                   | 94         | 114*                               |
| Grand Rapids-Wyoming, MI .....                                    | 105*            | 112                                 | 99                       | 113*    | 127*              | 102                               | 117*                        | 98                                    | 93*        | 99                                 |
| Great Falls, MT .....   | 93*             | 107                                 | 80*                      | 104     | 104               | 83*                               | 124*                        | 102                                   | 86*        | 98                                 |
| Greensboro-High Point, NC .....                                   | 100             | 124*                                | 98                       | 99      | 118*              | 100                               | 95                          | 90                                    | 91*        | 103                                |
| Greenville-Mauldin-Easley, SC .....                               | 99              | 131*                                | 92*                      | 102     | 105               | 99                                | 84*                         | 88*                                   | 98         | 93*                                |
| Hartford-West Hartford-Willimantic, CT .....                      | 117*            | 131*                                | 112*                     | 129*    | 130*              | 116*                              | 122*                        | 112                                   | 103        | 110*                               |
| Hickory-Lenoir-Morganton, NC .....                                | 99              | 118*                                | 87*                      | 96      | 112*              | 95*                               | 105                         | 97                                    | 93*        | 102                                |
| Honolulu, HI .....  | 110*            | 131*                                | 105                      | 125*    | 130*              | 98                                | 128*                        | 116*                                  | 100        | 96                                 |
| Houston-Baytown-Huntsville, TX .....                              | 103*            | 128*                                | 105*                     | 92*     | 121*              | 102                               | 99                          | 100                                   | 92*        | 95                                 |
| Huntsville-Decatur, AL .....                                      | 101             | 118*                                | 99                       | 101     | 117*              | 98                                | 96                          | 96                                    | 91*        | 102                                |
| Iowa City, IA .....   | 102             | 121*                                | 97                       | 109*    | 114*              | 102                               | 113                         | 104                                   | 91*        | 95                                 |
| Johnstown, PA .....   | 91*             | 103                                 | 87*                      | 98      | 102               | 89*                               | 98                          | 91                                    | 79*        | 84*                                |
| Kansas City, MO-KS .....  | 104*            | 115                                 | 102                      | 105*    | 122*              | 101                               | 106                         | 102                                   | 94         | 97                                 |
| Kennewick-Pasco-Richland, WA .....                                | 108*            | 126*                                | 98                       | 120*    | 123*              | 99                                | 116*                        | 104                                   | 92*        | 106                                |
| Knoxville, TN .....   | 96*             | 130*                                | 102                      | 88*     | 117*              | 92*                               | 84*                         | 86*                                   | 80*        | 96                                 |
| Lincoln, NE .....   | 93*             | 103                                 | 86*                      | 99      | 102               | 91*                               | 92*                         | 93                                    | 81*        | 99                                 |
| Los Angeles-Long Beach-Riverside, CA .....                        | 115*            | 137*                                | 114*                     | 121*    | 132*              | 111*                              | 120*                        | 114*                                  | 91*        | 103                                |
| Louisville/Jefferson County-Elizabethtown-Scottsburg, KY-IN ..... | 100             | 111                                 | 94*                      | 105*    | 122*              | 100                               | 100                         | 95                                    | 94*        | 92*                                |

See footnotes at end of table.

Table 1. Pay relatives for major occupational groups in metropolitan areas, National Compensation Survey, July 2008 — Continued

(Average pay for all occupations and for each occupational group shown in the Indianapolis-Anderson-Columbus, IN metropolitan area = 100.)

| Metropolitan Area <sup>1</sup>                               | All occupations | Management, business, and financial | Professional and related | Service | Sales and related | Office and administrative support | Construction and extraction | Installation, maintenance, and repair | Production | Transportation and material moving |
|--|-----------------|-------------------------------------|--------------------------|---------|-------------------|-----------------------------------|-----------------------------|---------------------------------------|------------|------------------------------------|
| Memphis, TN-MS-AR .....                                      | 100             | 116*                                | 95                       | 93*     | 121*              | 100                               | 103                         | 103                                   | 87*        | 94*                                |
| Miami-Fort Lauderdale-Pompano Beach, FL ...                  | 103*            | 130*                                | 99                       | 108*    | 115*              | 103                               | 98                          | 100                                   | 85*        | 97                                 |
| Milwaukee-Racine-Waukesha, WI .....                          | 105*            | 121*                                | 98                       | 104     | 127*              | 104                               | 114*                        | 102                                   | 97         | 104                                |
| Minneapolis-St. Paul-St. Cloud, MN-WI .....                  | 114*            | 134*                                | 107*                     | 125*    | 128*              | 107*                              | 123*                        | 106                                   | 102        | 108*                               |
| Mobile, AL .....   | 97*             | 117                                 | 94*                      | 97      | 111*              | 96*                               | 101                         | 91                                    | 88*        | 99                                 |
| New Orleans-Metairie-Kenner, LA .....                        | 103*            | 116*                                | 105*                     | 103     | 116*              | 100                               | 102                         | 99                                    | 96         | 101                                |
| New York-Newark-Bridgeport, NY-NJ-CT-PA ..                   | 121*            | 143*                                | 119*                     | 123*    | 135*              | 119*                              | 143*                        | 117*                                  | 98         | 108*                               |
| Ocala, FL .....  | 94*             | 95                                  | 87*                      | 100     | 108*              | 93*                               | 83*                         | 106                                   | 87*        | 102                                |
| Oklahoma City, OK .....                                      | 97*             | 107                                 | 93*                      | 99      | 113*              | 92*                               | 123*                        | 100                                   | 78*        | 86*                                |
| Orlando-Kissimmee, FL .....                                  | 96*             | 111                                 | 90*                      | 97      | 114*              | 92*                               | 102                         | 100                                   | 91         | 108                                |
| Palm Bay-Melbourne-Titusville, FL .....                      | 97              | 106                                 | 89*                      | 104     | 111*              | 90*                               | 101                         | 103                                   | 99         | 112*                               |
| Philadelphia-Camden-Vineland,<br>PA-NJ-DE-MD .....           | 111*            | 130*                                | 111*                     | 113*    | 115*              | 109*                              | 112*                        | 115*                                  | 91*        | 105                                |
| Phoenix-Mesa-Scottsdale, AZ .....                            | 105*            | 126*                                | 105                      | 106*    | 129*              | 102                               | 99                          | 106                                   | 88*        | 100                                |
| Pittsburgh-New Castle, PA .....                              | 100             | 109                                 | 98                       | 102     | 109*              | 100                               | 101                         | 99                                    | 89*        | 96                                 |
| Portland-Vancouver-Beaverton, OR-WA .....                    | 111*            | 122*                                | 103                      | 120*    | 130*              | 110*                              | 124*                        | 120*                                  | 95         | 102                                |
| Providence-New Bedford-Fall River, RI-MA .....               | 114*            | 126*                                | 115*                     | 122*    | 122*              | 109*                              | 119*                        | 115*                                  | 101        | 108*                               |
| Reading, PA .....  | 106*            | 131*                                | 96                       | 107*    | 128*              | 103                               | 110*                        | 103                                   | 94*        | 100                                |
| Reno-Sparks, NV .....  | 104*            | 120*                                | 102                      | 107*    | 126*              | 103                               | 95                          | 107                                   | 91*        | 101                                |
| Richmond, VA .....   | 103*            | 121*                                | 100                      | 104*    | 112*              | 104                               | 96                          | 103                                   | 97         | 100                                |
| Rochester, NY .....  | 104*            | 113                                 | 102                      | 117*    | 117*              | 102                               | 103                         | 92                                    | 95         | 98                                 |
| Rockford, IL .....   | 104*            | 110                                 | 100                      | 109*    | 116*              | 99                                | 119*                        | 100                                   | 92*        | 104                                |
| Sacramento-Arden-Arcade-Truckee, CA-NV ...                   | 115*            | 131*                                | 118*                     | 121*    | 128*              | 109*                              | 122*                        | 115*                                  | 111*       | 110*                               |
| Salinas, CA .....  | 120*            | 140*                                | 124*                     | 132*    | 154*              | 112*                              | 136*                        | 129*                                  | 86*        | 105                                |
| San Antonio, TX .....  | 96*             | 118*                                | 97                       | 96*     | 102               | 93*                               | 108                         | 103                                   | 86*        | 91*                                |
| San Diego-Carlsbad-San Marcos, CA .....                      | 115*            | 132*                                | 111*                     | 127*    | 123*              | 109*                              | 118*                        | 113*                                  | 98         | 101                                |
| San Jose-San Francisco-Oakland, CA .....                     | 126*            | 138*                                | 123*                     | 135*    | 146*              | 124*                              | 134*                        | 122*                                  | 100        | 110*                               |
| Seattle-Tacoma-Olympia, WA .....                             | 116*            | 127*                                | 110*                     | 127*    | 135*              | 108*                              | 119*                        | 110                                   | 106        | 111*                               |
| Springfield, MA .....  | 116*            | 124*                                | 114*                     | 117*    | 132*              | 112*                              | 118*                        | 103                                   | 101        | 115*                               |
| Springfield, MO .....  | 94*             | 104                                 | 88*                      | 95*     | 110*              | 90*                               | 85*                         | 90                                    | 86*        | 98                                 |
| St. Louis, MO-IL .....                                       | 109*            | 125*                                | 104                      | 106*    | 117*              | 104                               | 125*                        | 117*                                  | 100        | 110                                |
| Tallahassee, FL .....  | 94              | 103                                 | 85*                      | 102     | 109*              | 92                                | 99                          | 87*                                   | 84*        | 95*                                |
| Tampa-St. Petersburg-Clearwater, FL .....                    | 99              | 115*                                | 93*                      | 101     | 119*              | 98                                | 108                         | 95                                    | 84*        | 97                                 |
| Virginia Beach-Norfolk-Newport News,<br>VA-NC .....          | 97*             | 106                                 | 94                       | 102     | 113*              | 94*                               | 92*                         | 97                                    | 82*        | 92*                                |
| Visalia-Porterville, CA .....                                | 106*            | 110                                 | 106                      | 113*    | 121*              | 99                                | 95                          | 100                                   | 95         | 107                                |
| Washington-Baltimore-Northern Virginia,<br>DC-MD-VA-WV ..... | 115*            | 130*                                | 113*                     | 114*    | 129*              | 115*                              | 109*                        | 119*                                  | 97         | 108*                               |
| York-Hanover, PA .....                                       | 100             | 136*                                | 102                      | 103     | 108               | 96                                | 106                         | 96                                    | 89*        | 98                                 |
| Youngstown-Warren-Boardman, OH-PA .....                      | 98              | 123*                                | 93*                      | 100     | 103               | 96                                | 97                          | 93                                    | 86*        | 110*                               |

\* The pay relative for this area is significantly different from the average in the metropolitan area at the 10 percent level of significance. For additional details, see the Technical Note.

<sup>1</sup> A metropolitan area can be a Metropolitan Statistical Area (MSA) or Combined Statistical Area (CSA) as defined by the Office of Management and Budget, December 2003.