

Memphis, TN–MS–AR National Compensation Survey February 2008



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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 establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Memphis, TN–MS–AR, Metropolitan Statistical Area (MSA). Data were collected between December 2007 and April 2008; the average reference month is February 2008. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

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

NCS products

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

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

About the tables

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

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

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

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

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

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

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

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

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

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Memphis, TN-MS-AR, February 2008

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$18.77	5.7	35.9	\$18.42	6.5	35.7	\$21.41	3.3	37.3
Worker characteristics^{4,5}									
Management, professional, and related	29.53	3.8	37.9	30.42	4.8	38.5	26.89	3.5	36.2
Management, business, and financial	33.64	7.3	41.0	33.45	8.0	41.2	35.51	13.5	39.1
Professional and related	27.09	5.0	36.2	27.93	7.1	36.5	25.50	3.4	35.7
Service	9.74	4.2	33.2	8.34	3.2	32.4	16.73	3.1	38.3
Sales and office	18.98	10.9	35.9	19.25	11.4	35.7	14.67	10.5	39.5
Sales and related	26.69	19.2	35.2	26.69	19.2	35.2	—	—	—
Office and administrative support	14.57	1.7	36.4	14.56	1.6	36.1	14.67	10.5	39.5
Natural resources, construction, and maintenance	19.82	7.6	39.9	19.76	8.1	39.9	20.68	8.7	39.7
Construction and extraction	16.48	3.3	40.0	16.23	3.4	40.0	—	—	—
Installation, maintenance, and repair	26.26	11.5	39.8	26.99	11.8	39.8	19.69	22.2	39.7
Production, transportation, and material moving	14.64	8.4	34.8	14.60	8.6	34.8	15.98	14.6	34.6
Production	14.36	11.4	39.8	14.36	11.6	39.9	—	—	—
Transportation and material moving	14.78	10.2	32.6	14.73	10.6	32.6	16.30	16.8	34.0
Full time	20.25	6.6	40.2	19.97	7.6	40.2	22.17	3.0	39.9
Part time	9.55	6.7	21.6	9.45	7.1	21.7	11.18	5.5	20.0
Union	20.00	8.2	37.4	19.40	10.1	36.1	22.10	6.2	42.6
Nonunion	18.65	6.2	35.7	18.34	7.0	35.7	21.27	3.6	36.4
Time	16.62	4.7	36.1	15.90	5.3	35.9	21.41	3.3	37.3
Incentive	36.30	14.6	34.1	36.30	14.6	34.1	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	18.68	7.4	34.9	(⁶)	(⁶)	(⁶)
1-99 workers	15.16	3.9	35.0	15.13	4.0	35.0	—	—	—
100-499 workers	18.99	15.6	37.5	19.13	16.5	37.4	16.51	5.4	38.7
500 workers or more	22.63	5.0	35.6	22.74	6.9	35.1	22.34	4.0	37.0

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

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

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

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.77	5.7	\$20.25	6.6	\$9.55	6.7
Management occupations	39.67	8.8	39.67	8.8	—	—
Level 8	27.69	7.9	27.69	7.9	—	—
Level 9	23.25	18.2	23.25	18.2	—	—
Level 11	43.12	8.2	43.12	8.2	—	—
Level 12	47.43	7.3	47.43	7.3	—	—
Not able to be leveled	46.74	20.6	46.74	20.6	—	—
General and operations managers	63.92	23.6	63.92	23.6	—	—
Financial managers	31.69	8.8	31.69	8.8	—	—
Education administrators	38.94	8.9	38.94	8.9	—	—
Education administrators, postsecondary	35.54	21.3	35.54	21.3	—	—
Business and financial operations occupations	25.73	6.5	25.73	6.5	—	—
Level 7	19.16	4.6	19.16	4.6	—	—
Level 9	26.75	7.5	26.75	7.5	—	—
Accountants and auditors	19.40	4.0	19.40	4.0	—	—
Financial analysts and advisors	26.74	5.3	26.74	5.3	—	—
Financial analysts	26.74	5.3	26.74	5.3	—	—
Computer and mathematical science occupations	32.57	10.4	32.57	10.4	—	—
Level 7	20.19	8.9	20.19	8.9	—	—
Computer software engineers	45.60	9.2	45.60	9.2	—	—
Computer support specialists	23.40	20.4	23.40	20.4	—	—
Architecture and engineering occupations	31.18	8.1	31.18	8.1	—	—
Engineers	32.71	5.8	32.71	5.8	—	—
Life, physical, and social science occupations	17.48	15.4	17.33	15.8	—	—
Community and social services occupations	18.40	10.8	18.40	10.8	—	—
Counselors	21.29	12.7	21.29	12.7	—	—
Education, training, and library occupations	26.52	3.7	28.67	5.9	10.79	10.5
Level 4	10.17	1.4	—	—	—	—
Level 7	26.47	4.3	26.68	4.8	—	—
Level 8	25.79	1.4	25.79	1.4	—	—
Level 9	35.32	4.6	35.32	4.6	—	—
Not able to be leveled	8.95	7.4	—	—	8.95	7.4
Postsecondary teachers	24.99	14.6	24.99	14.7	—	—
Primary, secondary, and special education school teachers	31.01	5.7	31.69	5.4	—	—
Level 7	27.62	2.9	27.70	3.3	—	—
Level 8	25.79	1.4	25.79	1.4	—	—
Elementary and middle school teachers	31.26	12.6	31.88	11.9	—	—
Level 7	27.58	5.4	27.68	6.0	—	—
Level 8	26.33	1.4	26.33	1.4	—	—
Elementary school teachers, except special education	33.01	15.6	33.98	14.7	—	—
Level 7	27.53	6.3	27.71	7.7	—	—
Middle school teachers, except special and vocational education	26.73	1.5	26.73	1.5	—	—
Level 7	27.64	4.2	27.64	4.2	—	—
Secondary school teachers	31.61	10.8	31.61	10.8	—	—
Level 7	27.68	5.2	27.68	5.2	—	—
Level 8	24.40	2.8	24.40	2.8	—	—
Secondary school teachers, except special and vocational education	31.61	10.8	31.61	10.8	—	—
Level 7	27.68	5.2	27.68	5.2	—	—
Level 8	24.40	2.8	24.40	2.8	—	—
Other teachers and instructors	27.50	5.4	—	—	9.55	4.5
Not able to be leveled	8.95	7.4	—	—	8.95	7.4
Teacher assistants	9.00	9.7	8.24	8.4	—	—
Level 4	10.17	1.4	—	—	—	—
Healthcare practitioner and technical occupations	25.29	9.1	25.15	8.6	26.33	20.2
Level 4	14.49	4.7	14.49	4.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
-Continued						
Level 5	\$18.42	6.4	-	-	-	-
Level 7	23.88	4.7	\$24.28	5.0	-	-
Level 8	25.75	3.7	25.88	4.3	-	-
Level 9	30.79	14.3	29.35	12.9	-	-
Not able to be leveled	30.07	16.8	30.07	16.8	-	-
Registered nurses	28.86	6.0	28.49	4.3	\$30.88	18.6
Level 7	26.95	1.0	26.96	1.0	-	-
Therapists	25.22	12.6	24.26	10.0	-	-
Level 9	30.34	7.0	-	-	-	-
Physical therapists	30.34	7.0	-	-	-	-
Level 9	30.34	7.0	-	-	-	-
Clinical laboratory technologists and technicians	24.01	1.7	24.40	.1	-	-
Licensed practical and licensed vocational nurses	16.48	2.7	-	-	-	-
Healthcare support occupations	10.99	4.6	11.05	5.9	-	-
Level 2	9.35	7.5	9.35	7.5	-	-
Level 5	14.63	14.6	15.22	11.8	-	-
Nursing, psychiatric, and home health aides	11.88	.4	11.88	.4	-	-
Level 2	11.88	.4	11.88	.4	-	-
Nursing aides, orderlies, and attendants	11.88	.4	11.88	.4	-	-
Level 2	11.88	.4	11.88	.4	-	-
Miscellaneous healthcare support occupations	10.12	4.6	10.18	5.4	-	-
Protective service occupations	12.06	20.3	12.28	20.5	-	-
Level 3	11.96	5.0	-	-	-	-
Level 6	19.84	1.3	19.84	1.3	-	-
Level 7	22.46	12.2	22.46	12.2	-	-
Fire fighters	15.53	10.7	15.53	10.7	-	-
Police officers	21.57	2.4	21.57	2.4	-	-
Police and sheriff's patrol officers	21.57	2.4	21.57	2.4	-	-
Food preparation and serving related occupations	6.37	3.3	7.73	8.7	5.60	4.4
Level 1	5.71	11.7	6.78	11.2	4.99	18.6
Level 2	5.10	14.1	7.49	19.2	4.23	24.0
Cooks	9.10	8.5	9.09	13.3	-	-
Food service, tipped	3.27	.9	5.51	14.2	2.58	4.2
Level 1	3.66	3.5	-	-	-	-
Waiters and waitresses	2.55	9.2	-	-	2.31	4.7
Fast food and counter workers	7.16	3.4	-	-	7.40	3.1
Combined food preparation and serving workers, including fast food	7.16	3.4	-	-	7.40	3.1
Building and grounds cleaning and maintenance occupations	11.37	8.1	12.24	8.0	-	-
Level 1	8.21	8.3	9.16	7.1	-	-
Level 3	11.37	12.8	11.37	12.8	-	-
Building cleaning workers	10.56	10.3	11.69	9.1	-	-
Level 1	8.21	8.3	9.16	7.1	-	-
Janitors and cleaners, except maids and housekeeping cleaners	10.83	10.9	12.27	8.5	-	-
Level 1	-	-	9.41	7.7	-	-
Maids and housekeeping cleaners	8.70	8.8	-	-	-	-
Personal care and service occupations	11.38	13.0	11.57	15.9	10.56	24.0
Level 2	11.19	17.1	-	-	-	-
Sales and related occupations	26.69	19.2	30.73	19.4	7.99	3.6
Level 1	7.93	7.8	-	-	7.66	13.1
Level 2	9.19	4.3	10.57	4.1	8.16	9.2
Level 3	9.46	21.6	-	-	-	-
Level 4	14.73	5.5	14.94	4.4	-	-
Level 7	43.38	14.3	43.38	14.3	-	-
First-line supervisors/managers, sales workers	24.91	10.4	24.91	10.4	-	-
First-line supervisors/managers of retail sales workers	24.83	11.5	24.83	11.5	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Retail sales workers	\$10.20	3.2	\$11.36	2.3	\$7.98	3.6
Level 1	7.93	7.8	—	—	7.66	13.1
Level 2	9.25	4.9	10.57	4.1	8.16	10.1
Level 3	9.46	21.6	—	—	—	—
Level 4	14.18	8.6	14.53	5.9	—	—
Cashiers, all workers	8.64	10.9	9.37	12.4	7.60	7.8
Level 1	7.64	7.3	—	—	7.81	11.6
Level 2	8.92	13.0	—	—	6.85	.7
Cashiers	8.64	10.9	9.37	12.4	7.60	7.8
Level 1	7.64	7.3	—	—	7.81	11.6
Level 2	8.92	13.0	—	—	6.85	.7
Counter and rental clerks and parts salespersons	12.10	13.0	—	—	—	—
Retail salespersons	12.41	4.4	13.87	9.9	8.84	.0
Sales representatives, wholesale and manufacturing	32.50	6.8	32.50	6.8	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.63	6.8	32.63	6.8	—	—
Office and administrative support occupations	14.57	1.7	14.81	1.9	12.30	3.6
Level 1	9.61	3.3	10.67	1.7	—	—
Level 2	12.37	1.9	12.08	2.4	—	—
Level 3	11.99	3.1	12.08	3.2	—	—
Level 4	16.14	3.1	16.14	3.1	—	—
Level 5	17.19	6.5	17.20	6.4	—	—
Level 6	19.42	4.9	19.42	4.9	—	—
Level 7	21.27	9.5	21.27	9.5	—	—
Not able to be leveled	13.55	4.7	13.89	4.7	—	—
Financial clerks	15.80	3.2	15.84	3.2	—	—
Level 2	12.96	5.0	—	—	—	—
Level 3	14.21	9.0	14.21	9.0	—	—
Level 4	16.12	4.6	16.12	4.6	—	—
Level 5	17.47	7.4	17.47	7.4	—	—
Bookkeeping, accounting, and auditing clerks	16.03	4.7	16.04	4.7	—	—
Level 4	16.40	6.5	16.40	6.5	—	—
Level 5	17.89	10.1	17.89	10.1	—	—
Customer service representatives	14.97	8.7	15.24	9.6	—	—
Level 3	11.40	4.7	11.65	4.7	—	—
Receptionists and information clerks	14.76	9.2	14.76	9.2	—	—
Shipping, receiving, and traffic clerks	15.19	4.9	15.19	4.9	—	—
Level 4	16.36	5.3	16.36	5.3	—	—
Stock clerks and order fillers	10.71	5.4	11.62	3.4	9.34	2.6
Level 1	9.84	2.4	—	—	—	—
Level 3	11.13	6.5	11.13	6.5	—	—
Secretaries and administrative assistants	15.93	3.7	15.93	3.7	—	—
Level 3	12.41	2.0	12.41	2.0	—	—
Level 4	15.63	5.6	15.63	5.6	—	—
Level 5	16.41	5.8	16.41	5.8	—	—
Executive secretaries and administrative assistants	17.42	6.6	17.42	6.6	—	—
Secretaries, except legal, medical, and executive	14.65	3.7	14.65	3.7	—	—
Data entry and information processing workers	12.84	4.7	13.17	3.6	—	—
Data entry keyers	12.92	5.5	12.92	5.5	—	—
Office clerks, general	12.80	6.3	12.80	6.3	—	—
Level 2	11.03	4.8	11.03	4.8	—	—
Construction and extraction occupations	16.48	3.3	16.48	3.3	—	—
Level 4	15.10	7.4	15.10	7.4	—	—
Level 7	19.86	3.6	19.86	3.6	—	—
Installation, maintenance, and repair occupations	26.26	11.5	26.35	11.4	—	—
Level 5	18.29	10.6	18.29	10.6	—	—
Level 6	24.11	2.7	24.11	2.7	—	—
Level 7	26.12	6.1	26.12	6.1	—	—
First-line supervisors/managers of mechanics, installers, and repairers	32.44	9.9	32.44	9.9	—	—
Bus and truck mechanics and diesel engine specialists	19.07	2.7	19.07	2.7	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
-Continued						
Industrial machinery installation, repair, and maintenance workers	\$19.78	11.4	\$19.78	11.4	-	-
Level 5	18.59	12.9	18.59	12.9	-	-
Industrial machinery mechanics	22.25	9.4	22.25	9.4	-	-
Production occupations	14.36	11.4	14.39	11.3	-	-
Level 1	9.47	2.4	9.51	2.4	-	-
Level 3	13.55	6.7	13.55	6.7	-	-
Level 4	15.29	8.9	15.29	8.9	-	-
Level 5	17.07	8.6	17.07	8.6	-	-
Level 7	20.89	5.6	20.89	5.6	-	-
Welding, soldering, and brazing workers	17.48	3.0	17.48	3.0	-	-
Welders, cutters, solderers, and brazers	17.47	3.2	17.47	3.2	-	-
Helpers--production workers	10.31	21.1	10.31	21.1	-	-
Transportation and material moving occupations	14.78	10.2	15.90	13.2	\$11.46	4.0
Level 1	8.80	3.5	8.87	3.3	8.69	7.4
Level 2	10.50	3.5	10.64	5.3	9.77	7.7
Level 3	15.00	8.7	16.17	11.4	11.54	8.1
Level 4	-	-	20.11	4.6	-	-
Level 5	20.95	2.5	20.95	2.5	-	-
Level 6	20.72	1.6	20.75	1.8	-	-
Bus drivers	10.94	7.7	-	-	-	-
Level 3	12.21	9.8	-	-	-	-
Bus drivers, school	10.94	7.7	-	-	-	-
Level 3	12.21	9.8	-	-	-	-
Driver/sales workers and truck drivers	17.58	9.8	18.40	10.4	-	-
Truck drivers, heavy and tractor-trailer	19.30	10.0	19.30	10.0	-	-
Industrial truck and tractor operators	12.58	12.7	12.61	13.1	-	-
Laborers and material movers, hand	10.22	6.2	10.00	8.1	10.55	9.0
Level 1	8.59	4.4	8.59	4.6	8.59	8.5
Level 2	12.30	4.6	12.18	4.6	-	-
Laborers and freight, stock, and material movers, hand	11.22	5.4	11.65	3.3	10.93	9.4
Level 1	9.17	5.8	10.11	5.4	8.85	8.5
Level 2	11.97	5.1	11.76	4.8	-	-
Packers and packagers, hand	8.48	6.8	8.56	6.7	-	-
Level 1	8.04	2.8	8.11	1.6	-	-

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.42	6.5	\$19.97	7.6	\$9.45	7.1
Management occupations	39.55	10.1	39.55	10.1	—	—
Level 8	27.69	7.9	27.69	7.9	—	—
Level 9	22.10	17.4	22.10	17.4	—	—
Level 11	44.27	14.9	44.27	14.9	—	—
Not able to be leveled	46.74	20.6	46.74	20.6	—	—
General and operations managers	63.92	23.6	63.92	23.6	—	—
Financial managers	31.43	9.0	31.43	9.0	—	—
Business and financial operations occupations	26.10	6.9	26.10	6.9	—	—
Level 7	19.60	6.3	19.60	6.3	—	—
Level 9	26.75	7.5	26.75	7.5	—	—
Accountants and auditors	19.60	4.5	19.60	4.5	—	—
Financial analysts and advisors	26.74	5.3	26.74	5.3	—	—
Financial analysts	26.74	5.3	26.74	5.3	—	—
Computer and mathematical science occupations	32.86	10.4	32.86	10.4	—	—
Computer software engineers	45.60	9.2	45.60	9.2	—	—
Architecture and engineering occupations	31.44	10.0	31.44	10.0	—	—
Engineers	33.69	6.2	33.69	6.2	—	—
Education, training, and library occupations	20.50	18.0	20.92	18.6	—	—
Level 7	24.82	6.9	24.73	7.1	—	—
Postsecondary teachers	24.89	15.0	24.89	15.0	—	—
Healthcare practitioner and technical occupations	26.33	10.8	26.04	10.6	—	—
Level 7	25.15	6.2	25.32	6.6	—	—
Level 8	26.42	3.6	26.72	4.0	—	—
Registered nurses	29.56	6.5	28.76	4.8	34.09	15.9
Level 7	27.19	.4	27.20	.4	—	—
Clinical laboratory technologists and technicians	24.40	.1	24.40	.1	—	—
Healthcare support occupations	11.09	4.6	11.17	6.0	—	—
Level 2	9.48	8.5	9.48	8.5	—	—
Level 5	14.73	15.4	—	—	—	—
Nursing, psychiatric, and home health aides	11.88	.4	11.88	.4	—	—
Level 2	11.88	.4	11.88	.4	—	—
Nursing aides, orderlies, and attendants	11.88	.4	11.88	.4	—	—
Level 2	11.88	.4	11.88	.4	—	—
Miscellaneous healthcare support occupations	10.19	4.7	10.26	5.6	—	—
Protective service occupations	—	—	8.99	10.9	—	—
Level 3	11.96	5.0	—	—	—	—
Food preparation and serving related occupations	6.22	3.1	7.58	8.8	5.47	3.4
Level 1	5.69	11.8	6.76	11.3	4.99	18.6
Level 2	4.93	15.7	—	—	4.23	24.0
Cooks	8.89	8.0	—	—	—	—
Food service, tipped	3.22	.1	—	—	2.57	4.0
Level 1	3.58	.0	—	—	—	—
Waiters and waitresses	2.55	9.2	—	—	2.31	4.7
Fast food and counter workers	6.92	1.2	—	—	7.20	2.2
Combined food preparation and serving workers, including fast food	6.92	1.2	—	—	7.20	2.2
Building and grounds cleaning and maintenance occupations	10.46	7.3	11.43	9.4	—	—
Level 1	8.18	8.7	9.16	7.6	—	—
Building cleaning workers	10.10	11.7	11.35	11.0	—	—
Level 1	8.18	8.7	9.16	7.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.36	12.8	12.05	11.0	—	—
Level 1	—	—	9.44	8.5	—	—
Maids and housekeeping cleaners	8.70	8.8	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Personal care and service occupations	\$10.99	15.0	—	—	—	—
Sales and related occupations	26.69	19.2	\$30.73	19.4	\$7.99	3.6
Level 1	7.93	7.8	—	—	7.66	13.1
Level 2	9.19	4.3	10.57	4.1	8.16	9.2
Level 3	9.46	21.6	—	—	—	—
Level 4	14.73	5.5	14.94	4.4	—	—
Level 7	43.38	14.3	43.38	14.3	—	—
First-line supervisors/managers, sales workers	24.91	10.4	24.91	10.4	—	—
First-line supervisors/managers of retail sales workers	24.83	11.5	24.83	11.5	—	—
Retail sales workers	10.20	3.2	11.36	2.3	7.98	3.6
Level 1	7.93	7.8	—	—	7.66	13.1
Level 2	9.25	4.9	10.57	4.1	8.16	10.1
Level 3	9.46	21.6	—	—	—	—
Level 4	14.18	8.6	14.53	5.9	—	—
Cashiers, all workers	8.64	10.9	9.37	12.4	7.60	7.8
Level 1	7.64	7.3	—	—	7.81	11.6
Level 2	8.92	13.0	—	—	6.85	.7
Cashiers	8.64	10.9	9.37	12.4	7.60	7.8
Level 1	7.64	7.3	—	—	7.81	11.6
Level 2	8.92	13.0	—	—	6.85	.7
Counter and rental clerks and parts salespersons	12.10	13.0	—	—	—	—
Retail salespersons	12.41	4.4	13.87	9.9	8.84	.0
Sales representatives, wholesale and manufacturing	32.50	6.8	32.50	6.8	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.63	6.8	32.63	6.8	—	—
Office and administrative support occupations	14.56	1.6	14.82	1.7	12.30	3.6
Level 1	9.61	3.3	10.67	1.7	—	—
Level 2	12.41	2.0	12.10	2.5	—	—
Level 3	12.16	3.4	12.26	3.5	—	—
Level 4	15.94	2.6	15.94	2.6	—	—
Level 5	17.55	7.2	17.56	7.2	—	—
Level 6	20.17	4.5	20.17	4.5	—	—
Level 7	21.27	9.5	21.27	9.5	—	—
Not able to be leveled	13.55	4.7	13.89	4.7	—	—
Financial clerks	15.81	3.4	15.85	3.4	—	—
Level 2	12.96	5.0	—	—	—	—
Level 3	14.21	9.0	14.21	9.0	—	—
Level 4	16.03	5.1	16.03	5.1	—	—
Level 5	17.68	7.5	17.68	7.5	—	—
Bookkeeping, accounting, and auditing clerks	15.96	5.0	15.97	5.0	—	—
Level 5	17.89	10.1	17.89	10.1	—	—
Customer service representatives	14.56	7.8	14.82	8.7	—	—
Level 3	11.24	5.4	—	—	—	—
Receptionists and information clerks	13.82	11.1	13.82	11.1	—	—
Shipping, receiving, and traffic clerks	15.19	4.9	15.19	4.9	—	—
Level 4	16.36	5.3	16.36	5.3	—	—
Stock clerks and order fillers	10.71	5.4	11.62	3.4	9.34	2.6
Level 1	9.84	2.4	—	—	—	—
Level 3	11.13	6.5	11.13	6.5	—	—
Secretaries and administrative assistants	16.19	4.5	16.19	4.5	—	—
Level 4	15.63	5.7	15.63	5.7	—	—
Executive secretaries and administrative assistants	17.61	7.9	17.61	7.9	—	—
Secretaries, except legal, medical, and executive	14.75	4.9	14.75	4.9	—	—
Data entry and information processing workers	12.84	4.7	13.17	3.6	—	—
Data entry keyers	12.92	5.5	12.92	5.5	—	—
Office clerks, general	12.88	6.7	12.88	6.7	—	—
Construction and extraction occupations	16.23	3.4	16.23	3.4	—	—
Level 7	19.86	3.6	19.86	3.6	—	—
Installation, maintenance, and repair occupations	26.99	11.8	27.09	11.6	—	—
Level 5	18.65	10.6	18.65	10.6	—	—
Level 7	24.80	6.3	24.80	6.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
-Continued						
First-line supervisors/managers of mechanics, installers, and repairers	\$32.44	9.9	\$32.44	9.9	-	-
Bus and truck mechanics and diesel engine specialists ...	19.26	2.8	19.26	2.8	-	-
Industrial machinery installation, repair, and maintenance workers	20.99	10.8	20.99	10.8	-	-
Level 5	18.59	12.9	18.59	12.9	-	-
Industrial machinery mechanics	22.25	9.4	22.25	9.4	-	-
Production occupations	14.36	11.6	14.39	11.5	-	-
Level 1	9.47	2.4	9.51	2.4	-	-
Level 3	13.55	6.7	13.55	6.7	-	-
Level 4	15.38	9.6	15.38	9.6	-	-
Level 5	17.07	8.6	17.07	8.6	-	-
Level 7	20.89	5.6	20.89	5.6	-	-
Welding, soldering, and brazing workers	17.92	1.2	17.92	1.2	-	-
Welders, cutters, solderers, and brazers	17.93	1.3	17.93	1.3	-	-
Helpers--production workers	10.31	21.1	10.31	21.1	-	-
Transportation and material moving occupations	14.73	10.6	15.82	13.6	\$11.42	4.2
Level 1	8.77	3.6	8.87	3.3	8.62	7.9
Level 2	10.49	3.6	10.63	5.3	9.76	7.7
Level 3	13.88	7.2	15.01	8.7	-	-
Level 4	-	-	20.11	4.6	-	-
Level 5	20.95	2.5	20.95	2.5	-	-
Level 6	20.72	1.6	20.75	1.8	-	-
Driver/sales workers and truck drivers	17.58	9.8	18.40	10.4	-	-
Truck drivers, heavy and tractor-trailer	19.30	10.0	19.30	10.0	-	-
Industrial truck and tractor operators	12.17	11.3	12.18	11.8	-	-
Laborers and material movers, hand	10.22	6.2	10.00	8.1	10.55	9.0
Level 1	8.59	4.4	8.59	4.6	8.59	8.5
Level 2	12.30	4.6	12.18	4.6	-	-
Laborers and freight, stock, and material movers, hand	11.22	5.4	11.65	3.3	10.93	9.4
Level 1	9.17	5.8	10.11	5.4	8.85	8.5
Level 2	11.97	5.1	11.76	4.8	-	-
Packers and packagers, hand	8.48	6.8	8.56	6.7	-	-
Level 1	8.04	2.8	8.11	1.6	-	-

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

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.41	3.3	\$22.17	3.0	\$11.18	5.5
Management occupations	40.56	4.5	40.56	4.5	—	—
Education administrators	41.69	4.0	41.69	4.0	—	—
Community and social services occupations	21.17	9.8	21.17	9.8	—	—
Education, training, and library occupations	27.94	.7	30.62	4.8	10.18	.4
Level 4	10.17	1.4	—	—	—	—
Level 7	28.79	.2	29.29	1.2	—	—
Level 8	25.79	1.4	25.79	1.4	—	—
Level 9	35.47	4.6	35.48	4.6	—	—
Not able to be leveled	8.95	7.4	—	—	8.95	7.4
Primary, secondary, and special education school teachers	32.19	5.9	32.50	5.8	—	—
Level 7	29.29	1.2	29.29	1.2	—	—
Level 8	25.79	1.4	25.79	1.4	—	—
Elementary and middle school teachers	32.91	12.6	32.91	12.6	—	—
Level 7	29.51	5.8	29.51	5.8	—	—
Level 8	26.33	1.4	26.33	1.4	—	—
Elementary school teachers, except special education	35.16	15.0	35.16	15.0	—	—
Middle school teachers, except special and vocational education	26.79	.1	26.79	.1	—	—
Level 7	29.06	.1	29.06	.1	—	—
Secondary school teachers	32.10	10.7	32.10	10.7	—	—
Level 8	24.40	2.8	24.40	2.8	—	—
Secondary school teachers, except special and vocational education	32.10	10.7	32.10	10.7	—	—
Level 8	24.40	2.8	24.40	2.8	—	—
Other teachers and instructors	27.50	5.4	—	—	9.55	4.5
Not able to be leveled	8.95	7.4	—	—	8.95	7.4
Teacher assistants	9.99	4.1	9.31	.9	—	—
Level 4	10.17	1.4	—	—	—	—
Healthcare practitioner and technical occupations	20.93	8.8	21.54	10.3	—	—
Protective service occupations	18.81	2.0	18.91	2.6	—	—
Level 6	19.82	1.4	19.82	1.4	—	—
Level 7	22.46	12.2	22.46	12.2	—	—
Fire fighters	15.53	10.7	15.53	10.7	—	—
Food preparation and serving related occupations	10.82	8.4	—	—	—	—
Building and grounds cleaning and maintenance occupations	14.23	9.3	14.33	8.2	—	—
Building cleaning workers	12.77	7.4	12.94	6.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.77	7.4	12.94	6.1	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Memphis, TN-MS-AR, February 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations	\$14.67	10.5	\$14.67	10.5	—	—
Level 3	10.79	6.7	10.79	6.7	—	—
Level 4	18.29	17.7	18.29	17.7	—	—
Secretaries and administrative assistants	14.97	3.8	14.97	3.8	—	—
Secretaries, except legal, medical, and executive	14.48	4.1	14.48	4.1	—	—
Installation, maintenance, and repair occupations	19.69	22.2	19.69	22.2	—	—
Transportation and material moving occupations	16.30	16.8	—	—	\$12.31	12.8
Level 3	18.45	11.7	—	—	—	—
Bus drivers	14.77	5.2	—	—	—	—
Bus drivers, school	14.77	5.2	—	—	—	—

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. See appendix A for more information.

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Memphis, TN-MS-AR, February 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$18.77	5.7	\$20.25	6.6	\$9.55	6.7
Management occupations	39.67	8.8	39.67	8.8	—	—
Group II	23.61	10.0	—	—	—	—
Group III	37.13	8.2	—	—	—	—
General and operations managers	63.92	23.6	63.92	23.6	—	—
Financial managers	31.69	8.8	31.69	8.8	—	—
Education administrators	38.94	8.9	38.94	8.9	—	—
Group III	41.69	4.0	—	—	—	—
Education administrators, postsecondary	35.54	21.3	35.54	21.3	—	—
Business and financial operations occupations	25.73	6.5	25.73	6.5	—	—
Group II	19.91	5.5	—	—	—	—
Group III	29.33	5.8	—	—	—	—
Accountants and auditors	19.40	4.0	19.40	4.0	—	—
Group II	18.34	4.9	18.34	4.9	—	—
Financial analysts and advisors	26.74	5.3	26.74	5.3	—	—
Financial analysts	26.74	5.3	26.74	5.3	—	—
Computer and mathematical science occupations	32.57	10.4	32.57	10.4	—	—
Group II	19.54	5.0	—	—	—	—
Group III	37.24	6.2	—	—	—	—
Computer software engineers	45.60	9.2	45.60	9.2	—	—
Computer support specialists	23.40	20.4	23.40	20.4	—	—
Architecture and engineering occupations	31.18	8.1	31.18	8.1	—	—
Group II	28.06	9.8	—	—	—	—
Engineers	32.71	5.8	32.71	5.8	—	—
Life, physical, and social science occupations	17.48	15.4	17.33	15.8	—	—
Community and social services occupations	18.40	10.8	18.40	10.8	—	—
Group II	15.69	12.6	—	—	—	—
Counselors	21.29	12.7	21.29	12.7	—	—
Education, training, and library occupations	26.52	3.7	28.67	5.9	10.79	10.5
Group I	9.00	9.7	—	—	—	—
Group II	24.60	4.7	—	—	—	—
Group III	34.63	4.6	—	—	—	—
Postsecondary teachers	24.99	14.6	24.99	14.7	—	—
Group III	27.16	15.0	—	—	—	—
Primary, secondary, and special education school teachers	31.01	5.7	31.69	5.4	—	—
Group II	25.79	3.8	—	—	—	—
Elementary and middle school teachers	31.26	12.6	31.88	11.9	—	—
Group II	26.21	4.9	—	—	—	—
Elementary school teachers, except special education	33.01	15.6	33.98	14.7	—	—
Group II	25.74	8.3	27.25	5.4	—	—
Middle school teachers, except special and vocational education	26.73	1.5	26.73	1.5	—	—
Group II	26.72	1.5	26.72	1.5	—	—
Secondary school teachers	31.61	10.8	31.61	10.8	—	—
Group II	26.23	2.8	—	—	—	—
Secondary school teachers, except special and vocational education	31.61	10.8	31.61	10.8	—	—
Group II	26.23	2.8	26.23	2.8	—	—
Other teachers and instructors	27.50	5.4	—	—	9.55	4.5
Teacher assistants	9.00	9.7	8.24	8.4	—	—
Group I	9.00	9.7	8.24	8.4	—	—
Healthcare practitioner and technical occupations	25.29	9.1	25.15	8.6	26.33	20.2
Group I	14.01	2.5	—	—	—	—
Group II	22.24	4.8	—	—	—	—
Group III	31.61	12.7	—	—	—	—
Registered nurses	28.86	6.0	28.49	4.3	30.88	18.6
Group II	25.78	3.5	26.63	1.8	21.18	14.1

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Memphis, TN-MS-AR, February 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Therapists	\$25.22	12.6	\$24.26	10.0	—	—
Group III	30.34	7.0	—	—	—	—
Physical therapists	30.34	7.0	—	—	—	—
Group III	30.34	7.0	—	—	—	—
Clinical laboratory technologists and technicians	24.01	1.7	24.40	.1	—	—
Licensed practical and licensed vocational nurses	16.48	2.7	—	—	—	—
Healthcare support occupations	10.99	4.6	11.05	5.9	—	—
Group I	9.65	4.1	—	—	—	—
Group II	15.10	8.5	—	—	—	—
Nursing, psychiatric, and home health aides	11.88	.4	11.88	.4	—	—
Group I	11.88	.4	—	—	—	—
Nursing aides, orderlies, and attendants	11.88	.4	11.88	.4	—	—
Group I	11.88	.4	11.88	.4	—	—
Miscellaneous healthcare support occupations	10.12	4.6	10.18	5.4	—	—
Group I	8.86	9.9	—	—	—	—
Group II	13.95	9.1	—	—	—	—
Protective service occupations	12.06	20.3	12.28	20.5	—	—
Group I	8.99	10.2	—	—	—	—
Group II	19.93	2.8	—	—	—	—
Fire fighters	15.53	10.7	15.53	10.7	—	—
Group II	15.53	10.7	15.53	10.7	—	—
Police officers	21.57	2.4	21.57	2.4	—	—
Police and sheriff's patrol officers	21.57	2.4	21.57	2.4	—	—
Food preparation and serving related occupations	6.37	3.3	7.73	8.7	\$5.60	4.4
Group I	6.22	4.4	—	—	—	—
Cooks	9.10	8.5	9.09	13.3	—	—
Group I	8.82	10.7	—	—	—	—
Food service, tipped	3.27	.9	5.51	14.2	2.58	4.2
Group I	3.27	.9	—	—	—	—
Waiters and waitresses	2.55	9.2	—	—	2.31	4.7
Group I	2.55	9.2	—	—	2.31	4.7
Fast food and counter workers	7.16	3.4	—	—	7.40	3.1
Group I	7.16	3.4	—	—	—	—
Combined food preparation and serving workers, including fast food	7.16	3.4	—	—	7.40	3.1
Group I	7.16	3.4	—	—	7.40	3.1
Building and grounds cleaning and maintenance occupations	11.37	8.1	12.24	8.0	—	—
Group I	10.18	10.6	—	—	—	—
Building cleaning workers	10.56	10.3	11.69	9.1	—	—
Group I	10.47	11.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.83	10.9	12.27	8.5	—	—
Group I	10.75	12.3	12.30	9.3	—	—
Maids and housekeeping cleaners	8.70	8.8	—	—	—	—
Group I	8.70	8.8	—	—	—	—
Personal care and service occupations	11.38	13.0	11.57	15.9	10.56	24.0
Group I	9.14	17.2	—	—	—	—
Sales and related occupations	26.69	19.2	30.73	19.4	7.99	3.6
Group I	10.55	4.6	—	—	—	—
Group II	36.46	9.4	—	—	—	—
First-line supervisors/managers, sales workers	24.91	10.4	24.91	10.4	—	—
First-line supervisors/managers of retail sales workers	24.83	11.5	24.83	11.5	—	—
Retail sales workers	10.20	3.2	11.36	2.3	7.98	3.6
Group I	9.80	3.3	—	—	—	—
Cashiers, all workers	8.64	10.9	9.37	12.4	7.60	7.8
Group I	8.48	10.3	—	—	—	—
Cashiers	8.64	10.9	9.37	12.4	7.60	7.8

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Memphis, TN-MS-AR, February 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Cashiers —Continued						
Group I	\$8.48	10.3	\$9.16	11.9	\$7.55	7.7
Counter and rental clerks and parts salespersons	12.10	13.0	—	—	—	—
Group I	12.10	13.0	—	—	—	—
Retail salespersons	12.41	4.4	13.87	9.9	8.84	.0
Group I	12.14	7.2	—	—	—	—
Sales representatives, wholesale and manufacturing	32.50	6.8	32.50	6.8	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.63	6.8	32.63	6.8	—	—
Office and administrative support occupations						
Group I	14.57	1.7	14.81	1.9	12.30	3.6
Group II	13.71	2.0	—	—	—	—
Group II	18.01	4.6	—	—	—	—
Financial clerks	15.80	3.2	15.84	3.2	—	—
Group I	15.14	3.5	—	—	—	—
Group II	17.24	6.2	—	—	—	—
Bookkeeping, accounting, and auditing clerks	16.03	4.7	16.04	4.7	—	—
Group I	15.36	3.9	15.36	3.9	—	—
Group II	17.48	8.0	17.48	8.0	—	—
Customer service representatives	14.97	8.7	15.24	9.6	—	—
Group I	15.36	11.2	15.56	12.2	—	—
Receptionists and information clerks	14.76	9.2	14.76	9.2	—	—
Group I	14.41	9.1	14.41	9.1	—	—
Shipping, receiving, and traffic clerks	15.19	4.9	15.19	4.9	—	—
Group I	14.48	9.0	14.48	9.0	—	—
Stock clerks and order fillers	10.71	5.4	11.62	3.4	9.34	2.6
Group I	10.73	5.9	11.62	3.4	—	—
Secretaries and administrative assistants	15.93	3.7	15.93	3.7	—	—
Group I	14.69	4.7	—	—	—	—
Group II	17.40	6.4	—	—	—	—
Executive secretaries and administrative assistants	17.42	6.6	17.42	6.6	—	—
Group II	18.88	7.1	18.88	7.1	—	—
Secretaries, except legal, medical, and executive	14.65	3.7	14.65	3.7	—	—
Group I	14.55	5.0	14.55	5.0	—	—
Group II	14.83	4.1	14.83	4.1	—	—
Data entry and information processing workers	12.84	4.7	13.17	3.6	—	—
Data entry keyers	12.92	5.5	12.92	5.5	—	—
Office clerks, general	12.80	6.3	12.80	6.3	—	—
Group I	13.03	6.3	13.03	6.3	—	—
Construction and extraction occupations						
Group I	16.48	3.3	16.48	3.3	—	—
Group II	13.38	3.4	—	—	—	—
Group II	19.02	4.9	—	—	—	—
Installation, maintenance, and repair occupations						
Group I	26.26	11.5	26.35	11.4	—	—
Group II	12.16	4.7	—	—	—	—
Group II	28.43	10.9	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers	32.44	9.9	32.44	9.9	—	—
Bus and truck mechanics and diesel engine specialists	19.07	2.7	19.07	2.7	—	—
Group II	19.42	2.8	19.42	2.8	—	—
Industrial machinery installation, repair, and maintenance workers	19.78	11.4	19.78	11.4	—	—
Group II	21.17	11.7	—	—	—	—
Industrial machinery mechanics	22.25	9.4	22.25	9.4	—	—
Group II	22.62	9.9	22.62	9.9	—	—
Production occupations						
Group I	14.36	11.4	14.39	11.3	—	—
Group II	12.61	4.9	—	—	—	—
Group II	19.49	6.9	—	—	—	—
Welding, soldering, and brazing workers	17.48	3.0	17.48	3.0	—	—
Welders, cutters, solderers, and brazers	17.47	3.2	17.47	3.2	—	—
Miscellaneous production workers						
Group I	11.00	18.7	—	—	—	—
Helpers--production workers	10.31	21.1	10.31	21.1	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Memphis, TN-MS-AR, February 2008 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Helpers--production workers —Continued						
Group I	\$10.31	21.1	\$10.31	21.1	—	—
Transportation and material moving occupations	14.78	10.2	15.90	13.2	\$11.46	4.0
Group I	12.70	8.7	—	—	—	—
Group II	22.65	7.1	—	—	—	—
Bus drivers	10.94	7.7	—	—	—	—
Group I	10.94	7.7	—	—	—	—
Bus drivers, school	10.94	7.7	—	—	—	—
Group I	10.94	7.7	—	—	—	—
Driver/sales workers and truck drivers	17.58	9.8	18.40	10.4	—	—
Group I	16.34	14.5	—	—	—	—
Group II	21.75	4.0	—	—	—	—
Truck drivers, heavy and tractor-trailer	19.30	10.0	19.30	10.0	—	—
Group II	21.75	4.0	21.75	4.0	—	—
Industrial truck and tractor operators	12.58	12.7	12.61	13.1	—	—
Group I	12.46	12.4	12.48	12.8	—	—
Laborers and material movers, hand	10.22	6.2	10.00	8.1	10.55	9.0
Group I	10.13	6.6	—	—	—	—
Laborers and freight, stock, and material movers, hand	11.22	5.4	11.65	3.3	10.93	9.4
Group I	11.08	6.4	11.32	3.7	10.93	9.4
Packers and packagers, hand	8.48	6.8	8.56	6.7	—	—
Group I	8.48	6.8	8.56	6.7	—	—

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Memphis, TN-MS-AR, February 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$7.57	\$10.37	\$14.85	\$21.77	\$34.23
Management occupations	17.63	24.42	36.88	48.59	62.22
General and operations managers	28.20	28.20	62.22	84.37	139.82
Financial managers	20.24	24.42	26.92	41.15	41.15
Education administrators	20.95	33.35	41.96	43.59	45.53
Education administrators, postsecondary	19.67	20.19	42.92	42.92	58.19
Business and financial operations occupations	16.09	19.68	22.17	29.01	42.64
Accountants and auditors	16.09	16.35	18.15	20.19	24.34
Financial analysts and advisors	22.05	22.05	25.03	28.17	35.18
Financial analysts	22.05	22.05	25.03	28.17	35.18
Computer and mathematical science occupations	17.50	22.70	32.07	39.65	48.23
Computer software engineers	34.24	35.85	41.59	48.23	59.60
Computer support specialists	13.51	17.50	19.11	22.87	48.69
Architecture and engineering occupations	21.35	27.59	31.94	32.96	35.75
Engineers	27.59	27.59	32.30	35.61	48.08
Life, physical, and social science occupations	12.00	12.00	18.66	21.77	21.77
Community and social services occupations	11.66	11.87	17.90	24.16	24.16
Counselors	11.55	14.43	24.16	24.16	24.16
Education, training, and library occupations	8.77	20.20	28.21	34.87	39.48
Postsecondary teachers	17.70	21.29	25.63	29.07	33.75
Primary, secondary, and special education school teachers	21.98	24.41	31.89	38.11	41.33
Elementary and middle school teachers	22.22	24.41	30.01	38.11	43.32
Elementary school teachers, except special education	21.88	26.76	33.65	38.11	46.64
Middle school teachers, except special and vocational education	22.59	23.64	25.34	28.96	32.41
Secondary school teachers	23.12	28.12	32.84	34.46	40.02
Secondary school teachers, except special and vocational education	23.12	28.12	32.84	34.46	40.02
Other teachers and instructors	8.53	12.36	30.38	36.26	41.86
Teacher assistants	6.61	6.61	9.01	10.71	11.61
Healthcare practitioner and technical occupations	15.00	18.75	25.00	28.17	34.00
Registered nurses	21.70	24.24	27.45	29.94	34.00
Therapists	16.93	20.31	27.03	28.88	34.59
Physical therapists	27.03	27.03	27.50	33.97	40.00
Clinical laboratory technologists and technicians	15.00	21.47	25.49	27.72	28.76
Licensed practical and licensed vocational nurses	15.03	15.91	16.00	17.00	18.75
Healthcare support occupations	8.00	8.00	10.00	12.21	17.86
Nursing, psychiatric, and home health aides	10.86	11.86	12.16	12.21	12.21
Nursing aides, orderlies, and attendants	10.86	11.86	12.16	12.21	12.21
Miscellaneous healthcare support occupations	8.00	8.00	8.49	10.67	15.53
Protective service occupations	7.75	7.75	9.25	14.62	21.01
Fire fighters	11.93	12.70	17.53	17.75	17.75
Police officers	16.95	19.92	23.60	23.60	23.60
Police and sheriff's patrol officers	16.95	19.92	23.60	23.60	23.60
Food preparation and serving related occupations	2.13	4.50	6.71	8.00	10.26
Cooks	6.44	6.71	8.50	11.12	12.33
Food service, tipped	2.13	2.13	2.62	4.50	6.78
Waiters and waitresses	2.13	2.13	2.13	2.62	2.62
Fast food and counter workers	5.51	6.28	6.78	7.25	9.30
Combined food preparation and serving workers, including fast food	5.51	6.28	6.78	7.25	9.30
Building and grounds cleaning and maintenance occupations	6.50	8.00	10.50	14.21	16.96
Building cleaning workers	5.85	7.77	10.50	12.92	15.75
Janitors and cleaners, except maids and housekeeping cleaners	5.85	8.00	12.00	14.21	15.75
Maids and housekeeping cleaners	7.77	7.77	7.77	9.60	11.02

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Personal care and service occupations	\$5.98	\$8.91	\$10.57	\$12.52	\$17.16
Sales and related occupations	7.08	9.42	15.30	28.06	67.98
First-line supervisors/managers, sales workers	13.00	14.90	17.44	40.24	40.24
First-line supervisors/managers of retail sales workers	12.84	14.73	17.44	40.24	40.24
Retail sales workers	6.56	7.25	9.42	12.00	15.80
Cashiers, all workers	6.50	7.00	8.25	9.50	11.76
Cashiers	6.50	7.00	8.25	9.50	11.76
Counter and rental clerks and parts salespersons	9.10	9.28	10.89	13.00	18.65
Retail salespersons	7.75	10.00	12.02	12.50	17.99
Sales representatives, wholesale and manufacturing	17.50	18.85	34.34	41.90	41.90
Sales representatives, wholesale and manufacturing, except technical and scientific products	17.50	18.85	34.34	41.90	41.90
Office and administrative support occupations	9.95	11.75	14.21	16.84	19.20
Financial clerks	12.61	14.05	15.91	17.60	19.20
Bookkeeping, accounting, and auditing clerks	12.61	14.10	15.15	18.38	19.38
Customer service representatives	10.81	11.29	13.16	17.89	25.31
Receptionists and information clerks	10.19	10.24	15.22	17.42	20.15
Shipping, receiving, and traffic clerks	10.00	13.28	16.40	17.55	17.81
Stock clerks and order fillers	8.50	9.50	10.50	11.25	14.04
Secretaries and administrative assistants	11.82	13.45	16.07	17.92	18.41
Executive secretaries and administrative assistants	11.25	15.89	17.92	18.41	25.67
Secretaries, except legal, medical, and executive	11.97	13.00	14.18	16.30	17.50
Data entry and information processing workers	7.42	11.55	14.21	14.37	15.14
Data entry keyers	8.78	11.55	13.12	14.37	15.14
Office clerks, general	9.80	10.63	13.52	14.80	14.98
Construction and extraction occupations	10.62	13.04	15.51	20.00	20.05
Installation, maintenance, and repair occupations	12.67	17.24	25.48	36.45	41.57
First-line supervisors/managers of mechanics, installers, and repairers	19.80	31.07	33.46	40.10	40.10
Bus and truck mechanics and diesel engine specialists	15.55	16.79	19.94	21.55	22.21
Industrial machinery installation, repair, and maintenance workers	11.94	15.50	20.55	23.30	28.28
Industrial machinery mechanics	15.50	19.00	21.95	26.15	28.28
Production occupations	9.95	11.79	12.84	16.90	20.09
Welding, soldering, and brazing workers	14.34	17.00	18.31	18.31	19.40
Welders, cutters, solderers, and brazers	14.34	17.00	18.31	18.31	19.40
Helpers--production workers	6.52	6.52	10.26	13.90	13.90
Transportation and material moving occupations	7.25	9.68	12.23	18.65	22.74
Bus drivers	8.00	10.37	10.44	10.44	14.60
Bus drivers, school	8.00	10.37	10.44	10.44	14.60
Driver/sales workers and truck drivers	6.00	14.51	18.66	20.97	25.27
Truck drivers, heavy and tractor-trailer	12.28	15.00	18.41	24.13	27.54
Industrial truck and tractor operators	9.25	9.93	10.50	13.37	17.00
Laborers and material movers, hand	6.54	7.50	9.68	11.81	15.49
Laborers and freight, stock, and material movers, hand	6.25	7.37	11.49	13.10	16.80
Packers and packagers, hand	7.50	7.50	7.84	9.68	12.00

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Memphis, TN-MS-AR, February 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$7.25	\$9.95	\$14.40	\$20.89	\$32.96
Management occupations	17.63	20.24	35.54	48.59	62.22
General and operations managers	28.20	28.20	62.22	84.37	139.82
Financial managers	20.24	24.42	25.24	41.15	49.04
Business and financial operations occupations	16.35	20.19	22.17	29.01	42.64
Accountants and auditors	16.09	17.59	20.19	20.19	24.34
Financial analysts and advisors	22.05	22.05	25.03	28.17	35.18
Financial analysts	22.05	22.05	25.03	28.17	35.18
Computer and mathematical science occupations	17.46	23.08	33.10	40.22	48.23
Computer software engineers	34.24	35.85	41.59	48.23	59.60
Architecture and engineering occupations	21.35	27.59	31.94	35.75	48.08
Engineers	27.59	27.59	32.69	35.75	48.08
Education, training, and library occupations	6.61	7.50	22.64	27.55	32.13
Postsecondary teachers	17.70	21.29	25.63	28.77	33.75
Healthcare practitioner and technical occupations	15.00	19.10	26.36	28.50	34.00
Registered nurses	22.07	25.00	27.47	30.00	34.00
Clinical laboratory technologists and technicians	16.00	22.60	25.75	27.83	28.76
Healthcare support occupations	8.00	8.00	10.39	12.21	17.86
Nursing, psychiatric, and home health aides	10.86	11.86	12.16	12.21	12.21
Nursing aides, orderlies, and attendants	10.86	11.86	12.16	12.21	12.21
Miscellaneous healthcare support occupations	8.00	8.00	9.00	10.67	16.07
Food preparation and serving related occupations	2.13	2.62	6.71	7.80	9.50
Cooks	6.44	6.71	8.50	11.00	11.35
Food service, tipped	2.13	2.13	2.62	4.50	5.94
Waiters and waitresses	2.13	2.13	2.13	2.62	2.62
Fast food and counter workers	5.51	6.28	6.78	7.25	9.30
Combined food preparation and serving workers, including fast food	5.51	6.28	6.78	7.25	9.30
Building and grounds cleaning and maintenance occupations	6.00	7.77	9.00	12.46	15.75
Building cleaning workers	5.85	7.77	8.64	12.46	15.75
Janitors and cleaners, except maids and housekeeping cleaners	5.85	7.25	10.50	12.76	15.75
Maids and housekeeping cleaners	7.77	7.77	7.77	9.60	11.02
Personal care and service occupations	8.00	8.97	10.57	11.12	17.16
Sales and related occupations	7.08	9.42	15.30	28.06	67.98
First-line supervisors/managers, sales workers	13.00	14.90	17.44	40.24	40.24
First-line supervisors/managers of retail sales workers	12.84	14.73	17.44	40.24	40.24
Retail sales workers	6.56	7.25	9.42	12.00	15.80
Cashiers, all workers	6.50	7.00	8.25	9.50	11.76
Cashiers	6.50	7.00	8.25	9.50	11.76
Counter and rental clerks and parts salespersons	9.10	9.28	10.89	13.00	18.65
Retail salespersons	7.75	10.00	12.02	12.50	17.99
Sales representatives, wholesale and manufacturing	17.50	18.85	34.34	41.90	41.90
Sales representatives, wholesale and manufacturing, except technical and scientific products	17.50	18.85	34.34	41.90	41.90
Office and administrative support occupations	9.95	11.82	14.22	16.85	18.98
Financial clerks	12.61	14.05	16.18	17.35	19.20
Bookkeeping, accounting, and auditing clerks	12.61	14.10	15.15	18.38	19.20
Customer service representatives	9.75	11.19	13.16	14.15	25.31
Receptionists and information clerks	10.19	10.24	15.22	17.42	17.42
Shipping, receiving, and traffic clerks	10.00	13.28	16.40	17.55	17.81
Stock clerks and order fillers	8.50	9.50	10.50	11.25	14.04
Secretaries and administrative assistants	11.82	13.17	17.14	17.92	18.56
Executive secretaries and administrative assistants	11.25	16.87	17.92	18.41	25.67
Secretaries, except legal, medical, and executive	12.00	13.00	15.00	16.30	17.50
Data entry and information processing workers	7.42	11.55	14.21	14.37	15.14
Data entry keyers	8.78	11.55	13.12	14.37	15.14

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations —Continued					
Office clerks, general	\$9.80	\$11.24	\$13.90	\$14.80	\$14.98
Construction and extraction occupations	10.62	13.04	15.25	19.56	20.05
Installation, maintenance, and repair occupations	14.00	19.00	26.93	40.10	41.62
First-line supervisors/managers of mechanics, installers, and repairers	19.80	31.07	33.46	40.10	40.10
Bus and truck mechanics and diesel engine specialists ...	15.55	16.79	21.24	22.07	22.21
Industrial machinery installation, repair, and maintenance workers	15.50	17.24	21.20	23.30	28.28
Industrial machinery mechanics	15.50	19.00	21.95	26.15	28.28
Production occupations	9.90	11.79	12.50	17.00	20.09
Welding, soldering, and brazing workers	16.90	17.80	18.31	18.31	19.55
Welders, cutters, solderers, and brazers	16.70	17.95	18.31	18.31	19.55
Helpers--production workers	6.52	6.52	10.26	13.90	13.90
Transportation and material moving occupations	7.00	9.25	12.00	18.61	22.91
Driver/sales workers and truck drivers	6.00	14.51	18.66	20.97	25.27
Truck drivers, heavy and tractor-trailer	12.28	15.00	18.41	24.13	27.54
Industrial truck and tractor operators	9.25	9.93	10.50	13.37	14.86
Laborers and material movers, hand	6.54	7.50	9.68	11.81	15.49
Laborers and freight, stock, and material movers, hand	6.25	7.37	11.49	13.10	16.80
Packers and packagers, hand	7.50	7.50	7.84	9.68	12.00

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Memphis, TN-MS-AR, February 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$10.26	\$13.68	\$19.84	\$26.66	\$36.26
Management occupations	33.35	36.06	40.99	43.59	45.53
Education administrators	33.35	39.99	42.92	43.59	45.53
Community and social services occupations	11.92	17.90	24.16	24.16	27.60
Education, training, and library occupations	9.30	22.21	30.35	36.54	40.95
Primary, secondary, and special education school teachers	22.59	26.10	32.84	38.11	42.31
Elementary and middle school teachers	22.92	26.10	32.41	38.11	45.96
Elementary school teachers, except special education	23.59	29.05	38.11	39.39	46.64
Middle school teachers, except special and vocational education	22.59	23.64	25.34	28.96	33.51
Secondary school teachers	23.12	30.31	32.84	34.87	40.14
Secondary school teachers, except special and vocational education	23.12	30.31	32.84	34.87	40.14
Other teachers and instructors	8.53	12.36	30.38	36.26	41.86
Teacher assistants	8.77	8.89	9.46	11.30	11.61
Healthcare practitioner and technical occupations	14.39	15.91	20.31	22.01	33.97
Protective service occupations	11.93	15.90	19.92	23.60	23.60
Fire fighters	11.93	12.70	17.53	17.75	17.75
Food preparation and serving related occupations	8.10	8.59	11.64	11.64	15.66
Building and grounds cleaning and maintenance occupations	8.87	12.92	14.21	16.96	16.96
Building cleaning workers	8.73	12.92	12.92	14.21	14.21
Janitors and cleaners, except maids and housekeeping cleaners	8.73	12.92	12.92	14.21	14.21
Office and administrative support occupations	10.26	10.44	13.96	16.60	20.15
Secretaries and administrative assistants	12.24	13.96	15.03	16.60	16.60
Secretaries, except legal, medical, and executive	11.95	13.68	13.96	16.60	16.60
Installation, maintenance, and repair occupations	11.94	12.67	14.71	25.48	33.17
Transportation and material moving occupations	10.00	12.53	14.93	21.26	22.53
Bus drivers	13.07	13.07	14.60	15.59	17.25
Bus drivers, school	13.07	13.07	14.60	15.59	17.25

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

nonproduction bonuses; and tips.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Memphis, TN-MS-AR, February 2008

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.25	\$11.65	\$16.09	\$23.21	\$36.17
Management occupations	17.63	24.42	36.88	48.59	62.22
General and operations managers	28.20	28.20	62.22	84.37	139.82
Financial managers	20.24	24.42	26.92	41.15	41.15
Education administrators	20.95	33.35	41.96	43.59	45.53
Education administrators, postsecondary	19.67	20.19	42.92	42.92	58.19
Business and financial operations occupations	16.09	19.68	22.17	29.01	42.64
Accountants and auditors	16.09	16.35	18.15	20.19	24.34
Financial analysts and advisors	22.05	22.05	25.03	28.17	35.18
Financial analysts	22.05	22.05	25.03	28.17	35.18
Computer and mathematical science occupations	17.50	22.70	32.07	39.65	48.23
Computer software engineers	34.24	35.85	41.59	48.23	59.60
Computer support specialists	13.51	17.50	19.11	22.87	48.69
Architecture and engineering occupations	21.35	27.59	31.94	32.96	35.75
Engineers	27.59	27.59	32.30	35.61	48.08
Life, physical, and social science occupations	12.00	12.00	18.48	21.77	21.77
Community and social services occupations	11.66	11.87	17.90	24.16	24.16
Counselors	11.55	14.43	24.16	24.16	24.16
Education, training, and library occupations	9.30	23.26	29.88	36.26	39.78
Postsecondary teachers	17.70	21.29	25.63	29.07	33.75
Primary, secondary, and special education school teachers	22.59	25.24	32.32	38.11	41.41
Elementary and middle school teachers	22.59	25.01	30.67	38.11	43.32
Elementary school teachers, except special education	22.88	28.09	34.85	38.17	46.64
Middle school teachers, except special and vocational education	22.59	23.64	25.34	28.96	32.41
Secondary school teachers	23.12	28.12	32.84	34.46	40.02
Secondary school teachers, except special and vocational education	23.12	28.12	32.84	34.46	40.02
Teacher assistants	6.61	6.61	8.77	9.15	9.53
Healthcare practitioner and technical occupations	14.00	19.02	25.00	28.29	34.00
Registered nurses	21.84	24.01	27.25	30.54	34.00
Therapists	16.93	16.93	27.03	27.03	32.39
Clinical laboratory technologists and technicians	16.00	22.60	25.75	27.83	28.76
Healthcare support occupations	8.00	8.00	10.50	12.21	17.86
Nursing, psychiatric, and home health aides	10.86	11.86	12.16	12.21	12.21
Nursing aides, orderlies, and attendants	10.86	11.86	12.16	12.21	12.21
Miscellaneous healthcare support occupations	8.00	8.00	9.00	10.67	15.77
Protective service occupations	7.75	7.75	9.26	16.43	22.06
Fire fighters	11.93	12.70	17.53	17.75	17.75
Police officers	16.95	19.92	23.60	23.60	23.60
Police and sheriff's patrol officers	16.95	19.92	23.60	23.60	23.60
Food preparation and serving related occupations	4.50	5.51	7.25	9.00	12.19
Cooks	6.44	6.71	8.50	10.25	13.25
Food service, tipped	2.17	4.50	4.50	7.75	7.89
Building and grounds cleaning and maintenance occupations	8.00	8.64	12.02	15.75	16.96
Building cleaning workers	7.77	8.64	12.02	14.21	15.75
Janitors and cleaners, except maids and housekeeping cleaners	8.01	10.50	12.46	14.21	15.75
Personal care and service occupations	8.09	9.00	10.93	17.16	17.16
Sales and related occupations	8.27	12.00	17.99	40.24	67.98
First-line supervisors/managers, sales workers	13.00	14.90	17.44	40.24	40.24

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Memphis, TN-MS-AR, February 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Sales and related occupations –Continued					
First-line supervisors/managers of retail sales workers	\$12.84	\$14.73	\$17.44	\$40.24	\$40.24
Retail sales workers	7.00	8.27	10.89	12.50	17.99
Cashiers, all workers	7.00	8.00	8.27	10.60	12.42
Cashiers	7.00	8.00	8.27	10.60	12.42
Retail salespersons	10.00	12.00	12.50	17.99	17.99
Sales representatives, wholesale and manufacturing	17.50	18.85	34.34	41.90	41.90
Sales representatives, wholesale and manufacturing, except technical and scientific products	17.50	18.85	34.34	41.90	41.90
Office and administrative support occupations					
Financial clerks	10.19	12.00	14.37	17.36	19.38
Bookkeeping, accounting, and auditing clerks	12.61	14.05	16.15	17.60	19.20
Customer service representatives	12.61	14.10	15.15	18.38	19.38
Receptionists and information clerks	10.81	11.29	13.16	18.93	25.44
Shipping, receiving, and traffic clerks	10.19	10.24	15.22	17.42	20.15
Stock clerks and order fillers	10.00	13.28	16.40	17.55	17.81
Secretaries and administrative assistants	9.85	9.95	11.22	12.16	14.58
Executive secretaries and administrative assistants	11.82	13.45	16.07	17.92	18.41
Secretaries, except legal, medical, and executive	11.25	15.89	17.92	18.41	25.67
Data entry and information processing workers	11.97	13.00	14.18	16.30	17.50
Data entry keyers	8.78	12.00	14.21	14.37	15.14
Office clerks, general	8.78	11.55	13.12	14.37	15.14
Office clerks, general	9.80	10.63	13.52	14.80	14.98
Construction and extraction occupations					
Construction and extraction occupations	10.62	13.04	15.51	20.00	20.05
Installation, maintenance, and repair occupations					
Installation, maintenance, and repair occupations	12.67	17.38	25.48	36.45	41.57
First-line supervisors/managers of mechanics, installers, and repairers	19.80	31.07	33.46	40.10	40.10
Bus and truck mechanics and diesel engine specialists ...	15.55	16.79	19.94	21.55	22.21
Industrial machinery installation, repair, and maintenance workers	11.94	15.50	20.55	23.30	28.28
Industrial machinery mechanics	15.50	19.00	21.95	26.15	28.28
Production occupations					
Production occupations	9.95	11.89	12.95	16.95	20.09
Welding, soldering, and brazing workers	14.34	17.00	18.31	18.31	19.40
Welders, cutters, solderers, and brazers	14.34	17.00	18.31	18.31	19.40
Helpers--production workers	6.52	6.52	10.26	13.90	13.90
Transportation and material moving occupations					
Transportation and material moving occupations	7.62	9.93	13.30	20.95	22.91
Driver/sales workers and truck drivers	12.28	15.00	20.65	20.97	27.11
Truck drivers, heavy and tractor-trailer	12.28	15.00	18.41	24.13	27.54
Industrial truck and tractor operators	9.25	9.93	10.50	13.37	17.00
Laborers and material movers, hand	7.50	7.62	9.68	11.49	13.32
Laborers and freight, stock, and material movers, hand	8.70	10.00	11.48	12.95	14.50
Packers and packagers, hand	7.50	7.50	7.84	9.68	12.00

¹ 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.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Memphis, TN-MS-AR, February 2008

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$2.62	\$6.35	\$7.75	\$11.56	\$16.00
Education, training, and library occupations	6.80	8.53	10.71	11.61	12.36
Other teachers and instructors	6.80	8.34	8.53	11.21	12.36
Healthcare practitioner and technical occupations	15.00	16.00	25.00	27.50	34.59
Registered nurses	15.00	25.00	27.50	28.50	83.00
Food preparation and serving related occupations	2.13	2.62	6.66	7.25	9.30
Food service, tipped	2.13	2.13	2.13	2.62	4.50
Waiters and waitresses	2.13	2.13	2.13	2.62	2.62
Fast food and counter workers	6.28	6.75	7.00	7.25	9.30
Combined food preparation and serving workers, including fast food	6.28	6.75	7.00	7.25	9.30
Personal care and service occupations	5.98	6.68	8.48	9.00	30.00
Sales and related occupations	6.25	6.75	7.25	9.42	10.00
Retail sales workers	6.25	6.65	7.25	9.42	10.00
Cashiers, all workers	6.25	6.50	7.08	9.42	9.50
Cashiers	6.25	6.50	7.08	9.42	9.50
Retail salespersons	5.85	7.00	8.40	10.20	12.00
Office and administrative support occupations	8.00	10.25	12.62	15.03	15.60
Stock clerks and order fillers	7.45	8.50	9.50	10.50	11.00
Transportation and material moving occupations	6.00	7.00	10.46	15.15	18.41
Laborers and material movers, hand	6.00	6.54	10.50	13.06	17.07
Laborers and freight, stock, and material movers, hand	5.85	7.00	11.55	14.89	17.46

¹ 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.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-MS-AR, February 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.25	\$16.09	\$813	\$644	40.2	\$41,628	\$33,467	2,056
Management occupations	39.67	36.88	1,668	1,479	42.0	85,340	75,005	2,151
General and operations managers	63.92	62.22	2,541	2,489	39.8	132,132	129,422	2,067
Financial managers	31.69	26.92	1,255	1,010	39.6	65,281	52,500	2,060
Education administrators	38.94	41.96	1,514	1,609	38.9	69,294	70,486	1,779
Education administrators, postsecondary	35.54	42.92	1,363	1,609	38.3	70,867	83,684	1,994
Business and financial operations occupations	25.73	22.17	1,023	887	39.7	53,176	46,105	2,067
Accountants and auditors	19.40	18.15	774	726	39.9	40,225	37,758	2,074
Financial analysts and advisors	26.74	25.03	1,061	1,001	39.7	55,165	52,062	2,063
Financial analysts	26.74	25.03	1,061	1,001	39.7	55,165	52,062	2,063
Computer and mathematical science occupations	32.57	32.07	1,307	1,268	40.1	67,636	65,497	2,076
Computer software engineers	45.60	41.59	1,868	1,768	41.0	97,150	91,914	2,131
Computer support specialists	23.40	19.11	932	765	39.8	48,459	39,757	2,071
Architecture and engineering occupations	31.18	31.94	1,302	1,292	41.8	67,697	67,192	2,171
Engineers	32.71	32.30	1,375	1,292	42.0	71,506	67,192	2,186
Life, physical, and social science occupations	17.33	18.48	660	700	38.1	34,305	36,387	1,979
Community and social services occupations	18.40	17.90	770	637	41.8	39,744	33,141	2,160
Counselors	21.29	24.16	954	1,160	44.8	48,724	60,308	2,288
Education, training, and library occupations	28.67	29.88	1,086	1,139	37.9	42,696	44,522	1,489
Postsecondary teachers	24.99	25.63	992	1,025	39.7	41,992	41,000	1,680
Primary, secondary, and special education school teachers	31.69	32.32	1,188	1,190	37.5	45,264	45,238	1,429
Elementary and middle school teachers	31.88	30.67	1,203	1,172	37.7	45,609	44,519	1,431
Elementary school teachers, except special education	33.98	34.85	1,266	1,324	37.3	48,031	49,839	1,413
Middle school teachers, except special and vocational education	26.73	25.34	1,042	1,014	39.0	39,417	38,402	1,474
Secondary school teachers	31.61	32.84	1,166	1,190	36.9	44,856	45,238	1,419
Secondary school teachers, except special and vocational education	31.61	32.84	1,166	1,190	36.9	44,856	45,238	1,419
Teacher assistants	8.24	8.77	325	329	39.5	14,054	13,745	1,706
Healthcare practitioner and technical occupations	25.15	25.00	983	961	39.1	50,716	49,920	2,016
Registered nurses	28.49	27.25	1,098	1,056	38.6	57,115	54,891	2,005
Therapists	24.26	27.03	958	1,034	39.5	49,821	53,747	2,053
Clinical laboratory technologists and technicians	24.40	25.75	948	987	38.9	49,317	51,331	2,021
Healthcare support occupations	11.05	10.50	437	397	39.5	22,719	20,654	2,055
Nursing, psychiatric, and home health aides	11.88	12.16	471	474	39.6	24,475	24,658	2,060
Nursing aides, orderlies, and attendants	11.88	12.16	471	474	39.6	24,475	24,658	2,060
Miscellaneous healthcare support occupations	10.18	9.00	402	339	39.5	20,884	17,653	2,052
Protective service occupations	12.28	9.26	507	370	41.3	26,375	19,240	2,147
Fire fighters	15.53	17.53	823	929	53.0	42,805	48,313	2,756

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Protective service occupations								
-Continued								
Police officers	\$21.57	\$23.60	\$863	\$944	40.0	\$44,858	\$49,084	2,080
Police and sheriff's patrol officers ...	21.57	23.60	863	944	40.0	44,858	49,084	2,080
Food preparation and serving related occupations								
.....	7.73	7.25	308	271	39.8	15,662	13,953	2,026
Cooks	9.09	8.50	364	340	40.0	18,917	17,680	2,080
Food service, tipped	5.51	4.50	220	180	39.9	11,300	9,360	2,049
Building and grounds cleaning and maintenance occupations								
.....	12.24	12.02	490	480	40.1	25,504	24,960	2,083
Building cleaning workers	11.69	12.02	465	481	39.8	24,189	25,002	2,070
Janitors and cleaners, except maids and housekeeping cleaners	12.27	12.46	488	491	39.8	25,379	25,522	2,068
Personal care and service occupations								
.....	11.57	10.93	463	437	40.0	24,063	22,734	2,080
Sales and related occupations								
.....	30.73	17.99	1,246	746	40.5	64,785	38,792	2,108
First-line supervisors/managers, sales workers	24.91	17.44	1,076	785	43.2	55,966	40,819	2,247
First-line supervisors/managers of retail sales workers	24.83	17.44	1,079	785	43.5	56,104	40,819	2,260
Retail sales workers	11.36	10.89	454	436	40.0	23,611	22,649	2,079
Cashiers, all workers	9.37	8.27	367	331	39.2	19,079	17,208	2,037
Cashiers	9.37	8.27	367	331	39.2	19,079	17,208	2,037
Retail salespersons	13.87	12.50	579	500	41.8	30,131	25,992	2,172
Sales representatives, wholesale and manufacturing	32.50	34.34	1,300	1,374	40.0	67,599	71,431	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.63	34.34	1,305	1,374	40.0	67,879	71,431	2,080
Office and administrative support occupations								
.....	14.81	14.37	588	570	39.7	30,489	29,565	2,059
Financial clerks	15.84	16.15	632	637	39.9	32,870	33,099	2,075
Bookkeeping, accounting, and auditing clerks	16.04	15.15	639	606	39.9	33,247	31,518	2,073
Customer service representatives	15.24	13.16	600	526	39.4	31,206	27,371	2,047
Receptionists and information clerks ..	14.76	15.22	590	609	40.0	30,683	31,653	2,079
Shipping, receiving, and traffic clerks	15.19	16.40	608	656	40.0	31,594	34,112	2,080
Stock clerks and order fillers	11.62	11.22	456	449	39.3	23,725	23,340	2,042
Secretaries and administrative assistants	15.93	16.07	633	636	39.7	32,381	32,094	2,033
Executive secretaries and administrative assistants	17.42	17.92	693	717	39.8	36,062	37,265	2,070
Secretaries, except legal, medical, and executive	14.65	14.18	580	565	39.6	29,094	28,776	1,986
Data entry and information processing workers	13.17	14.21	527	569	40.0	27,390	29,565	2,080
Data entry keyers	12.92	13.12	517	525	40.0	26,876	27,285	2,080
Office clerks, general	12.80	13.52	511	540	39.9	26,551	28,080	2,075
Construction and extraction occupations								
.....	16.48	15.51	659	620	40.0	34,279	32,261	2,079
Installation, maintenance, and repair occupations								
.....	26.35	25.48	1,054	1,019	40.0	54,826	52,998	2,081
First-line supervisors/managers of mechanics, installers, and repairers	32.44	33.46	1,307	1,338	40.3	67,967	69,601	2,095
Bus and truck mechanics and diesel engine specialists	19.07	19.94	766	798	40.2	39,845	41,475	2,089

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Installation, maintenance, and repair occupations –Continued								
Industrial machinery installation, repair, and maintenance workers	\$19.78	\$20.55	\$791	\$822	40.0	\$41,149	\$42,744	2,080
Industrial machinery mechanics	22.25	21.95	890	878	40.0	46,270	45,656	2,080
Production occupations								
Welding, soldering, and brazing workers	14.39	12.95	578	514	40.1	30,033	26,749	2,087
Welders, cutters, solderers, and brazers	17.48	18.31	694	730	39.7	36,063	37,960	2,063
Helpers--production workers	17.47	18.31	693	732	39.7	36,015	38,083	2,062
	10.31	10.26	413	410	40.0	21,450	21,341	2,080
Transportation and material moving occupations								
Driver/sales workers and truck drivers	15.90	13.30	648	518	40.8	33,048	26,686	2,078
Truck drivers, heavy and tractor-trailer	18.40	20.65	795	838	43.2	41,364	43,564	2,248
Industrial truck and tractor operators ..	19.30	18.41	920	874	47.6	47,818	45,449	2,477
Laborers and material movers, hand ..	12.61	10.50	504	420	40.0	26,223	21,840	2,080
Laborers and freight, stock, and material movers, hand	10.00	9.68	397	387	39.7	20,621	20,130	2,063
Packers and packagers, hand	11.65	11.48	463	459	39.8	24,091	23,878	2,067
	8.56	7.84	338	313	39.5	17,585	16,301	2,055

¹ 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.

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-MS-AR, February 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.97	\$15.35	\$803	\$610	40.2	\$41,584	\$31,720	2,082
Management occupations	39.55	35.54	1,683	1,446	42.5	87,491	75,204	2,212
General and operations managers	63.92	62.22	2,541	2,489	39.8	132,132	129,422	2,067
Financial managers	31.43	25.24	1,247	1,010	39.7	64,869	52,499	2,064
Business and financial operations occupations	26.10	22.17	1,037	887	39.7	53,933	46,105	2,066
Accountants and auditors	19.60	20.19	782	808	39.9	40,642	42,001	2,073
Financial analysts and advisors	26.74	25.03	1,061	1,001	39.7	55,165	52,062	2,063
Financial analysts	26.74	25.03	1,061	1,001	39.7	55,165	52,062	2,063
Computer and mathematical science occupations	32.86	33.10	1,320	1,324	40.2	68,662	68,848	2,089
Computer software engineers	45.60	41.59	1,868	1,768	41.0	97,150	91,914	2,131
Architecture and engineering occupations	31.44	31.94	1,333	1,399	42.4	69,332	72,736	2,205
Engineers	33.69	32.69	1,448	1,437	43.0	75,303	74,742	2,235
Education, training, and library occupations	20.92	22.64	826	874	39.5	34,911	36,487	1,669
Postsecondary teachers	24.89	25.63	995	1,025	40.0	42,109	41,317	1,692
Healthcare practitioner and technical occupations	26.04	26.36	1,015	1,012	39.0	52,766	52,623	2,027
Registered nurses	28.76	27.47	1,103	1,058	38.3	57,339	55,006	1,994
Clinical laboratory technologists and technicians	24.40	25.75	948	987	38.9	49,317	51,331	2,021
Healthcare support occupations	11.17	10.50	442	420	39.6	23,004	21,840	2,060
Nursing, psychiatric, and home health aides	11.88	12.16	471	474	39.6	24,475	24,658	2,060
Nursing aides, orderlies, and attendants	11.88	12.16	471	474	39.6	24,475	24,658	2,060
Miscellaneous healthcare support occupations	10.26	9.00	406	339	39.6	21,117	17,653	2,058
Protective service occupations	8.99	7.75	360	310	40.0	18,701	16,124	2,080
Food preparation and serving related occupations	7.58	6.78	305	271	40.2	15,865	14,109	2,093
Building and grounds cleaning and maintenance occupations	11.43	10.50	458	420	40.1	23,839	21,840	2,087
Building cleaning workers	11.35	10.79	452	434	39.8	23,483	22,562	2,070
Janitors and cleaners, except maids and housekeeping cleaners	12.05	12.02	479	481	39.7	24,897	25,002	2,067
Sales and related occupations	30.73	17.99	1,246	746	40.5	64,785	38,792	2,108
First-line supervisors/managers, sales workers	24.91	17.44	1,076	785	43.2	55,966	40,819	2,247
First-line supervisors/managers of retail sales workers	24.83	17.44	1,079	785	43.5	56,104	40,819	2,260
Retail sales workers	11.36	10.89	454	436	40.0	23,611	22,649	2,079
Cashiers, all workers	9.37	8.27	367	331	39.2	19,079	17,208	2,037
Cashiers	9.37	8.27	367	331	39.2	19,079	17,208	2,037
Retail salespersons	13.87	12.50	579	500	41.8	30,131	25,992	2,172
Sales representatives, wholesale and manufacturing	32.50	34.34	1,300	1,374	40.0	67,599	71,431	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	32.63	34.34	1,305	1,374	40.0	67,879	71,431	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations	\$14.82	\$14.37	\$589	\$575	39.7	\$30,608	\$29,879	2,065
Financial clerks	15.85	16.18	633	647	40.0	32,934	33,661	2,077
Bookkeeping, accounting, and auditing clerks	15.97	15.15	638	606	39.9	33,158	31,518	2,076
Customer service representatives	14.82	13.16	583	526	39.3	30,302	27,371	2,044
Receptionists and information clerks ..	13.82	15.22	553	609	40.0	28,739	31,653	2,080
Shipping, receiving, and traffic clerks ..	15.19	16.40	608	656	40.0	31,594	34,112	2,080
Stock clerks and order fillers	11.62	11.22	456	449	39.3	23,725	23,340	2,042
Secretaries and administrative assistants	16.19	17.14	644	686	39.8	33,506	35,655	2,069
Executive secretaries and administrative assistants	17.61	17.92	705	717	40.0	36,634	37,265	2,080
Secretaries, except legal, medical, and executive	14.75	15.00	582	600	39.4	30,247	31,200	2,051
Data entry and information processing workers	13.17	14.21	527	569	40.0	27,390	29,565	2,080
Data entry keyers	12.92	13.12	517	525	40.0	26,876	27,285	2,080
Office clerks, general	12.88	13.90	515	556	40.0	26,783	28,912	2,080
Construction and extraction occupations	16.23	15.25	649	610	40.0	33,748	31,720	2,080
Installation, maintenance, and repair occupations	27.09	26.93	1,085	1,077	40.1	56,425	56,014	2,083
First-line supervisors/managers of mechanics, installers, and repairers	32.44	33.46	1,307	1,338	40.3	67,967	69,601	2,095
Bus and truck mechanics and diesel engine specialists	19.26	21.24	774	850	40.2	40,242	44,183	2,089
Industrial machinery installation, repair, and maintenance workers ..	20.99	21.20	840	848	40.0	43,659	44,096	2,080
Industrial machinery mechanics	22.25	21.95	890	878	40.0	46,270	45,656	2,080
Production occupations	14.39	12.68	578	500	40.2	30,062	26,000	2,089
Welding, soldering, and brazing workers	17.92	18.31	717	732	40.0	37,280	38,083	2,080
Welders, cutters, solderers, and brazers	17.93	18.31	717	732	40.0	37,299	38,083	2,080
Helpers--production workers	10.31	10.26	413	410	40.0	21,450	21,341	2,080
Transportation and material moving occupations	15.82	13.17	647	513	40.9	33,077	26,686	2,091
Driver/sales workers and truck drivers ..	18.40	20.65	795	838	43.2	41,364	43,564	2,248
Truck drivers, heavy and tractor-trailer	19.30	18.41	920	874	47.6	47,818	45,449	2,477
Industrial truck and tractor operators ..	12.18	10.50	487	420	40.0	25,333	21,840	2,080
Laborers and material movers, hand ..	10.00	9.68	397	387	39.7	20,621	20,130	2,063
Laborers and freight, stock, and material movers, hand	11.65	11.48	463	459	39.8	24,091	23,878	2,067
Packers and packagers, hand	8.56	7.84	338	313	39.5	17,585	16,301	2,055

¹ 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.

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Memphis, TN-MS-AR, February 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.17	\$20.56	\$884	\$840	39.9	\$41,908	\$41,274	1,890
Management occupations	40.56	40.99	1,577	1,609	38.9	73,179	73,228	1,804
Education administrators	41.69	42.92	1,614	1,626	38.7	72,643	72,114	1,743
Community and social services occupations	21.17	24.16	908	1,104	42.9	46,667	57,408	2,205
Education, training, and library occupations	30.62	32.41	1,149	1,190	37.5	44,395	45,238	1,450
Primary, secondary, and special education school teachers	32.50	32.84	1,213	1,190	37.3	46,238	45,238	1,423
Elementary and middle school teachers	32.91	32.41	1,235	1,226	37.5	46,823	46,541	1,423
Elementary school teachers, except special education	35.16	38.11	1,300	1,382	37.0	49,367	52,499	1,404
Middle school teachers, except special and vocational education	26.79	25.34	1,046	1,014	39.1	39,555	38,402	1,476
Secondary school teachers	32.10	32.84	1,183	1,190	36.8	45,494	45,238	1,417
Secondary school teachers, except special and vocational education	32.10	32.84	1,183	1,190	36.8	45,494	45,238	1,417
Teacher assistants	9.31	9.08	364	358	39.1	14,203	13,584	1,525
Healthcare practitioner and technical occupations	21.54	20.91	851	786	39.5	42,554	40,876	1,975
Protective service occupations	18.91	19.92	835	929	44.2	43,424	48,313	2,296
Fire fighters	15.53	17.53	823	929	53.0	42,805	48,313	2,756
Building and grounds cleaning and maintenance occupations	14.33	14.21	572	569	39.9	29,740	29,565	2,075
Building cleaning workers	12.94	12.92	515	517	39.8	26,781	26,874	2,070
Janitors and cleaners, except maids and housekeeping cleaners	12.94	12.92	515	517	39.8	26,781	26,874	2,070
Office and administrative support occupations	14.67	13.96	579	550	39.5	29,438	28,246	2,007
Secretaries and administrative assistants	14.97	15.03	591	591	39.5	28,593	28,776	1,911
Secretaries, except legal, medical, and executive	14.48	13.96	577	559	39.8	27,131	28,776	1,873
Installation, maintenance, and repair occupations	19.69	14.71	782	588	39.7	40,642	30,597	2,064

¹ 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.

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Memphis, TN-MS-AR, February 2008**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$18.42	\$15.13	\$19.13	\$22.74
Management, professional, and related	30.42	27.74	34.28	30.51
Management, business, and financial	33.45	28.06	39.30	35.50
Professional and related	27.93	27.28	29.60	27.66
Service	8.34	7.52	8.62	9.95
Sales and office	19.25	16.36	21.29	22.24
Sales and related	26.69	18.51	—	43.02
Office and administrative support	14.56	14.61	14.06	15.06
Natural resources, construction, and maintenance	19.76	16.51	21.74	—
Construction and extraction	16.23	16.03	—	—
Installation, maintenance, and repair	26.99	23.75	22.70	—
Production, transportation, and material moving	14.60	11.44	15.77	16.54
Production	14.36	12.78	15.77	15.73
Transportation and material moving	14.73	10.08	15.77	16.64
	Relative error ³ (percent)			
All workers	6.5	4.0	16.5	6.9
Management, professional, and related	4.8	9.8	10.6	4.7
Management, business, and financial	8.0	10.9	14.2	12.7
Professional and related	7.1	17.8	12.9	4.4
Service	3.2	5.8	6.6	11.4
Sales and office	11.4	4.4	32.9	4.6
Sales and related	19.2	8.4	—	3.7
Office and administrative support	1.6	4.0	3.1	3.0
Natural resources, construction, and maintenance	8.1	4.1	8.5	—
Construction and extraction	3.4	3.9	—	—
Installation, maintenance, and repair	11.8	26.0	8.9	—
Production, transportation, and material moving	8.6	5.2	9.7	18.6
Production	11.6	8.4	12.9	6.6
Transportation and material moving	10.6	10.2	10.3	20.8

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. See appendix A for more information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Memphis, TN-MS-AR, February 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.04	\$14.80	\$685	\$592	40.2	\$35,606	\$30,784	2,090
Management occupations	30.11	19.23	1,412	1,058	46.9	73,421	54,999	2,438
Business and financial operations occupations ...	24.87	20.19	995	808	40.0	51,722	42,001	2,080
Healthcare support occupations	9.59	8.49	379	324	39.5	19,710	16,848	2,055
Miscellaneous healthcare support occupations	9.59	8.49	379	324	39.5	19,710	16,848	2,055
Food preparation and serving related occupations	7.37	5.76	298	231	40.4	15,483	11,989	2,100
Building and grounds cleaning and maintenance occupations	12.73	12.02	512	467	40.2	26,613	24,297	2,091
Sales and related occupations	21.68	15.35	862	614	39.8	44,811	31,920	2,067
Retail sales workers	9.89	8.27	388	331	39.2	20,176	17,208	2,039
Cashiers, all workers	7.69	8.00	301	320	39.1	15,644	16,640	2,034
Cashiers	7.69	8.00	301	320	39.1	15,644	16,640	2,034
Office and administrative support occupations	14.81	14.80	587	592	39.6	30,524	30,784	2,061
Financial clerks	16.41	16.78	657	671	40.0	34,142	34,898	2,080
Bookkeeping, accounting, and auditing clerks ...	16.76	16.50	670	660	40.0	34,864	34,320	2,080
Office clerks, general	12.73	14.80	509	592	40.0	26,478	30,784	2,080
Construction and extraction occupations	16.03	15.25	641	610	40.0	33,335	31,720	2,080
Installation, maintenance, and repair occupations	23.75	22.21	956	888	40.3	49,736	46,195	2,094
Production occupations	12.83	12.50	513	500	40.0	26,687	26,000	2,080
Transportation and material moving occupations	11.73	12.28	458	491	39.1	23,817	25,549	2,031
Laborers and material movers, hand	10.96	11.25	419	400	38.3	21,813	20,800	1,990

¹ 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.

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Memphis, TN-MS-AR, February 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.00	\$16.93	\$884	\$677	40.2	\$45,689	\$35,121	2,077
Management occupations	46.44	39.32	1,850	1,573	39.8	96,218	81,790	2,072
General and operations managers	63.92	62.22	2,541	2,489	39.8	132,132	129,422	2,067
Business and financial operations occupations ...	26.70	24.34	1,058	971	39.6	54,994	50,468	2,059
Accountants and auditors	20.34	18.15	808	726	39.7	42,015	37,758	2,066
Financial analysts and advisors	26.74	25.03	1,061	1,001	39.7	55,165	52,062	2,063
Financial analysts	26.74	25.03	1,061	1,001	39.7	55,165	52,062	2,063
Computer and mathematical science occupations	32.11	30.41	1,282	1,217	39.9	66,664	63,278	2,076
Architecture and engineering occupations	27.19	27.59	1,117	1,104	41.1	58,066	57,385	2,135
Engineers	29.48	27.59	1,223	1,104	41.5	63,607	57,385	2,158
Education, training, and library occupations	26.61	25.82	1,044	1,033	39.2	40,439	40,486	1,520
Healthcare practitioner and technical occupations	26.40	26.63	1,024	1,040	38.8	53,240	54,076	2,017
Registered nurses	27.24	27.47	1,038	1,058	38.1	53,969	55,006	1,982
Clinical laboratory technologists and technicians ...	24.40	25.75	948	987	38.9	49,317	51,331	2,021
Healthcare support occupations	14.11	12.21	561	488	39.8	29,191	25,386	2,069
Nursing, psychiatric, and home health aides	11.88	12.16	471	474	39.6	24,475	24,658	2,060
Nursing aides, orderlies, and attendants	11.88	12.16	471	474	39.6	24,475	24,658	2,060
Protective service occupations	8.99	7.75	360	310	40.0	18,701	16,124	2,080
Food preparation and serving related occupations	7.95	7.80	318	312	40.0	16,541	16,224	2,080
Building and grounds cleaning and maintenance occupations	9.29	8.01	372	321	40.0	19,324	16,669	2,080
Building cleaning workers	9.29	8.01	372	321	40.0	19,324	16,669	2,080
Janitors and cleaners, except maids and housekeeping cleaners	9.66	8.64	386	345	40.0	20,097	17,961	2,080
Sales and related occupations	39.63	18.01	1,638	749	41.3	85,184	38,958	2,150
First-line supervisors/managers, sales workers	26.53	26.05	1,137	1,042	42.8	59,100	54,188	2,227
Retail sales workers	13.07	11.76	535	468	40.9	27,802	24,336	2,127
Cashiers, all workers	11.67	11.20	458	448	39.3	23,822	23,296	2,041
Cashiers	11.67	11.20	458	448	39.3	23,822	23,296	2,041
Office and administrative support occupations	14.83	13.86	590	555	39.8	30,677	28,835	2,068
Financial clerks	14.99	15.15	598	606	39.9	31,079	31,518	2,073
Bookkeeping, accounting, and auditing clerks ...	14.62	15.15	582	606	39.8	30,263	31,518	2,069
Customer service representatives	14.33	13.16	567	526	39.6	29,497	27,371	2,059
Shipping, receiving, and traffic clerks	15.36	16.66	614	666	40.0	31,944	34,653	2,080
Stock clerks and order fillers	11.86	11.22	475	449	40.0	24,675	23,340	2,080
Secretaries and administrative assistants	16.30	17.14	647	686	39.7	33,644	35,655	2,065
Executive secretaries and administrative assistants	17.61	17.92	705	717	40.0	36,638	37,265	2,080
Secretaries, except legal, medical, and executive	14.23	13.54	551	532	38.7	28,667	27,641	2,014
Office clerks, general	13.27	13.50	531	540	40.0	27,593	28,080	2,080
Construction and extraction occupations	18.40	18.40	736	736	40.0	38,277	38,272	2,080
Installation, maintenance, and repair occupations	27.57	27.20	1,103	1,088	40.0	57,374	56,576	2,081
Bus and truck mechanics and diesel engine specialists	18.50	17.38	744	695	40.2	38,688	36,155	2,092
Industrial machinery installation, repair, and maintenance workers	22.50	23.30	900	932	40.0	46,806	48,464	2,080
Industrial machinery mechanics	22.72	23.30	909	932	40.0	47,250	48,464	2,080
Production occupations	15.77	16.08	636	656	40.3	33,054	34,091	2,096

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Memphis, TN-MS-AR, February 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Miscellaneous production workers	\$11.31	\$10.26	\$452	\$410	40.0	\$23,519	\$21,341	2,080
Transportation and material moving occupations	17.01	13.32	705	532	41.5	35,863	27,660	2,109
Driver/sales workers and truck drivers	21.44	20.96	962	839	44.9	50,017	43,603	2,333
Truck drivers, heavy and tractor-trailer	22.19	21.12	1,179	1,098	53.1	61,319	57,084	2,763
Industrial truck and tractor operators	11.51	10.50	460	420	40.0	23,934	21,840	2,080
Laborers and material movers, hand	9.66	8.10	388	324	40.2	20,181	16,848	2,089
Laborers and freight, stock, and material movers, hand	12.16	11.49	492	460	40.5	25,592	23,903	2,105

¹ 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.

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

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

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Memphis, TN-MS-AR, February 2008

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$20.00	\$19.40	\$22.10	\$18.65	\$18.34	\$21.27
Management, professional, and related	—	—	—	29.89	30.89	26.93
Management, business, and financial	—	—	—	34.32	34.19	35.51
Professional and related	—	—	—	27.32	28.25	25.54
Service	20.30	—	—	9.00	8.33	14.31
Sales and office	16.63	15.94	—	19.20	19.54	13.29
Sales and related	—	—	—	27.13	27.13	—
Office and administrative support	17.21	16.47	—	14.22	14.32	13.29
Natural resources, construction, and maintenance	24.39	23.97	—	18.93	19.09	14.31
Construction and extraction	—	—	—	16.13	16.14	—
Installation, maintenance, and repair	24.67	24.09	—	27.26	28.85	—
Production, transportation, and material moving	21.58	21.57	—	13.30	13.30	13.25
Production	20.21	20.21	—	13.58	13.57	—
Transportation and material moving	22.02	22.04	—	13.14	13.14	12.90
	Relative error ⁴ (percent)					
All workers	8.2	10.1	6.2	6.2	7.0	3.6
Management, professional, and related	—	—	—	4.0	5.2	3.5
Management, business, and financial	—	—	—	7.0	7.7	13.5
Professional and related	—	—	—	5.6	8.1	3.5
Service	5.8	—	—	3.9	3.2	3.7
Sales and office	8.9	7.9	—	11.6	12.1	5.0
Sales and related	—	—	—	19.1	19.1	—
Office and administrative support	8.1	6.3	—	2.2	2.3	5.0
Natural resources, construction, and maintenance	3.8	4.9	—	9.7	9.9	7.3
Construction and extraction	—	—	—	3.5	3.5	—
Installation, maintenance, and repair	4.7	4.8	—	18.4	17.8	—
Production, transportation, and material moving	17.6	18.6	—	6.2	6.4	7.5
Production	3.8	3.8	—	7.3	7.4	—
Transportation and material moving	23.3	25.1	—	8.0	8.2	8.9

¹ Union workers are those whose wages are determined through collective bargaining.

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

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

information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Memphis, TN-MS-AR, February 2008

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$16.62	\$15.90	\$36.30	\$36.30
Management, professional, and related	27.92	28.31	47.78	47.78
Management, business, and financial	31.06	30.56	63.20	63.20
Professional and related	26.05	26.38	—	—
Service	9.74	8.34	—	—
Sales and office	14.18	14.15	43.68	43.68
Sales and related	13.26	13.26	51.65	51.65
Office and administrative support	14.55	14.54	—	—
Natural resources, construction, and maintenance	17.91	17.68	—	—
Construction and extraction	—	15.60	—	—
Installation, maintenance, and repair	22.21	22.59	—	—
Production, transportation, and material moving	14.00	13.94	—	—
Production	14.36	14.36	—	—
Transportation and material moving	13.77	13.65	—	—
	Relative error ⁴ (percent)			
All workers	4.7	5.3	14.6	14.6
Management, professional, and related	3.9	5.1	7.3	7.3
Management, business, and financial	5.4	5.6	12.1	12.1
Professional and related	5.6	8.5	—	—
Service	4.2	3.2	—	—
Sales and office	3.0	3.1	21.5	21.5
Sales and related	10.6	10.6	21.5	21.5
Office and administrative support	1.9	1.8	—	—
Natural resources, construction, and maintenance	2.0	2.0	—	—
Construction and extraction	—	.4	—	—
Installation, maintenance, and repair	5.4	5.3	—	—
Production, transportation, and material moving	8.2	8.3	—	—
Production	11.4	11.6	—	—
Transportation and material moving	10.1	10.4	—	—

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

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

³ Workers are classified by occupation using the 2000

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Memphis, TN-MS-AR, February 2008

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$17.59	\$17.90	\$27.15	-	-	-	-	-
Management, professional, and related	-	29.33	36.26	-	-	-	-	-	-
Management, business, and financial	-	-	52.13	-	-	-	-	-	-
Professional and related	-	27.69	24.91	-	-	-	-	-	-
Service	-	-	10.68	-	-	-	-	-	-
Sales and office	-	19.57	15.35	16.80	-	-	-	-	-
Sales and related	-	23.47	16.48	-	-	-	-	-	-
Office and administrative support	-	15.74	14.16	16.63	-	-	-	-	-
Natural resources, construction, and maintenance	-	23.80	29.20	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	24.33	29.36	-	-	-	-	-	-
Production, transportation, and material moving	-	14.03	17.78	-	-	-	-	-	-
Production	-	14.38	14.48	-	-	-	-	-	-
Transportation and material moving ...	-	12.32	17.96	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	13.5	2.3	15.9	-	-	-	-	-
Management, professional, and related	-	4.7	8.4	-	-	-	-	-	-
Management, business, and financial	-	-	9.1	-	-	-	-	-	-
Professional and related	-	8.0	9.2	-	-	-	-	-	-
Service	-	-	18.0	-	-	-	-	-	-
Sales and office	-	13.2	2.6	13.4	-	-	-	-	-
Sales and related	-	19.0	5.3	-	-	-	-	-	-
Office and administrative support	-	13.4	2.7	12.0	-	-	-	-	-
Natural resources, construction, and maintenance	-	4.6	18.7	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	2.3	19.2	-	-	-	-	-	-
Production, transportation, and material moving	-	14.3	8.1	-	-	-	-	-	-
Production	-	14.3	12.5	-	-	-	-	-	-
Transportation and material moving ...	-	17.4	8.5	-	-	-	-	-	-

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

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Memphis, TN–MS–AR, Metropolitan Statistical Area (MSA) includes Fayette, Shelby, and Tipton Counties, TN; DeSoto, Marshall, Tate, and Tunica Counties, MS; and Crittenden County, AR.

Sampling frame

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

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample

replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

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

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

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

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

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

Combined work levels

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

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

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small met-

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

Estimation

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

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

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

Percentiles

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

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the me-

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, Memphis, TN-MS-AR, February 2008**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	566,600	496,300	70,300
Management, professional, and related	123,600	87,200	36,500
Management, business, and financial	40,600	36,400	4,300
Professional and related	83,000	50,800	32,200
Service	121,500	103,300	18,200
Sales and office	168,700	159,800	9,000
Sales and related	62,700	62,700	–
Office and administrative support	106,100	97,100	9,000
Natural resources, construction, and maintenance	47,400	44,300	3,100
Construction and extraction	31,200	29,700	–
Installation, maintenance, and repair	16,200	14,600	1,600
Production, transportation, and material moving	105,300	101,700	3,600
Production	30,600	30,200	–
Transportation and material moving	74,700	71,600	3,200

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

² Workers are classified by occupation using the

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, Memphis, TN-MS-AR, February 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	20,502	20,279	223
Total in sample	354	323	31
Responding	198	168	30
Refused or unable to provide data	92	92	0
Out of business or not in survey scope	64	63	1

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

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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