



Phoenix–Mesa, AZ National Compensation Survey September 2006

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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 ocltinfo@bls.gov.

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

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

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Introduction

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

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

NCS products

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

Changes to the publications

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

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

About the tables

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

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level 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, Phoenix-Mesa, AZ, September 2006

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	\$18.39	3.9	36.6	\$17.88	4.5	36.5	\$22.63	3.9	37.4
Worker characteristics^{4,5}									
Management, professional, and related	31.22	6.5	38.2	32.37	7.9	38.5	27.34	4.9	37.3
Management, business, and financial	34.21	5.3	40.4	35.04	5.3	40.5	28.97	13.5	40.0
Professional and related	29.62	9.2	37.1	30.65	12.0	37.3	26.90	6.7	36.7
Service	10.59	1.8	33.3	9.40	1.8	32.9	19.20	1.7	36.6
Sales and office	16.93	5.7	36.3	17.04	6.0	36.2	15.40	11.0	38.1
Sales and related	20.27	12.1	34.8	20.27	12.1	34.8	—	—	—
Office and administrative support	14.75	2.7	37.4	14.66	2.7	37.3	15.40	11.0	38.1
Natural resources, construction, and maintenance	14.72	9.8	39.1	14.33	9.5	39.1	22.09	1.4	40.0
Construction and extraction	13.61	11.3	39.8	13.38	10.9	39.7	21.59	1.5	40.0
Installation, maintenance, and repair	17.63	7.0	38.7	17.04	7.6	38.6	22.42	2.2	40.0
Production, transportation, and material moving	14.45	7.3	37.8	14.40	7.5	37.8	16.45	10.8	37.1
Production	13.78	4.8	39.6	13.66	4.8	39.6	—	—	—
Transportation and material moving	14.97	12.7	36.5	14.99	13.2	36.5	14.53	8.1	36.7
Full time	19.29	4.1	39.6	18.79	4.7	39.6	23.20	3.9	39.7
Part time	10.23	5.4	21.7	9.93	5.9	21.9	14.20	5.7	20.3
Union	22.74	9.6	36.7	22.92	14.6	34.7	22.38	2.6	41.4
Nonunion	18.18	4.1	36.6	17.69	4.6	36.6	22.67	4.4	36.8
Time	17.89	3.7	36.6	17.24	4.2	36.5	22.63	3.9	37.4
Incentive	23.02	14.0	36.7	23.02	14.0	36.7	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	16.02	6.5	35.9	15.96	6.6	35.8	—	—	—
100-499 workers	18.89	7.5	37.4	18.82	7.6	37.4	26.64	2.0	39.1
500 workers or more	20.71	4.3	37.0	19.95	6.0	36.8	22.54	4.2	37.4

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, Phoenix-Mesa, AZ, September 2006**

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	\$18.39	3.9	\$19.29	4.1	\$10.23	5.4
Management occupations	40.06	6.2	40.06	6.2	—	—
Level 7	19.18	19.6	19.18	19.6	—	—
Level 9	32.76	8.2	32.76	8.2	—	—
Level 10	37.98	5.2	37.98	5.2	—	—
Level 11	53.35	13.8	53.35	13.8	—	—
Not able to be leveled	43.56	10.5	43.56	10.5	—	—
General and operations managers	52.38	10.6	52.38	10.6	—	—
Marketing and sales managers	66.65	19.5	66.65	19.5	—	—
Financial managers	41.32	15.7	41.32	15.7	—	—
Education administrators	38.28	4.8	38.28	4.8	—	—
Business and financial operations occupations	27.20	8.3	27.20	8.3	—	—
Level 6	17.97	7.5	17.97	7.5	—	—
Level 7	18.96	5.4	18.96	5.4	—	—
Level 8	23.16	9.6	23.16	9.6	—	—
Level 9	34.58	17.2	34.58	17.2	—	—
Not able to be leveled	25.95	23.0	25.95	23.0	—	—
Management analysts	20.20	9.0	20.20	9.0	—	—
Accountants and auditors	30.49	5.7	30.49	5.7	—	—
Computer and mathematical science occupations	31.25	4.3	31.25	4.3	—	—
Level 9	31.08	10.2	31.08	10.2	—	—
Computer software engineers	38.48	6.7	38.48	6.7	—	—
Computer systems analysts	29.46	9.5	29.46	9.5	—	—
Architecture and engineering occupations	31.32	6.0	31.43	5.8	—	—
Level 5	20.36	3.3	20.36	3.3	—	—
Level 6	22.38	5.5	22.97	3.2	—	—
Level 7	24.32	6.6	24.32	6.6	—	—
Level 8	27.19	9.2	27.19	9.2	—	—
Level 9	33.22	6.4	33.22	6.4	—	—
Level 11	43.55	3.1	43.55	3.1	—	—
Level 12	48.92	5.0	48.92	5.0	—	—
Not able to be leveled	33.74	14.6	33.74	14.6	—	—
Engineers	39.07	3.0	39.36	3.4	—	—
Level 9	32.99	7.9	32.99	7.9	—	—
Level 11	43.55	3.1	43.55	3.1	—	—
Level 12	48.92	5.0	48.92	5.0	—	—
Electrical and electronics engineers	41.47	3.5	41.47	3.5	—	—
Engineering technicians, except drafters	22.18	4.5	22.18	4.5	—	—
Level 5	19.18	3.8	19.18	3.8	—	—
Electrical and electronic engineering technicians	22.89	6.3	22.89	6.3	—	—
Life, physical, and social science occupations	34.39	3.8	34.47	4.2	—	—
Community and social services occupations	19.50	8.6	19.39	9.1	—	—
Counselors	24.70	4.7	24.57	5.3	—	—
Educational, vocational, and school counselors	26.07	3.9	—	—	—	—
Miscellaneous community and social service specialists	13.48	11.0	13.48	11.0	—	—
Social and human service assistants	13.48	11.0	13.48	11.0	—	—
Education, training, and library occupations	26.32	15.4	28.30	17.1	15.23	4.6
Level 2	10.12	4.1	—	—	9.83	8.8
Level 8	28.07	3.9	28.14	2.8	—	—
Level 9	32.74	10.3	32.80	10.3	—	—
Level 11	42.23	6.9	—	—	—	—
Postsecondary teachers	49.63	8.8	50.41	9.0	—	—
Primary, secondary, and special education school teachers	27.76	3.8	27.95	3.3	24.18	19.6
Level 8	27.42	2.4	27.23	1.1	—	—
Level 9	29.04	4.0	29.08	3.9	—	—
Elementary and middle school teachers	25.84	2.7	26.25	3.1	20.83	13.5
Level 8	26.09	1.4	26.06	1.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006** — 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)
Elementary school teachers, except special education	\$26.11	2.2	\$26.43	2.9	—	—
Level 8	26.53	1.3	26.42	1.5	—	—
Secondary school teachers	30.70	3.4	30.70	3.4	—	—
Level 9	33.11	4.9	33.11	4.9	—	—
Secondary school teachers, except special and vocational education	30.79	3.8	30.79	3.8	—	—
Level 9	33.98	4.9	33.98	4.9	—	—
Other teachers and instructors	40.98	43.7	—	—	—	—
Teacher assistants	9.04	5.9	—	—	\$9.98	4.5
Level 2	10.12	4.1	—	—	9.83	8.8
Arts, design, entertainment, sports, and media occupations	23.67	4.5	23.70	4.5	—	—
Healthcare practitioner and technical occupations	27.45	8.2	27.32	10.7	28.34	10.1
Level 5	20.64	4.7	21.04	5.4	—	—
Level 7	29.54	3.5	29.74	2.8	—	—
Level 8	30.23	3.3	29.49	3.5	32.85	1.4
Level 9	31.36	7.7	32.05	10.2	—	—
Physicians and surgeons	51.37	3.1	51.27	3.1	—	—
Registered nurses	31.16	.9	31.30	1.1	30.73	2.8
Level 7	30.09	2.5	—	—	—	—
Level 8	30.94	.5	30.13	.9	32.85	1.4
Level 9	30.32	6.0	—	—	—	—
Therapists	27.23	7.2	26.89	7.0	—	—
Healthcare support occupations	11.24	4.0	12.06	1.5	—	—
Level 4	11.94	2.1	12.30	1.3	—	—
Nursing, psychiatric, and home health aides	—	—	11.80	1.7	—	—
Level 4	11.42	6.2	—	—	—	—
Nursing aides, orderlies, and attendants	11.77	1.7	11.82	1.8	—	—
Level 2	11.08	.5	—	—	—	—
Miscellaneous healthcare support occupations	14.17	5.5	14.30	4.3	—	—
Protective service occupations	13.19	4.2	13.31	4.8	11.83	15.4
Level 2	10.35	3.6	10.38	3.8	—	—
Level 3	—	—	—	—	10.35	8.4
Level 5	17.98	1.9	18.03	1.9	—	—
Level 6	20.55	9.8	19.18	8.2	—	—
Level 7	22.15	13.3	23.38	9.1	—	—
Fire fighters	16.14	16.0	17.39	12.1	—	—
Police officers	26.28	.5	26.28	.5	—	—
Level 7	26.35	.6	26.35	.6	—	—
Police and sheriff's patrol officers	26.28	.5	26.28	.5	—	—
Level 7	26.35	.6	26.35	.6	—	—
Security guards and gaming surveillance officers	10.20	3.7	9.95	3.3	12.47	16.6
Level 2	10.35	3.6	10.38	3.8	—	—
Security guards	10.20	3.7	9.95	3.3	12.47	16.6
Level 2	10.35	3.6	10.38	3.8	—	—
Miscellaneous protective service workers	16.01	15.9	—	—	9.61	11.2
Level 3	11.08	1.1	—	—	—	—
Lifeguards, ski patrol, and other recreational protective service workers	10.24	3.5	—	—	—	—
Food preparation and serving related occupations	7.26	2.3	8.79	3.7	5.23	3.3
Level 1	6.01	2.1	6.66	.6	5.54	4.9
Level 2	5.43	4.4	6.35	7.8	4.88	2.1
Level 3	8.49	15.8	9.37	5.7	—	—
Level 4	10.94	2.4	—	—	—	—
Level 5	13.93	7.3	13.93	7.3	—	—
First-line supervisors/managers, food preparation and serving workers	13.12	5.3	13.59	4.9	—	—
First-line supervisors/managers of food preparation and serving workers	13.12	5.3	13.59	4.9	—	—
Cooks	10.05	5.7	9.95	5.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006** — 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)
Cooks —Continued						
Level 3	\$10.14	5.4	\$10.12	6.0	—	—
Cooks, restaurant	9.98	7.5	9.81	7.6	—	—
Food preparation workers	9.30	12.7	9.44	17.5	—	—
Food service, tipped	4.42	10.5	5.86	12.3	\$3.41	11.4
Level 1	3.89	1.2	—	—	3.62	7.9
Level 2	4.26	11.5	5.44	15.1	3.48	18.7
Level 3	3.88	13.2	—	—	—	—
Bartenders	6.71	13.0	—	—	4.56	4.5
Waiters and waitresses	3.21	14.4	3.79	15.3	2.99	20.5
Level 2	3.46	15.9	—	—	3.22	23.7
Dining room and cafeteria attendants and bartender helpers	5.33	13.7	—	—	4.31	5.6
Level 1	4.39	3.5	—	—	4.11	.6
Fast food and counter workers	8.07	6.9	9.28	1.6	6.75	6.5
Level 2	6.62	7.7	—	—	6.58	9.9
Level 3	8.96	3.6	9.11	2.6	—	—
Combined food preparation and serving workers, including fast food	7.94	8.7	9.43	.9	6.76	7.7
Level 2	6.62	7.7	—	—	6.58	9.9
Counter attendants, cafeteria, food concession, and coffee shop	8.45	4.8	—	—	—	—
Dishwashers	7.21	.9	—	—	—	—
Level 1	7.21	.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	10.51	6.4	10.74	6.4	7.48	8.3
Level 1	8.63	4.4	8.97	4.1	7.12	7.5
Level 2	9.10	5.1	9.10	5.1	—	—
Level 3	10.47	9.1	10.44	9.2	—	—
Level 4	14.63	6.9	14.63	6.9	—	—
Building cleaning workers	9.82	4.5	10.06	4.8	7.26	7.4
Level 1	8.61	4.6	8.94	4.2	7.12	7.5
Level 2	9.24	6.0	9.24	6.0	—	—
Level 3	10.70	11.1	10.70	11.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.29	5.9	10.53	6.4	7.90	4.9
Level 1	8.87	6.8	—	—	7.78	5.0
Level 2	9.58	4.9	9.58	4.9	—	—
Level 3	10.70	11.1	10.70	11.1	—	—
Maids and housekeeping cleaners	8.59	5.0	8.59	5.0	—	—
Grounds maintenance workers	9.25	6.3	—	—	—	—
Personal care and service occupations	11.63	6.5	12.39	6.5	9.23	9.3
Level 1	7.69	5.2	—	—	7.05	3.8
Level 2	8.59	4.1	—	—	—	—
Level 3	9.26	6.9	9.26	7.2	—	—
Level 4	15.48	25.3	—	—	—	—
Child care workers	7.86	5.7	—	—	8.10	12.5
Recreation and fitness workers	16.49	23.2	—	—	—	—
Recreation workers	17.96	24.0	—	—	—	—
Sales and related occupations	20.27	12.1	22.09	13.1	8.47	1.7
Level 1	6.78	5.2	—	—	6.56	4.6
Level 2	9.54	6.3	9.93	7.8	—	—
Level 3	12.27	13.4	12.55	12.6	9.11	9.0
Level 4	13.82	6.2	14.49	6.4	10.65	6.8
Level 5	21.14	9.6	21.21	9.6	—	—
Level 6	25.15	24.6	25.15	24.6	—	—
Level 7	45.85	10.8	45.85	10.8	—	—
Not able to be leveled	38.70	30.0	42.95	23.5	—	—
First-line supervisors/managers, sales workers	32.86	26.1	36.59	23.1	—	—
First-line supervisors/managers of retail sales workers	23.36	38.8	23.36	38.8	—	—
Retail sales workers	13.68	3.8	15.06	3.7	8.09	2.5
Level 1	6.81	5.5	—	—	6.53	4.8
Level 3	11.55	11.9	11.77	12.2	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006** — 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)
Retail sales workers —Continued						
Level 4	\$15.34	3.4	\$15.92	3.2	—	—
Cashiers, all workers	10.25	4.9	11.06	9.9	\$8.08	6.8
Level 3	11.57	11.2	11.67	12.4	—	—
Cashiers	10.25	4.9	11.06	9.9	8.08	6.8
Level 3	11.57	11.2	11.67	12.4	—	—
Retail salespersons	15.42	5.9	16.88	3.8	8.09	1.6
Level 3	11.50	19.9	—	—	—	—
Level 4	14.80	5.0	15.43	6.3	—	—
Sales representatives, wholesale and manufacturing	46.12	13.8	46.12	13.8	—	—
Real estate brokers and sales agents	23.49	12.8	23.49	12.8	—	—
Miscellaneous sales and related workers	12.68	8.0	—	—	—	—
Office and administrative support occupations	14.75	2.7	14.99	2.5	11.63	6.0
Level 1	10.77	20.3	—	—	—	—
Level 2	10.98	2.6	11.07	3.0	10.28	9.0
Level 3	13.83	2.4	13.89	2.5	12.68	8.4
Level 4	14.19	3.9	14.31	3.8	12.14	5.1
Level 5	15.40	5.3	15.74	5.2	—	—
Level 6	18.11	8.5	18.11	8.5	—	—
Level 7	23.35	4.1	24.01	3.6	—	—
Not able to be leveled	15.60	7.9	15.96	6.6	—	—
First-line supervisors/managers of office and administrative support workers	21.34	10.3	21.34	10.3	—	—
Financial clerks	14.79	4.3	15.54	4.1	11.08	7.4
Level 3	12.83	9.6	—	—	—	—
Level 4	15.05	5.5	15.30	4.6	—	—
Level 5	16.32	11.8	16.75	11.7	—	—
Bill and account collectors	13.47	5.0	13.67	5.2	—	—
Level 4	14.02	7.6	14.39	6.5	—	—
Bookkeeping, accounting, and auditing clerks	16.30	6.0	17.14	5.1	—	—
Level 4	16.15	5.4	16.15	5.4	—	—
Level 5	18.45	9.1	19.38	6.5	—	—
Tellers	10.50	1.4	—	—	—	—
Customer service representatives	14.30	2.9	14.45	2.4	12.57	8.8
Level 4	14.00	4.8	14.19	4.3	—	—
Level 5	13.55	10.1	13.73	11.3	—	—
Receptionists and information clerks	12.58	4.4	12.58	4.4	—	—
Level 2	11.72	4.4	11.72	4.4	—	—
Reservation and transportation ticket agents and travel clerks	17.02	8.7	18.19	4.2	—	—
Dispatchers	10.37	3.3	10.52	4.3	—	—
Shipping, receiving, and traffic clerks	11.87	13.7	12.27	12.4	—	—
Stock clerks and order fillers	13.28	5.4	13.80	5.0	—	—
Secretaries and administrative assistants	17.51	3.6	17.58	3.8	—	—
Level 4	14.71	7.9	14.71	7.9	—	—
Level 5	15.08	3.9	15.10	4.1	—	—
Level 6	19.39	12.9	19.39	12.9	—	—
Level 7	25.79	7.5	28.18	2.4	—	—
Executive secretaries and administrative assistants	21.11	5.4	21.30	5.7	—	—
Level 7	28.18	2.4	28.18	2.4	—	—
Medical secretaries	14.55	9.4	13.43	3.0	—	—
Secretaries, except legal, medical, and executive	14.83	4.7	14.94	4.8	—	—
Level 4	14.63	13.5	14.63	13.5	—	—
Level 5	15.00	5.6	15.00	5.6	—	—
Computer operators	18.01	15.6	18.01	15.6	—	—
Office clerks, general	12.38	6.5	12.33	6.6	—	—
Level 2	9.80	5.5	9.83	6.0	—	—
Level 3	12.40	6.2	12.46	6.3	—	—
Level 4	12.66	8.6	12.66	8.6	—	—
Construction and extraction occupations	13.61	11.3	13.61	11.3	—	—
Level 5	17.64	11.1	17.64	11.1	—	—
Level 6	21.23	4.1	21.23	4.1	—	—
Level 7	17.99	5.4	17.99	5.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006** — 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)
First-line supervisors/managers of construction trades and extraction workers	\$21.16	2.6	\$21.16	2.6	—	—
Carpenters	15.22	13.0	15.22	13.0	—	—
Construction laborers	10.12	4.9	10.12	4.9	—	—
Construction equipment operators	16.92	4.9	16.92	4.9	—	—
Installation, maintenance, and repair occupations	17.63	7.0	17.39	7.3	—	—
Level 4	15.78	8.7	14.44	7.1	—	—
Level 5	20.04	10.4	20.04	10.4	—	—
Level 6	19.39	4.7	19.39	4.7	—	—
Level 7	21.07	3.2	21.07	3.2	—	—
Automotive technicians and repairers	19.96	6.6	19.96	6.6	—	—
Automotive service technicians and mechanics	20.47	12.2	20.47	12.2	—	—
Industrial machinery installation, repair, and maintenance workers	18.19	6.6	18.19	6.6	—	—
Level 7	22.76	4.7	22.76	4.7	—	—
Maintenance and repair workers, general	17.77	6.2	17.77	6.2	—	—
Miscellaneous installation, maintenance, and repair workers	16.06	12.2	16.06	12.2	—	—
Production occupations	13.78	4.8	13.84	4.9	—	—
Level 1	8.66	7.8	8.66	7.8	—	—
Level 2	10.17	2.3	10.35	1.6	—	—
Level 3	11.59	3.6	11.59	3.6	—	—
Level 4	14.51	3.6	14.51	3.6	—	—
Level 5	17.43	6.7	17.43	6.7	—	—
Level 6	23.14	7.0	23.14	7.0	—	—
Level 7	30.06	9.2	30.06	9.2	—	—
Not able to be leveled	12.01	9.0	12.01	9.0	—	—
First-line supervisors/managers of production and operating workers	25.40	14.1	25.40	14.1	—	—
Electrical, electronics, and electromechanical assemblers	11.74	7.2	11.74	7.2	—	—
Electrical and electronic equipment assemblers	11.69	9.6	11.69	9.6	—	—
Miscellaneous assemblers and fabricators	11.15	1.5	11.15	1.5	—	—
Level 2	10.33	4.2	10.33	4.2	—	—
Inspectors, testers, sorters, samplers, and weighers	15.28	11.3	15.28	11.3	—	—
Semiconductor processors	18.49	6.2	18.49	6.2	—	—
Miscellaneous production workers	10.00	12.0	10.13	12.3	—	—
Transportation and material moving occupations	14.97	12.7	15.66	14.2	\$8.10	7.8
Level 1	7.87	4.8	7.88	5.5	7.85	6.3
Level 2	10.37	4.5	10.59	3.8	—	—
Level 3	15.61	6.3	15.68	6.2	—	—
Level 4	17.44	8.9	17.49	9.0	—	—
Level 5	17.60	1.9	17.74	1.7	—	—
Not able to be leveled	16.56	15.9	16.56	15.9	—	—
Bus drivers	13.20	1.4	—	—	—	—
Bus drivers, school	13.20	1.4	—	—	—	—
Driver/sales workers and truck drivers	18.37	8.4	18.46	8.5	—	—
Level 3	17.07	8.3	17.07	8.3	—	—
Level 4	19.84	16.4	19.84	16.4	—	—
Truck drivers, heavy and tractor-trailer	15.85	5.3	15.85	5.3	—	—
Truck drivers, light or delivery services	21.30	10.0	21.55	10.0	—	—
Industrial truck and tractor operators	11.34	16.7	11.34	16.7	—	—
Laborers and material movers, hand	9.42	9.0	9.78	11.6	7.86	7.9
Level 1	7.63	3.9	7.62	4.6	7.65	6.3
Level 2	10.90	6.8	10.94	6.9	—	—
Level 3	14.98	11.4	15.18	10.5	—	—
Laborers and freight, stock, and material movers, hand	9.98	12.5	10.22	15.1	8.65	8.3
Level 1	7.79	4.8	—	—	8.33	7.0
Level 2	10.10	2.5	—	—	—	—
Level 3	14.98	11.4	15.18	10.5	—	—
Machine feeders and offbearers	12.13	20.2	12.13	20.2	—	—
Packers and packagers, hand	7.47	6.0	—	—	7.00	9.2

See footnotes at end of table.

Table 2. Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006 — 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)
Packers and packagers, hand –Continued Level 1	\$7.03	5.9	–	–	\$7.00	9.2

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006

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	\$17.88	4.5	\$18.79	4.7	\$9.93	5.9
Management occupations	40.42	7.0	40.42	7.0	—	—
Level 7	19.18	19.6	19.18	19.6	—	—
Level 9	32.88	8.8	32.88	8.8	—	—
Level 10	38.44	6.3	38.44	6.3	—	—
Level 11	56.81	13.1	56.81	13.1	—	—
Not able to be leveled	43.36	11.9	43.36	11.9	—	—
General and operations managers	53.36	10.7	53.36	10.7	—	—
Marketing and sales managers	66.65	19.5	66.65	19.5	—	—
Financial managers	41.96	17.3	41.96	17.3	—	—
Business and financial operations occupations	28.26	8.7	28.26	8.7	—	—
Level 7	19.72	6.0	19.72	6.0	—	—
Level 9	34.70	17.2	34.70	17.2	—	—
Not able to be leveled	26.00	23.2	26.00	23.2	—	—
Accountants and auditors	30.69	7.2	30.69	7.2	—	—
Computer and mathematical science occupations	32.13	3.8	32.13	3.8	—	—
Level 9	31.97	12.0	31.97	12.0	—	—
Computer software engineers	38.48	6.7	38.48	6.7	—	—
Computer systems analysts	29.00	10.0	29.00	10.0	—	—
Architecture and engineering occupations	31.76	6.3	31.88	6.0	—	—
Level 5	20.36	3.3	20.36	3.3	—	—
Level 6	22.44	7.2	—	—	—	—
Level 7	24.31	7.2	24.31	7.2	—	—
Level 8	30.09	2.7	30.09	2.7	—	—
Level 11	43.55	3.1	43.55	3.1	—	—
Not able to be leveled	33.74	14.6	33.74	14.6	—	—
Engineers	40.28	2.3	40.62	3.2	—	—
Level 11	43.55	3.1	43.55	3.1	—	—
Electrical and electronics engineers	41.47	3.5	41.47	3.5	—	—
Engineering technicians, except drafters	22.11	4.9	22.11	4.9	—	—
Level 5	19.18	3.8	19.18	3.8	—	—
Electrical and electronic engineering technicians	22.89	7.1	22.89	7.1	—	—
Community and social services occupations	17.92	11.4	17.92	11.4	—	—
Education, training, and library occupations	24.35	44.7	—	—	—	—
Arts, design, entertainment, sports, and media occupations	23.31	5.6	23.31	5.6	—	—
Healthcare practitioner and technical occupations	26.68	8.1	26.40	10.8	28.34	10.1
Level 5	20.72	4.8	21.14	5.5	—	—
Level 7	29.81	3.1	—	—	—	—
Level 8	30.08	3.5	29.20	3.6	32.85	1.4
Level 9	31.50	7.8	32.24	10.5	—	—
Registered nurses	31.24	.9	31.41	1.1	30.73	2.8
Level 7	30.09	2.5	—	—	—	—
Level 8	31.04	.3	30.25	.9	32.85	1.4
Level 9	30.32	6.0	—	—	—	—
Therapists	25.62	3.3	25.17	2.1	—	—
Healthcare support occupations	11.23	4.1	12.06	1.6	—	—
Level 4	11.94	2.2	12.31	1.3	—	—
Nursing, psychiatric, and home health aides	—	—	11.82	1.8	—	—
Nursing aides, orderlies, and attendants	11.78	1.7	11.82	1.8	—	—
Level 2	11.10	.4	—	—	—	—
Miscellaneous healthcare support occupations	14.25	5.5	14.38	4.1	—	—
Protective service occupations	10.32	4.5	10.13	5.0	11.93	16.1
Level 2	10.35	3.6	10.38	3.8	—	—
Security guards and gaming surveillance officers	10.20	3.7	9.95	3.3	12.47	16.6
Level 2	10.35	3.6	10.38	3.8	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006 — 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)
Security guards	\$10.20	3.7	\$9.95	3.3	\$12.47	16.6
Level 2	10.35	3.6	10.38	3.8	—	—
Food preparation and serving related occupations	7.08	2.1	8.55	3.6	5.20	3.4
Level 1	5.98	2.0	6.66	.6	5.49	4.7
Level 2	5.43	4.4	6.35	7.8	4.88	2.1
Level 3	8.49	15.8	9.37	5.7	—	—
Level 4	10.94	2.4	—	—	—	—
Cooks	10.05	5.7	9.95	5.6	—	—
Level 3	10.14	5.4	10.12	6.0	—	—
Cooks, restaurant	9.98	7.5	9.81	7.6	—	—
Food preparation workers	9.36	13.6	9.44	17.5	—	—
Food service, tipped	4.42	10.5	5.86	12.3	3.41	11.4
Level 1	3.89	1.2	—	—	3.62	7.9
Level 2	4.26	11.5	5.44	15.1	3.48	18.7
Level 3	3.88	13.2	—	—	—	—
Bartenders	6.71	13.0	—	—	4.56	4.5
Waiters and waitresses	3.21	14.4	3.79	15.3	2.99	20.5
Level 2	3.46	15.9	—	—	3.22	23.7
Dining room and cafeteria attendants and bartender helpers	5.33	13.7	—	—	4.31	5.6
Level 1	4.39	3.5	—	—	4.11	.6
Fast food and counter workers	8.07	6.9	9.28	1.6	6.75	6.5
Level 2	6.62	7.7	—	—	6.58	9.9
Level 3	8.96	3.6	9.11	2.6	—	—
Combined food preparation and serving workers, including fast food	7.94	8.7	9.43	.9	6.76	7.7
Level 2	6.62	7.7	—	—	6.58	9.9
Counter attendants, cafeteria, food concession, and coffee shop	8.45	4.8	—	—	—	—
Dishwashers	7.21	.9	—	—	—	—
Level 1	7.21	.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	10.11	7.3	10.31	7.1	—	—
Level 1	8.58	5.0	8.87	4.3	—	—
Level 2	9.01	6.9	9.01	6.9	—	—
Level 3	10.33	10.3	10.33	10.3	—	—
Building cleaning workers	9.52	5.4	9.72	5.7	—	—
Level 1	8.55	5.2	8.85	4.5	—	—
Level 2	9.19	8.8	9.19	8.8	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.22	8.0	10.39	8.4	—	—
Level 1	8.78	9.1	—	—	—	—
Level 2	9.74	8.2	9.74	8.2	—	—
Maids and housekeeping cleaners	8.59	5.0	8.59	5.0	—	—
Personal care and service occupations	11.20	5.2	11.86	4.8	8.95	10.2
Level 3	9.26	6.9	9.26	7.2	—	—
Level 4	15.58	27.0	—	—	—	—
Child care workers	7.82	5.9	—	—	—	—
Sales and related occupations	20.27	12.1	22.09	13.1	8.47	1.7
Level 1	6.78	5.2	—	—	6.56	4.6
Level 2	9.54	6.3	9.93	7.8	—	—
Level 3	12.27	13.4	12.55	12.6	9.11	9.0
Level 4	13.82	6.2	14.49	6.4	10.65	6.8
Level 5	21.14	9.6	21.21	9.6	—	—
Level 6	25.15	24.6	25.15	24.6	—	—
Level 7	45.85	10.8	45.85	10.8	—	—
Not able to be leveled	38.70	30.0	42.95	23.5	—	—
First-line supervisors/managers, sales workers	32.86	26.1	36.59	23.1	—	—
First-line supervisors/managers of retail sales workers	23.36	38.8	23.36	38.8	—	—
Retail sales workers	13.68	3.8	15.06	3.7	8.09	2.5
Level 1	6.81	5.5	—	—	6.53	4.8
Level 3	11.55	11.9	11.77	12.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006 — 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)
Retail sales workers—Continued						
Level 4	\$15.34	3.4	\$15.92	3.2	—	—
Cashiers, all workers	10.25	4.9	11.06	9.9	\$8.08	6.8
Level 3	11.57	11.2	11.67	12.4	—	—
Cashiers	10.25	4.9	11.06	9.9	8.08	6.8
Level 3	11.57	11.2	11.67	12.4	—	—
Retail salespersons	15.42	5.9	16.88	3.8	8.09	1.6
Level 3	11.50	19.9	—	—	—	—
Level 4	14.80	5.0	15.43	6.3	—	—
Sales representatives, wholesale and manufacturing	46.12	13.8	46.12	13.8	—	—
Real estate brokers and sales agents	23.49	12.8	23.49	12.8	—	—
Miscellaneous sales and related workers	12.68	8.0	—	—	—	—
Office and administrative support occupations	14.66	2.7	14.91	2.5	11.71	6.4
Level 2	11.05	2.7	11.15	3.2	10.31	10.1
Level 3	14.07	1.9	14.13	1.9	12.96	7.6
Level 4	14.23	4.0	14.37	3.9	12.11	5.0
Level 5	15.48	6.3	15.91	6.2	—	—
Level 6	18.22	9.4	18.22	9.4	—	—
Level 7	23.46	5.2	24.32	4.4	—	—
Not able to be leveled	15.61	8.5	16.00	7.1	—	—
First-line supervisors/managers of office and administrative support workers	18.90	13.6	18.90	13.6	—	—
Financial clerks	14.67	4.5	15.43	4.4	11.08	7.4
Level 3	12.83	9.6	—	—	—	—
Level 4	14.90	5.9	15.17	5.0	—	—
Level 5	16.27	11.9	16.70	11.9	—	—
Bill and account collectors	13.16	5.7	13.34	5.9	—	—
Level 4	13.61	8.5	13.96	7.8	—	—
Bookkeeping, accounting, and auditing clerks	16.23	6.2	17.09	5.3	—	—
Level 4	16.15	5.4	16.15	5.4	—	—
Level 5	18.40	9.4	19.34	6.7	—	—
Tellers	10.50	1.4	—	—	—	—
Customer service representatives	14.08	2.7	14.22	2.2	12.57	8.8
Level 4	13.88	4.9	14.05	4.3	—	—
Level 5	12.62	8.9	12.74	9.8	—	—
Receptionists and information clerks	12.58	4.4	12.58	4.4	—	—
Level 2	11.72	4.4	11.72	4.4	—	—
Reservation and transportation ticket agents and travel clerks	17.02	8.7	18.19	4.2	—	—
Dispatchers	10.16	4.3	10.31	5.2	—	—
Shipping, receiving, and traffic clerks	11.87	13.7	12.27	12.4	—	—
Stock clerks and order fillers	13.14	5.7	13.63	5.4	—	—
Secretaries and administrative assistants	18.05	3.9	18.18	4.1	—	—
Level 4	14.65	8.1	14.65	8.1	—	—
Level 5	15.87	3.5	15.97	3.7	—	—
Executive secretaries and administrative assistants	21.53	5.7	21.77	6.0	—	—
Medical secretaries	14.55	9.4	13.43	3.0	—	—
Secretaries, except legal, medical, and executive	15.08	6.5	15.25	6.7	—	—
Level 4	14.48	14.2	14.48	14.2	—	—
Office clerks, general	13.21	7.5	13.08	7.7	—	—
Level 2	9.75	8.6	9.71	9.2	—	—
Level 4	13.31	11.5	13.31	11.5	—	—
Construction and extraction occupations	13.38	10.9	13.38	10.9	—	—
Level 7	17.72	4.2	17.72	4.2	—	—
Carpenters	15.22	13.0	15.22	13.0	—	—
Construction laborers	10.12	4.9	10.12	4.9	—	—
Installation, maintenance, and repair occupations	17.04	7.6	16.71	7.8	—	—
Level 4	15.73	9.0	14.33	7.3	—	—
Level 5	19.86	11.8	19.86	11.8	—	—
Level 6	19.11	5.1	19.11	5.1	—	—
Level 7	20.25	3.0	20.25	3.0	—	—
Automotive technicians and repairers	19.96	6.6	19.96	6.6	—	—
Automotive service technicians and mechanics	20.47	12.2	20.47	12.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006 — 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)
Industrial machinery installation, repair, and maintenance workers	\$17.35	7.3	\$17.35	7.3	—	—
Level 7	22.72	8.2	22.72	8.2	—	—
Production occupations	13.66	4.8	13.72	4.8	—	—
Level 1	8.66	7.8	8.66	7.8	—	—
Level 2	10.17	2.3	10.35	1.6	—	—
Level 3	11.59	3.6	11.59	3.6	—	—
Level 4	14.51	3.6	14.51	3.6	—	—
Level 5	17.43	6.7	17.43	6.7	—	—
Level 6	23.14	7.0	23.14	7.0	—	—
Level 7	31.04	10.3	31.04	10.3	—	—
Not able to be leveled	12.01	9.0	12.01	9.0	—	—
Electrical, electronics, and electromechanical assemblers	11.74	7.2	11.74	7.2	—	—
Electrical and electronic equipment assemblers	11.69	9.6	11.69	9.6	—	—
Miscellaneous assemblers and fabricators	11.15	1.5	11.15	1.5	—	—
Level 2	10.33	4.2	10.33	4.2	—	—
Inspectors, testers, sorters, samplers, and weighers	15.28	11.3	15.28	11.3	—	—
Semiconductor processors	18.49	6.2	18.49	6.2	—	—
Miscellaneous production workers	10.00	12.0	10.13	12.3	—	—
Transportation and material moving occupations	14.99	13.2	15.69	14.8	\$7.71	8.2
Level 1	7.87	4.8	7.88	5.5	7.85	6.3
Level 2	10.32	4.7	10.60	4.0	—	—
Level 3	15.66	6.9	15.72	6.7	—	—
Level 4	17.75	9.1	17.80	9.2	—	—
Level 5	18.01	.8	18.01	.8	—	—
Not able to be leveled	16.56	15.9	16.56	15.9	—	—
Driver/sales workers and truck drivers	18.38	8.6	18.48	8.6	—	—
Level 3	17.05	8.6	17.05	8.6	—	—
Truck drivers, heavy and tractor-trailer	15.78	5.5	15.78	5.5	—	—
Truck drivers, light or delivery services	21.30	10.0	21.55	10.0	—	—
Industrial truck and tractor operators	11.34	16.7	11.34	16.7	—	—
Laborers and material movers, hand	9.33	9.0	9.69	11.6	7.86	7.9
Level 1	7.63	3.9	7.62	4.6	7.65	6.3
Level 2	10.93	7.4	10.97	7.5	—	—
Level 3	14.98	11.4	15.18	10.5	—	—
Laborers and freight, stock, and material movers, hand	9.87	12.7	10.10	15.4	8.65	8.3
Level 1	7.79	4.8	—	—	8.33	7.0
Level 3	14.98	11.4	15.18	10.5	—	—
Machine feeders and offbearers	12.13	20.2	12.13	20.2	—	—
Packers and packagers, hand	7.47	6.0	—	—	7.00	9.2
Level 1	7.03	5.9	—	—	7.00	9.2

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Phoenix-Mesa, AZ, September 2006

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	\$22.63	3.9	\$23.20	3.9	\$14.20	5.7
Management occupations	37.33	3.8	37.33	3.8	—	—
Not able to be leveled	45.04	8.0	45.04	8.0	—	—
Education administrators	36.49	6.8	36.49	6.8	—	—
Business and financial operations occupations	21.68	2.7	21.68	2.7	—	—
Architecture and engineering occupations	26.16	17.5	26.16	17.5	—	—
Life, physical, and social science occupations	32.27	7.9	—	—	—	—
Community and social services occupations	21.28	11.2	21.07	12.7	—	—
Education, training, and library occupations	27.32	7.6	28.91	7.0	15.63	4.7
Level 2	10.41	4.1	—	—	—	—
Level 8	27.41	2.3	27.45	.7	—	—
Level 9	32.74	10.3	32.80	10.3	—	—
Postsecondary teachers	50.31	9.6	—	—	—	—
Primary, secondary, and special education school teachers	27.94	4.3	27.93	3.6	—	—
Level 8	27.42	2.4	27.23	1.1	—	—
Level 9	29.04	4.0	29.08	3.9	—	—
Elementary and middle school teachers	25.75	3.2	25.87	3.0	—	—
Level 8	26.09	1.4	26.06	1.5	—	—
Elementary school teachers, except special education	26.07	2.8	26.03	3.0	—	—
Level 8	26.53	1.3	26.42	1.5	—	—
Secondary school teachers	30.70	3.4	30.70	3.4	—	—
Level 9	33.11	4.9	33.11	4.9	—	—
Secondary school teachers, except special and vocational education	30.79	3.8	30.79	3.8	—	—
Level 9	33.98	4.9	33.98	4.9	—	—
Teacher assistants	10.26	1.9	—	—	10.05	4.3
Level 2	10.41	4.1	—	—	—	—
Healthcare practitioner and technical occupations	39.71	16.2	39.71	16.2	—	—
Protective service occupations	23.00	4.5	23.29	4.5	10.25	13.5
Level 3	11.08	1.1	—	—	—	—
Level 5	17.98	1.9	18.03	1.9	—	—
Level 6	21.16	5.0	21.16	5.0	—	—
Level 7	25.92	.5	25.92	.5	—	—
Fire fighters	19.85	7.8	19.96	7.4	—	—
Police officers	26.28	.5	26.28	.5	—	—
Level 7	26.35	.6	26.35	.6	—	—
Police and sheriff's patrol officers	26.28	.5	26.28	.5	—	—
Level 7	26.35	.6	26.35	.6	—	—
Miscellaneous protective service workers	16.01	15.9	—	—	9.61	11.2
Level 3	11.08	1.1	—	—	—	—
Lifeguards, ski patrol, and other recreational protective service workers	10.24	3.5	—	—	—	—
Food preparation and serving related occupations	13.31	1.6	—	—	—	—
Building and grounds cleaning and maintenance occupations	12.16	11.5	12.77	12.1	—	—
Building cleaning workers	11.00	7.2	11.51	8.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.48	6.3	10.96	7.7	—	—
Personal care and service occupations	18.26	23.6	—	—	11.25	11.4
Office and administrative support occupations	15.40	11.0	15.57	11.4	10.03	7.9
Level 2	10.35	5.6	—	—	—	—
Level 3	12.11	11.1	—	—	—	—

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, Phoenix-Mesa, AZ, September 2006** — 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 —Continued						
Level 4	\$13.65	11.8	\$13.65	11.9	—	—
Level 5	15.03	6.6	15.03	6.6	—	—
Secretaries and administrative assistants	15.09	5.1	15.09	5.1	—	—
Level 5	14.16	2.6	14.16	2.6	—	—
Secretaries, except legal, medical, and executive	14.34	2.7	14.34	2.7	—	—
Office clerks, general	10.87	5.7	10.96	5.7	—	—
Construction and extraction occupations	21.59	1.5	21.59	1.5	—	—
Installation, maintenance, and repair occupations	22.42	2.2	22.42	2.2	—	—
Level 5	21.45	8.6	21.45	8.6	—	—
Industrial machinery installation, repair, and maintenance workers	21.61	4.2	21.61	4.2	—	—
Transportation and material moving occupations	14.53	8.1	14.81	10.9	—	—
Bus drivers	13.20	1.4	—	—	—	—
Bus drivers, school	13.20	1.4	—	—	—	—

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa, AZ, September 2006

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	\$18.39	3.9	\$19.29	4.1	\$10.23	5.4
Management occupations	40.06	6.2	40.06	6.2	—	—
Group II	21.37	13.8	—	—	—	—
Group III	42.30	7.0	—	—	—	—
General and operations managers	52.38	10.6	52.38	10.6	—	—
Group III	51.10	15.6	51.10	15.6	—	—
Marketing and sales managers	66.65	19.5	66.65	19.5	—	—
Financial managers	41.32	15.7	41.32	15.7	—	—
Group III	44.41	14.5	44.41	14.5	—	—
Education administrators	38.28	4.8	38.28	4.8	—	—
Business and financial operations occupations	27.20	8.3	27.20	8.3	—	—
Group II	20.18	4.3	—	—	—	—
Group III	34.48	9.4	—	—	—	—
Management analysts	20.20	9.0	20.20	9.0	—	—
Accountants and auditors	30.49	5.7	30.49	5.7	—	—
Computer and mathematical science occupations	31.25	4.3	31.25	4.3	—	—
Group II	21.52	5.1	—	—	—	—
Group III	36.16	5.5	—	—	—	—
Computer software engineers	38.48	6.7	38.48	6.7	—	—
Group III	38.48	6.7	—	—	—	—
Computer systems analysts	29.46	9.5	29.46	9.5	—	—
Architecture and engineering occupations	31.32	6.0	31.43	5.8	—	—
Group II	23.18	5.6	—	—	—	—
Group III	40.94	2.7	—	—	—	—
Engineers	39.07	3.0	39.36	3.4	—	—
Group II	26.09	8.8	—	—	—	—
Group III	41.89	3.1	—	—	—	—
Electrical and electronics engineers	41.47	3.5	41.47	3.5	—	—
Engineering technicians, except drafters	22.18	4.5	22.18	4.5	—	—
Group II	22.01	1.9	—	—	—	—
Electrical and electronic engineering technicians	22.89	6.3	22.89	6.3	—	—
Group II	22.63	2.2	22.63	2.2	—	—
Life, physical, and social science occupations	34.39	3.8	34.47	4.2	—	—
Group III	36.57	2.0	—	—	—	—
Community and social services occupations	19.50	8.6	19.39	9.1	—	—
Group II	18.73	9.5	—	—	—	—
Counselors	24.70	4.7	24.57	5.3	—	—
Educational, vocational, and school counselors	26.07	3.9	—	—	—	—
Miscellaneous community and social service specialists	13.48	11.0	13.48	11.0	—	—
Social and human service assistants	13.48	11.0	13.48	11.0	—	—
Education, training, and library occupations	26.32	15.4	28.30	17.1	15.23	4.6
Group I	8.98	5.6	—	—	—	—
Group II	25.44	5.5	—	—	—	—
Group III	34.08	7.0	—	—	—	—
Postsecondary teachers	49.63	8.8	50.41	9.0	—	—
Group III	52.79	6.5	—	—	—	—
Primary, secondary, and special education school teachers	27.76	3.8	27.95	3.3	24.18	19.6
Group II	27.30	2.6	—	—	—	—
Group III	29.04	4.0	—	—	—	—
Elementary and middle school teachers	25.84	2.7	26.25	3.1	20.83	13.5
Group II	25.89	1.5	—	—	—	—
Elementary school teachers, except special education	26.11	2.2	26.43	2.9	—	—
Group II	26.53	1.3	26.42	1.5	—	—
Secondary school teachers	30.70	3.4	30.70	3.4	—	—
Group III	33.11	4.9	—	—	—	—
Secondary school teachers, except special and vocational education	30.79	3.8	30.79	3.8	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa, AZ, September 2006** — 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)
Secondary school teachers, except special and vocational education —Continued						
Group III	\$33.98	4.9	\$33.98	4.9	—	—
Other teachers and instructors	40.98	43.7	—	—	—	—
Teacher assistants	9.04	5.9	—	—	\$9.98	4.5
Group I	8.98	5.6	—	—	9.78	4.3
Arts, design, entertainment, sports, and media occupations	23.67	4.5	23.70	4.5	—	—
Group II	19.79	12.6	—	—	—	—
Healthcare practitioner and technical occupations	27.45	8.2	27.32	10.7	28.34	10.1
Group II	28.44	1.9	—	—	—	—
Group III	38.74	9.5	—	—	—	—
Physicians and surgeons	51.37	3.1	51.27	3.1	—	—
Group III	52.01	2.6	—	—	—	—
Registered nurses	31.16	.9	31.30	1.1	30.73	2.8
Group II	30.43	.8	30.10	.8	31.36	2.1
Group III	32.00	3.4	33.03	2.3	—	—
Therapists	27.23	7.2	26.89	7.0	—	—
Group II	27.61	8.5	—	—	—	—
Healthcare support occupations	11.24	4.0	12.06	1.5	—	—
Group I	11.23	4.0	—	—	—	—
Nursing, psychiatric, and home health aides	—	—	11.80	1.7	—	—
Nursing aides, orderlies, and attendants	11.77	1.7	11.82	1.8	—	—
Group I	11.77	1.7	11.82	1.8	—	—
Miscellaneous healthcare support occupations	14.17	5.5	14.30	4.3	—	—
Group I	14.25	5.5	—	—	—	—
Protective service occupations	13.19	4.2	13.31	4.8	11.83	15.4
Group I	9.95	2.3	—	—	—	—
Group II	20.64	8.5	—	—	—	—
Fire fighters	16.14	16.0	17.39	12.1	—	—
Group II	16.12	16.4	17.40	12.5	—	—
Police officers	26.28	.5	26.28	.5	—	—
Group II	26.28	.5	—	—	—	—
Police and sheriff's patrol officers	26.28	.5	26.28	.5	—	—
Group II	26.28	.5	26.28	.5	—	—
Security guards and gaming surveillance officers	10.20	3.7	9.95	3.3	12.47	16.6
Group I	9.92	2.2	—	—	—	—
Security guards	10.20	3.7	9.95	3.3	12.47	16.6
Group I	9.92	2.2	9.90	2.8	10.16	3.3
Miscellaneous protective service workers	16.01	15.9	—	—	9.61	11.2
Group I	10.27	9.0	—	—	—	—
Lifeguards, ski patrol, and other recreational protective service workers	10.24	3.5	—	—	—	—
Group I	10.24	3.5	—	—	—	—
Food preparation and serving related occupations	7.26	2.3	8.79	3.7	5.23	3.3
Group I	6.74	1.3	—	—	—	—
Group II	13.99	6.5	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	13.12	5.3	13.59	4.9	—	—
First-line supervisors/managers of food preparation and serving workers	13.12	5.3	13.59	4.9	—	—
Cooks	10.05	5.7	9.95	5.6	—	—
Group I	10.05	5.7	—	—	—	—
Cooks, restaurant	9.98	7.5	9.81	7.6	—	—
Group I	9.98	7.5	9.81	7.6	—	—
Food preparation workers	9.30	12.7	9.44	17.5	—	—
Group I	9.30	12.7	9.44	17.5	—	—
Food service, tipped	4.42	10.5	5.86	12.3	3.41	11.4
Group I	4.09	7.3	—	—	—	—
Bartenders	6.71	13.0	—	—	4.56	4.5
Group I	5.48	2.8	—	—	4.56	4.5

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa, AZ, September 2006 — 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)
Waiters and waitresses	\$3.21	14.4	\$3.79	15.3	\$2.99	20.5
Group I	3.21	14.4	3.79	15.3	2.99	20.5
Dining room and cafeteria attendants and bartender helpers	5.33	13.7	—	—	4.31	5.6
Group I	5.33	13.7	—	—	4.31	5.6
Fast food and counter workers	8.07	6.9	9.28	1.6	6.75	6.5
Group I	7.54	8.8	—	—	—	—
Combined food preparation and serving workers, including fast food	7.94	8.7	9.43	.9	6.76	7.7
Group I	7.20	9.4	—	—	6.76	7.7
Counter attendants, cafeteria, food concession, and coffee shop	8.45	4.8	—	—	—	—
Group I	8.45	4.8	—	—	—	—
Dishwashers	7.21	.9	—	—	—	—
Group I	7.21	.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	10.51	6.4	10.74	6.4	7.48	8.3
Group I	10.19	5.9	—	—	—	—
Building cleaning workers	9.82	4.5	10.06	4.8	7.26	7.4
Group I	9.80	4.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.29	5.9	10.53	6.4	7.90	4.9
Group I	10.30	6.0	10.53	6.4	7.78	5.0
Maids and housekeeping cleaners	8.59	5.0	8.59	5.0	—	—
Group I	8.59	5.0	8.59	5.0	—	—
Grounds maintenance workers	9.25	6.3	—	—	—	—
Group I	9.25	6.3	—	—	—	—
Personal care and service occupations	11.63	6.5	12.39	6.5	9.23	9.3
Group I	9.92	4.3	—	—	—	—
Child care workers	7.86	5.7	—	—	8.10	12.5
Group I	7.86	5.7	—	—	8.10	12.5
Recreation and fitness workers	16.49	23.2	—	—	—	—
Recreation workers	17.96	24.0	—	—	—	—
Sales and related occupations	20.27	12.1	22.09	13.1	8.47	1.7
Group I	11.76	7.0	—	—	—	—
Group II	28.05	15.7	—	—	—	—
First-line supervisors/managers, sales workers	32.86	26.1	36.59	23.1	—	—
Group II	41.22	13.7	—	—	—	—
First-line supervisors/managers of retail sales workers	23.36	38.8	23.36	38.8	—	—
Group II	33.56	6.7	33.56	6.7	—	—
Retail sales workers	13.68	3.8	15.06	3.7	8.09	2.5
Group I	11.86	7.7	—	—	—	—
Cashiers, all workers	10.25	4.9	11.06	9.9	8.08	6.8
Group I	10.51	8.7	—	—	—	—
Cashiers	10.25	4.9	11.06	9.9	8.08	6.8
Group I	10.51	8.7	11.10	10.9	8.53	4.4
Retail salespersons	15.42	5.9	16.88	3.8	8.09	1.6
Group I	12.56	1.4	14.69	2.1	8.06	1.3
Sales representatives, wholesale and manufacturing	46.12	13.8	46.12	13.8	—	—
Real estate brokers and sales agents	23.49	12.8	23.49	12.8	—	—
Miscellaneous sales and related workers	12.68	8.0	—	—	—	—
Group I	12.68	8.0	—	—	—	—
Office and administrative support occupations	14.75	2.7	14.99	2.5	11.63	6.0
Group I	13.11	2.6	—	—	—	—
Group II	17.61	3.9	—	—	—	—
First-line supervisors/managers of office and administrative support workers	21.34	10.3	21.34	10.3	—	—
Group II	19.66	13.1	19.66	13.1	—	—
Financial clerks	14.79	4.3	15.54	4.1	11.08	7.4
Group I	14.30	5.2	—	—	—	—
Group II	16.31	9.8	—	—	—	—
Bill and account collectors	13.47	5.0	13.67	5.2	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa, AZ, September 2006 — 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)
Bill and account collectors –Continued						
Group I	\$14.00	7.6	\$14.39	6.5	–	–
Bookkeeping, accounting, and auditing clerks	16.30	6.0	17.14	5.1	–	–
Group I	15.19	7.9	16.10	5.4	–	–
Group II	18.42	8.7	19.29	6.2	–	–
Tellers	10.50	1.4	–	–	–	–
Customer service representatives	14.30	2.9	14.45	2.4	\$12.57	8.8
Group I	13.77	4.1	13.88	3.6	12.88	9.1
Group II	14.79	7.0	15.00	8.5	–	–
Receptionists and information clerks	12.58	4.4	12.58	4.4	–	–
Group I	12.60	4.5	12.60	4.5	–	–
Reservation and transportation ticket agents and travel clerks	17.02	8.7	18.19	4.2	–	–
Group I	16.73	10.9	–	–	–	–
Dispatchers	10.37	3.3	10.52	4.3	–	–
Group I	10.37	3.4	–	–	–	–
Shipping, receiving, and traffic clerks	11.87	13.7	12.27	12.4	–	–
Group I	12.38	12.5	12.38	12.5	–	–
Stock clerks and order fillers	13.28	5.4	13.80	5.0	–	–
Group I	13.18	5.8	13.69	5.6	–	–
Secretaries and administrative assistants	17.51	3.6	17.58	3.8	–	–
Group I	14.45	6.1	–	–	–	–
Group II	19.00	4.3	–	–	–	–
Executive secretaries and administrative assistants	21.11	5.4	21.30	5.7	–	–
Group II	22.08	7.3	22.43	7.4	–	–
Medical secretaries	14.55	9.4	13.43	3.0	–	–
Secretaries, except legal, medical, and executive	14.83	4.7	14.94	4.8	–	–
Group I	14.24	9.2	14.45	10.1	–	–
Group II	15.29	5.0	15.29	5.0	–	–
Computer operators	18.01	15.6	18.01	15.6	–	–
Office clerks, general	12.38	6.5	12.33	6.6	–	–
Group I	11.78	5.2	11.70	4.9	–	–
Construction and extraction occupations	13.61	11.3	13.61	11.3	–	–
Group II	19.08	2.8	–	–	–	–
First-line supervisors/managers of construction trades and extraction workers	21.16	2.6	21.16	2.6	–	–
Carpenters	15.22	13.0	15.22	13.0	–	–
Construction laborers	10.12	4.9	10.12	4.9	–	–
Construction equipment operators	16.92	4.9	16.92	4.9	–	–
Installation, maintenance, and repair occupations	17.63	7.0	17.39	7.3	–	–
Group I	14.32	11.4	–	–	–	–
Group II	20.52	2.7	–	–	–	–
Automotive technicians and repairers	19.96	6.6	19.96	6.6	–	–
Group II	20.75	3.1	–	–	–	–
Automotive service technicians and mechanics	20.47	12.2	20.47	12.2	–	–
Group II	21.63	6.1	21.63	6.1	–	–
Industrial machinery installation, repair, and maintenance workers	18.19	6.6	18.19	6.6	–	–
Group II	20.52	6.0	–	–	–	–
Maintenance and repair workers, general	17.77	6.2	17.77	6.2	–	–
Miscellaneous installation, maintenance, and repair workers	16.06	12.2	16.06	12.2	–	–
Production occupations	13.78	4.8	13.84	4.9	–	–
Group I	11.74	3.3	–	–	–	–
Group II	20.18	5.5	–	–	–	–
First-line supervisors/managers of production and operating workers	25.40	14.1	25.40	14.1	–	–
Electrical, electronics, and electromechanical assemblers	11.74	7.2	11.74	7.2	–	–
Electrical and electronic equipment assemblers	11.69	9.6	11.69	9.6	–	–
Miscellaneous assemblers and fabricators	11.15	1.5	11.15	1.5	–	–
Group I	10.72	3.2	–	–	–	–
Inspectors, testers, sorters, samplers, and weighers	15.28	11.3	15.28	11.3	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Phoenix-Mesa, AZ, September 2006 — 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)
Semiconductor processors	\$18.49	6.2	\$18.49	6.2	—	—
Miscellaneous production workers	10.00	12.0	10.13	12.3	—	—
Group I	9.60	10.2	—	—	—	—
Transportation and material moving occupations	14.97	12.7	15.66	14.2	\$8.10	7.8
Group I	11.94	10.8	—	—	—	—
Group II	18.86	3.5	—	—	—	—
Bus drivers	13.20	1.4	—	—	—	—
Bus drivers, school	13.20	1.4	—	—	—	—
Driver/sales workers and truck drivers	18.37	8.4	18.46	8.5	—	—
Group I	18.40	9.5	—	—	—	—
Truck drivers, heavy and tractor-trailer	15.85	5.3	15.85	5.3	—	—
Truck drivers, light or delivery services	21.30	10.0	21.55	10.0	—	—
Group I	21.30	10.0	21.55	10.0	—	—
Industrial truck and tractor operators	11.34	16.7	11.34	16.7	—	—
Laborers and material movers, hand	9.42	9.0	9.78	11.6	7.86	7.9
Group I	9.36	8.8	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.98	12.5	10.22	15.1	8.65	8.3
Group I	10.01	12.6	10.27	15.2	8.65	8.3
Machine feeders and offbearers	12.13	20.2	12.13	20.2	—	—
Packers and packagers, hand	7.47	6.0	—	—	7.00	9.2
Group I	7.47	7.1	—	—	7.00	9.2

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Phoenix-Mesa, AZ, September 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$9.79	\$14.37	\$21.26	\$33.75
Management occupations	21.66	25.44	36.03	47.41	60.10
General and operations managers	39.17	43.17	44.44	60.10	78.20
Marketing and sales managers	46.32	50.69	54.08	108.28	108.28
Financial managers	21.66	25.44	30.39	47.41	63.94
Education administrators	28.85	30.11	43.25	44.39	50.37
Business and financial operations occupations	16.15	18.67	24.50	33.65	38.00
Management analysts	15.63	16.93	18.99	21.01	25.70
Accountants and auditors	25.13	27.40	31.08	35.65	35.65
Computer and mathematical science occupations	19.23	22.31	29.10	38.55	50.44
Computer software engineers	20.30	33.67	38.81	47.50	51.26
Computer systems analysts	21.64	22.31	26.44	30.25	50.44
Architecture and engineering occupations	19.10	21.14	29.73	40.87	48.69
Engineers	25.00	32.00	39.05	45.91	53.32
Electrical and electronics engineers	30.28	35.10	42.93	47.48	55.05
Engineering technicians, except drafters	16.39	19.50	21.68	25.14	27.93
Electrical and electronic engineering technicians	17.00	19.50	22.18	27.47	28.05
Life, physical, and social science occupations	21.30	30.85	33.31	40.84	46.14
Community and social services occupations	11.14	14.20	17.50	24.40	27.92
Counselors	17.65	21.64	24.40	27.92	31.25
Educational, vocational, and school counselors	17.65	21.64	27.92	27.92	31.58
Miscellaneous community and social service specialists	9.33	11.14	14.00	16.11	16.32
Social and human service assistants	9.33	11.14	14.00	16.11	16.32
Education, training, and library occupations	8.44	12.90	24.35	31.36	42.16
Postsecondary teachers	36.43	41.64	41.99	65.32	65.32
Primary, secondary, and special education school teachers	19.87	23.05	26.99	30.46	36.72
Elementary and middle school teachers	19.75	21.94	25.16	28.95	33.27
Elementary school teachers, except special education	19.75	22.11	25.38	28.95	33.72
Secondary school teachers	19.78	25.00	29.92	35.11	42.16
Secondary school teachers, except special and vocational education	19.78	24.93	30.44	36.72	42.16
Other teachers and instructors	11.92	15.00	15.00	78.30	88.35
Teacher assistants	7.87	7.87	8.74	9.75	10.43
Arts, design, entertainment, sports, and media occupations	15.27	16.00	18.00	26.29	45.65
Healthcare practitioner and technical occupations	14.00	17.56	26.87	33.28	40.00
Physicians and surgeons	22.71	22.71	52.72	64.77	80.65
Registered nurses	26.19	28.35	30.60	33.85	36.65
Therapists	21.16	24.00	24.18	30.90	36.27
Healthcare support occupations	8.50	9.00	10.42	12.00	15.00
Nursing aides, orderlies, and attendants	10.15	11.25	12.00	12.00	13.71
Miscellaneous healthcare support occupations	9.82	12.48	14.50	16.25	18.10
Protective service occupations	8.50	9.00	10.50	14.37	23.00
Fire fighters	8.00	9.73	17.08	21.74	22.60
Police officers	20.81	22.69	27.63	29.27	30.50
Police and sheriff's patrol officers	20.81	22.69	27.63	29.27	30.50
Security guards and gaming surveillance officers	8.50	8.50	10.00	11.00	12.50
Security guards	8.50	8.50	10.00	11.00	12.50
Miscellaneous protective service workers	7.75	10.68	17.49	22.22	22.22
Lifeguards, ski patrol, and other recreational protective service workers	9.64	9.66	10.68	10.97	10.97
Food preparation and serving related occupations	2.15	4.28	7.00	9.25	12.24
First-line supervisors/managers, food preparation and serving workers	8.67	11.94	13.73	15.00	15.44

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	10	25	Median 50	75	90
First-line supervisors/managers of food preparation and serving workers	\$8.67	\$11.94	\$13.73	\$15.00	\$15.44
Cooks	8.25	8.50	10.00	11.18	13.00
Cooks, restaurant	7.50	8.50	10.00	10.72	12.36
Food preparation workers	6.50	6.50	7.50	12.86	12.88
Food service, tipped	2.13	2.15	3.70	6.00	9.29
Bartenders	4.00	5.15	6.00	7.00	11.00
Waiters and waitresses	2.13	2.13	2.15	3.70	4.09
Dining room and cafeteria attendants and bartender helpers	3.50	3.85	4.75	6.75	9.29
Fast food and counter workers	6.74	6.75	7.28	9.00	10.41
Combined food preparation and serving workers, including fast food	6.74	6.75	7.21	8.71	10.25
Counter attendants, cafeteria, food concession, and coffee shop	6.75	7.00	8.70	9.25	10.41
Dishwashers	6.00	6.70	7.00	8.00	8.37
Building and grounds cleaning and maintenance occupations	7.75	8.00	9.00	12.24	15.16
Building cleaning workers	7.50	8.00	8.83	11.80	13.72
Janitors and cleaners, except maids and housekeeping cleaners	7.86	8.70	9.50	12.09	13.72
Maids and housekeeping cleaners	7.25	7.90	8.00	8.75	10.47
Grounds maintenance workers	8.00	8.15	8.91	9.85	11.60
Personal care and service occupations	7.16	7.44	8.83	10.72	23.55
Child care workers	7.00	7.16	7.44	8.00	9.25
Recreation and fitness workers	9.62	12.50	12.50	25.02	25.02
Recreation workers	12.50	12.50	12.50	25.02	25.02
Sales and related occupations	8.00	9.78	15.00	21.37	43.08
First-line supervisors/managers, sales workers	9.08	9.44	29.18	54.84	55.08
First-line supervisors/managers of retail sales workers	9.08	9.08	15.90	39.82	49.93
Retail sales workers	7.50	8.25	13.16	17.51	21.30
Cashiers, all workers	7.15	7.75	8.40	13.68	14.97
Cashiers	7.15	7.75	8.40	13.68	14.97
Retail salespersons	7.50	11.00	17.51	17.51	22.28
Sales representatives, wholesale and manufacturing	16.00	20.32	34.86	49.75	83.51
Real estate brokers and sales agents	12.73	16.77	20.28	24.34	33.84
Miscellaneous sales and related workers	8.50	12.52	13.80	13.80	13.80
Office and administrative support occupations	9.74	11.50	13.58	16.73	20.51
First-line supervisors/managers of office and administrative support workers	12.00	15.53	20.10	25.48	33.13
Financial clerks	10.23	11.92	14.42	17.69	19.93
Bill and account collectors	10.58	11.54	12.54	15.61	16.14
Bookkeeping, accounting, and auditing clerks	10.23	13.20	16.64	19.23	20.97
Tellers	9.59	10.00	10.43	10.99	11.41
Customer service representatives	10.68	12.10	13.38	16.20	19.30
Receptionists and information clerks	10.00	11.00	12.00	13.75	16.50
Reservation and transportation ticket agents and travel clerks	9.65	12.23	16.80	24.00	24.00
Dispatchers	8.00	8.50	10.00	12.00	12.50
Shipping, receiving, and traffic clerks	8.00	8.25	12.21	15.13	16.64
Stock clerks and order fillers	9.20	12.19	13.78	15.00	15.38
Secretaries and administrative assistants	12.25	13.57	16.12	18.75	26.35
Executive secretaries and administrative assistants	14.42	15.84	19.21	25.76	32.72
Medical secretaries	12.01	13.57	13.57	15.37	18.50
Secretaries, except legal, medical, and executive	10.00	13.18	14.69	17.00	17.65
Computer operators	11.00	11.00	18.95	22.48	22.48
Office clerks, general	9.11	9.74	11.71	13.46	19.32
Construction and extraction occupations	8.00	9.00	12.00	17.00	21.00
First-line supervisors/managers of construction trades and extraction workers	17.69	19.23	21.63	23.00	23.70
Carpenters	10.54	12.00	16.33	17.92	19.86
Construction laborers	8.00	8.50	9.00	11.00	15.00
Construction equipment operators	13.00	15.00	17.00	19.71	20.98

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Phoenix-Mesa, AZ, September 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$10.52	\$13.00	\$18.05	\$21.26	\$24.00
Automotive technicians and repairers	12.05	18.33	20.00	22.22	26.77
Automotive service technicians and mechanics	10.52	19.00	21.26	24.00	26.77
Industrial machinery installation, repair, and maintenance workers	13.27	14.03	16.57	22.61	25.66
Maintenance and repair workers, general	12.07	13.90	15.50	22.81	24.12
Miscellaneous installation, maintenance, and repair workers	7.78	14.00	15.25	19.03	22.10
Production occupations	8.00	10.00	12.01	16.91	19.23
First-line supervisors/managers of production and operating workers	19.23	19.23	21.37	32.28	34.85
Electrical, electronics, and electromechanical assemblers	9.50	9.75	11.60	12.66	17.04
Electrical and electronic equipment assemblers	8.90	9.75	11.00	12.66	17.04
Miscellaneous assemblers and fabricators	9.00	9.79	11.00	11.97	14.02
Inspectors, testers, sorters, samplers, and weighers	8.99	9.50	16.62	17.87	20.47
Semiconductor processors	15.71	15.89	18.46	19.05	23.88
Miscellaneous production workers	6.75	7.67	9.50	11.00	15.05
Transportation and material moving occupations	6.83	7.87	12.00	16.44	21.55
Bus drivers	12.08	12.43	13.21	13.61	14.23
Bus drivers, school	12.08	12.43	13.21	13.61	14.23
Driver/sales workers and truck drivers	12.22	14.69	16.07	21.00	25.88
Truck drivers, heavy and tractor-trailer	14.00	14.69	16.07	16.07	18.09
Truck drivers, light or delivery services	11.75	16.80	21.00	25.88	26.27
Industrial truck and tractor operators	6.75	6.75	12.00	13.75	16.80
Laborers and material movers, hand	6.75	7.48	7.54	10.49	14.73
Laborers and freight, stock, and material movers, hand	7.48	7.48	8.81	11.74	14.73
Machine feeders and offbearers	7.54	7.54	8.75	15.43	20.76
Packers and packagers, hand	6.00	6.22	7.20	7.48	9.68

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Phoenix-Mesa, AZ, September 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$7.87	\$9.50	\$13.80	\$20.00	\$33.64
Management occupations	20.15	24.70	37.20	47.68	63.94
General and operations managers	39.17	43.17	44.44	60.10	78.20
Marketing and sales managers	46.32	50.69	54.08	108.28	108.28
Financial managers	21.66	25.44	30.39	48.67	63.94
Business and financial operations occupations	16.15	19.71	24.62	35.00	40.14
Accountants and auditors	21.15	25.13	33.12	35.65	35.71
Computer and mathematical science occupations	20.14	22.31	30.25	39.19	51.26
Computer software engineers	20.30	33.67	38.81	47.50	51.26
Computer systems analysts	21.64	22.31	26.44	30.25	53.23
Architecture and engineering occupations	18.20	21.30	30.28	41.08	50.00
Engineers	28.51	32.00	40.85	46.87	53.32
Electrical and electronics engineers	30.28	35.10	42.93	47.48	55.05
Engineering technicians, except drafters	16.39	19.50	21.14	25.99	27.93
Electrical and electronic engineering technicians	17.00	19.50	22.16	27.47	28.31
Community and social services occupations	10.27	14.00	15.86	21.64	26.44
Education, training, and library occupations	7.87	8.15	15.00	27.74	78.30
Arts, design, entertainment, sports, and media occupations	15.00	16.00	18.00	28.14	47.28
Healthcare practitioner and technical occupations	14.00	17.56	26.59	32.72	36.75
Registered nurses	26.59	28.63	30.85	33.88	36.68
Therapists	21.00	24.00	24.00	26.37	33.28
Healthcare support occupations	8.50	9.00	10.42	12.00	15.00
Nursing aides, orderlies, and attendants	10.15	11.25	12.00	12.00	13.74
Miscellaneous healthcare support occupations	9.82	12.70	14.50	16.25	18.10
Protective service occupations	8.50	8.75	10.00	11.00	13.52
Security guards and gaming surveillance officers	8.50	8.50	10.00	11.00	12.50
Security guards	8.50	8.50	10.00	11.00	12.50
Food preparation and serving related occupations	2.15	4.00	7.00	9.21	11.18
Cooks	8.25	8.50	10.00	11.18	13.00
Cooks, restaurant	7.50	8.50	10.00	10.72	12.36
Food preparation workers	6.50	6.50	7.50	12.86	14.80
Food service, tipped	2.13	2.15	3.70	6.00	9.29
Bartenders	4.00	5.15	6.00	7.00	11.00
Waiters and waitresses	2.13	2.13	2.15	3.70	4.09
Dining room and cafeteria attendants and bartender helpers	3.50	3.85	4.75	6.75	9.29
Fast food and counter workers	6.74	6.75	7.28	9.00	10.41
Combined food preparation and serving workers, including fast food	6.74	6.75	7.21	8.71	10.25
Counter attendants, cafeteria, food concession, and coffee shop	6.75	7.00	8.70	9.25	10.41
Dishwashers	6.00	6.70	7.00	8.00	8.37
Building and grounds cleaning and maintenance occupations	7.50	8.00	8.83	12.03	14.46
Building cleaning workers	7.25	8.00	8.83	11.58	13.20
Janitors and cleaners, except maids and housekeeping cleaners	7.75	8.83	9.50	12.09	13.72
Maids and housekeeping cleaners	7.25	7.90	8.00	8.75	10.47
Personal care and service occupations	7.16	7.44	8.57	10.72	18.10
Child care workers	7.00	7.16	7.44	8.00	9.25
Sales and related occupations	8.00	9.78	15.00	21.37	43.08
First-line supervisors/managers, sales workers	9.08	9.44	29.18	54.84	55.08
First-line supervisors/managers of retail sales workers	9.08	9.08	15.90	39.82	49.93

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Retail sales workers	\$7.50	\$8.25	\$13.16	\$17.51	\$21.30
Cashiers, all workers	7.15	7.75	8.40	13.68	14.97
Cashiers	7.15	7.75	8.40	13.68	14.97
Retail salespersons	7.50	11.00	17.51	17.51	22.28
Sales representatives, wholesale and manufacturing	16.00	20.32	34.86	49.75	83.51
Real estate brokers and sales agents	12.73	16.77	20.28	24.34	33.84
Miscellaneous sales and related workers	8.50	12.52	13.80	13.80	13.80
Office and administrative support occupations	10.00	11.60	13.65	16.73	20.42
First-line supervisors/managers of office and administrative support workers	12.00	12.13	19.05	25.48	25.48
Financial clerks	10.23	11.78	14.42	17.64	19.79
Bill and account collectors	10.50	11.50	12.07	15.28	16.14
Bookkeeping, accounting, and auditing clerks	10.23	13.00	16.64	19.23	20.67
Tellers	9.59	10.00	10.43	10.99	11.41
Customer service representatives	10.68	12.08	13.25	15.76	18.71
Receptionists and information clerks	10.00	11.00	12.00	13.75	16.50
Reservation and transportation ticket agents and travel clerks	9.65	12.23	16.80	24.00	24.00
Dispatchers	8.00	8.50	9.75	12.00	12.00
Shipping, receiving, and traffic clerks	8.00	8.25	12.21	15.13	16.64
Stock clerks and order fillers	9.20	12.19	13.72	15.00	15.17
Secretaries and administrative assistants	11.37	13.94	16.41	20.34	26.67
Executive secretaries and administrative assistants	14.42	15.84	20.11	26.53	32.72
Medical secretaries	12.01	13.57	13.57	15.37	18.50
Secretaries, except legal, medical, and executive	10.00	13.10	15.87	17.42	17.65
Office clerks, general	9.50	10.00	12.50	15.00	19.44
Construction and extraction occupations	8.00	9.00	12.00	17.00	20.20
Carpenters	10.54	12.00	16.33	17.92	19.86
Construction laborers	8.00	8.50	9.00	11.00	15.00
Installation, maintenance, and repair occupations	10.50	12.79	17.40	21.00	23.00
Automotive technicians and repairers	12.05	18.33	20.00	22.22	26.77
Automotive service technicians and mechanics	10.52	19.00	21.26	24.00	26.77
Industrial machinery installation, repair, and maintenance workers	13.27	13.90	14.71	20.00	26.00
Production occupations	8.00	10.00	12.00	16.62	19.23
Electrical, electronics, and electromechanical assemblers	9.50	9.75	11.60	12.66	17.04
Electrical and electronic equipment assemblers	8.90	9.75	11.00	12.66	17.04
Miscellaneous assemblers and fabricators	9.00	9.79	11.00	11.97	14.02
Inspectors, testers, sorters, samplers, and weighers	8.99	9.50	16.62	17.87	20.47
Semiconductor processors	15.71	15.89	18.46	19.05	23.88
Miscellaneous production workers	6.75	7.67	9.50	11.00	15.05
Transportation and material moving occupations	6.83	7.87	11.35	16.58	21.59
Driver/sales workers and truck drivers	12.22	14.69	16.07	21.00	25.88
Truck drivers, heavy and tractor-trailer	13.00	14.69	16.07	16.07	18.09
Truck drivers, light or delivery services	11.75	16.80	21.00	25.88	26.27
Industrial truck and tractor operators	6.75	6.75	12.00	13.75	16.80
Laborers and material movers, hand	6.75	7.48	7.48	10.25	14.73
Laborers and freight, stock, and material movers, hand	7.48	7.48	8.81	11.37	14.73
Machine feeders and offbearers	7.54	7.54	8.75	15.43	20.76
Packers and packagers, hand	6.00	6.22	7.20	7.48	9.68

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 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.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Phoenix-Mesa, AZ, September 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$10.43	\$14.84	\$21.27	\$28.80	\$35.03
Management occupations	28.85	30.11	36.03	44.39	50.76
Education administrators	28.85	28.85	31.06	44.39	50.00
Business and financial operations occupations	15.70	17.88	19.07	29.64	31.08
Architecture and engineering occupations	20.29	20.29	22.22	32.66	42.55
Life, physical, and social science occupations	21.30	28.53	32.29	36.74	41.58
Community and social services occupations	11.83	16.11	24.36	27.92	27.92
Education, training, and library occupations	11.92	20.60	26.70	31.78	41.52
Postsecondary teachers	36.25	41.64	41.99	65.32	68.25
Primary, secondary, and special education school teachers	20.42	23.11	27.39	30.59	36.72
Elementary and middle school teachers	19.78	21.68	25.00	28.95	32.24
Elementary school teachers, except special education	19.78	21.68	25.35	28.95	32.57
Secondary school teachers	19.78	25.00	29.92	35.11	42.16
Secondary school teachers, except special and vocational education	19.78	24.93	30.44	36.72	42.16
Teacher assistants	9.01	9.27	10.29	10.43	12.90
Healthcare practitioner and technical occupations	22.08	27.39	38.04	52.72	52.72
Protective service occupations	15.44	18.37	22.03	28.14	30.94
Fire fighters	13.50	17.93	21.07	21.97	22.82
Police officers	20.81	22.69	27.63	29.27	30.50
Police and sheriff's patrol officers	20.81	22.69	27.63	29.27	30.50
Miscellaneous protective service workers	7.75	10.68	17.49	22.22	22.22
Lifeguards, ski patrol, and other recreational protective service workers	9.64	9.66	10.68	10.97	10.97
Food preparation and serving related occupations	8.07	11.94	13.12	15.25	17.10
Building and grounds cleaning and maintenance occupations	8.09	8.88	10.99	14.96	20.61
Building cleaning workers	8.09	8.70	10.00	13.43	15.16
Janitors and cleaners, except maids and housekeeping cleaners	8.09	8.70	9.49	11.95	15.16
Personal care and service occupations	8.73	10.16	25.02	25.02	25.02
Office and administrative support occupations	9.41	10.39	13.47	16.66	22.48
Secretaries and administrative assistants	12.63	13.51	14.18	16.60	18.06
Secretaries, except legal, medical, and executive	12.63	13.18	14.18	14.87	16.66
Office clerks, general	9.11	9.41	10.18	12.00	13.39
Construction and extraction occupations	15.14	19.82	20.98	23.70	26.10
Installation, maintenance, and repair occupations	18.54	20.07	22.61	25.28	25.44
Industrial machinery installation, repair, and maintenance workers	16.07	18.54	22.81	22.81	22.81
Transportation and material moving occupations	11.65	12.43	13.44	15.23	19.26
Bus drivers	12.08	12.43	13.21	13.61	14.23
Bus drivers, school	12.08	12.43	13.21	13.61	14.23

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa, AZ, September 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.50	\$10.47	\$15.00	\$22.10	\$34.92
Management occupations	21.66	25.44	36.03	47.41	60.10
General and operations managers	39.17	43.17	44.44	60.10	78.20
Marketing and sales managers	46.32	50.69	54.08	108.28	108.28
Financial managers	21.66	25.44	30.39	47.41	63.94
Education administrators	28.85	30.11	43.25	44.39	50.37
Business and financial operations occupations	16.15	18.67	24.50	33.65	38.00
Management analysts	15.63	16.93	18.99	21.01	25.70
Accountants and auditors	25.13	27.40	31.08	35.65	35.65
Computer and mathematical science occupations	19.23	22.31	29.10	38.55	50.44
Computer software engineers	20.30	33.67	38.81	47.50	51.26
Computer systems analysts	21.64	22.31	26.44	30.25	50.44
Architecture and engineering occupations	19.50	21.14	30.11	40.95	48.76
Engineers	25.00	32.00	39.87	45.92	53.32
Electrical and electronics engineers	30.28	35.10	42.93	47.48	55.05
Engineering technicians, except drafters	16.39	19.50	21.68	25.14	27.93
Electrical and electronic engineering technicians	17.00	19.50	22.18	27.47	28.05
Life, physical, and social science occupations	20.24	30.85	33.31	41.58	48.69
Community and social services occupations	11.14	14.20	17.50	24.40	27.92
Counselors	17.65	21.64	24.40	27.92	31.15
Miscellaneous community and social service specialists	9.33	11.14	14.00	16.11	16.32
Social and human service assistants	9.33	11.14	14.00	16.11	16.32
Education, training, and library occupations	8.15	19.75	25.91	32.58	45.43
Postsecondary teachers	40.11	41.64	41.99	65.32	65.32
Primary, secondary, and special education school teachers	20.42	23.19	27.38	30.50	36.16
Elementary and middle school teachers	20.42	22.16	25.38	28.95	33.54
Elementary school teachers, except special education	19.87	22.16	25.54	28.95	33.72
Secondary school teachers	19.78	25.00	29.92	35.11	42.16
Secondary school teachers, except special and vocational education	19.78	24.93	30.44	36.72	42.16
Arts, design, entertainment, sports, and media occupations	15.27	16.00	18.00	28.14	45.65
Healthcare practitioner and technical occupations	14.00	17.56	26.23	33.28	40.00
Physicians and surgeons	22.71	22.71	52.72	64.77	80.65
Registered nurses	26.00	28.30	30.00	34.21	38.81
Therapists	21.11	24.00	24.00	30.90	34.49
Healthcare support occupations	8.50	10.00	12.00	13.50	16.25
Nursing, psychiatric, and home health aides	10.00	11.25	12.00	12.00	13.75
Nursing aides, orderlies, and attendants	10.15	11.25	12.00	12.00	13.75
Miscellaneous healthcare support occupations	10.00	12.75	14.50	16.25	18.10
Protective service occupations	8.50	9.00	10.50	14.99	23.02
Fire fighters	9.73	12.84	19.73	21.74	22.60
Police officers	20.81	22.69	27.63	29.27	30.50
Police and sheriff's patrol officers	20.81	22.69	27.63	29.27	30.50
Security guards and gaming surveillance officers	8.50	8.50	9.75	10.80	12.25
Security guards	8.50	8.50	9.75	10.80	12.25
Food preparation and serving related occupations	4.75	6.75	8.50	10.72	13.00
First-line supervisors/managers, food preparation and serving workers	8.67	11.94	14.39	15.00	16.06
First-line supervisors/managers of food preparation and serving workers	8.67	11.94	14.39	15.00	16.06
Cooks	8.50	8.50	10.00	11.18	12.32

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Cooks, restaurant	\$7.50	\$8.50	\$9.50	\$10.72	\$12.30
Food preparation workers	6.50	6.50	7.50	12.86	15.45
Food service, tipped	2.65	3.70	6.00	8.00	11.00
Waiters and waitresses	2.13	2.65	3.70	3.71	8.00
Fast food and counter workers	6.75	7.75	8.75	9.25	15.26
Combined food preparation and serving workers, including fast food	6.75	6.79	8.65	9.43	15.73
Building and grounds cleaning and maintenance occupations	7.90	8.28	9.10	12.50	15.16
Building cleaning workers	7.75	8.00	8.88	12.03	13.72
Janitors and cleaners, except maids and housekeeping cleaners	8.00	8.83	9.69	12.36	13.79
Maids and housekeeping cleaners	7.25	7.90	8.00	8.75	10.47
Personal care and service occupations	7.44	7.50	9.00	12.50	25.02
Sales and related occupations	9.08	12.00	17.04	22.76	49.75
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers	9.08	9.08	15.90	39.82	49.93
Retail sales workers	8.00	10.25	15.44	17.51	21.76
Cashiers, all workers	7.75	8.25	10.00	14.25	14.97
Cashiers	7.75	8.25	10.00	14.25	14.97
Retail salespersons	9.50	13.27	17.51	17.51	22.28
Sales representatives, wholesale and manufacturing	16.00	20.32	34.86	49.75	83.51
Real estate brokers and sales agents	12.73	16.77	20.28	24.34	33.84
Office and administrative support occupations	10.00	12.00	14.00	17.00	20.75
First-line supervisors/managers of office and administrative support workers	12.00	15.53	20.10	25.48	33.13
Financial clerks	11.40	12.50	15.28	17.80	19.97
Bill and account collectors	10.98	11.73	13.07	15.61	16.14
Bookkeeping, accounting, and auditing clerks	12.74	13.79	17.80	19.38	21.16
Customer service representatives	11.11	12.21	13.50	16.20	19.30
Receptionists and information clerks	10.00	11.00	12.00	13.75	16.50
Reservation and transportation ticket agents and travel clerks	11.34	14.37	17.70	24.00	24.00
Dispatchers	8.00	9.00	10.50	12.00	12.50
Shipping, receiving, and traffic clerks	8.00	8.15	12.21	15.13	17.99
Stock clerks and order fillers	9.83	12.77	15.00	15.00	16.57
Secretaries and administrative assistants	12.50	13.57	16.00	19.23	26.53
Executive secretaries and administrative assistants	14.42	15.84	19.21	25.76	32.72
Medical secretaries	12.00	13.54	13.57	13.57	14.82
Secretaries, except legal, medical, and executive	10.00	13.51	14.75	17.00	17.65
Computer operators	11.00	11.00	18.95	22.48	22.48
Office clerks, general	9.41	9.74	11.95	13.46	18.79
Construction and extraction occupations	8.00	9.00	12.00	17.00	21.00
First-line supervisors/managers of construction trades and extraction workers	17.69	19.23	21.63	23.00	23.70
Carpenters	10.54	12.00	16.33	17.92	19.86
Construction laborers	8.00	8.50	9.00	11.00	15.00
Construction equipment operators	13.00	15.00	17.00	19.71	20.98
Installation, maintenance, and repair occupations	10.50	12.79	17.86	21.26	24.00
Automotive technicians and repairers	12.05	18.33	20.00	22.22	26.77
Automotive service technicians and mechanics	10.52	19.00	21.26	24.00	26.77
Industrial machinery installation, repair, and maintenance workers	13.27	14.03	16.57	22.61	25.66
Maintenance and repair workers, general	12.07	13.90	15.50	22.81	24.12
Miscellaneous installation, maintenance, and repair workers	7.78	14.00	15.25	19.03	22.10
Production occupations	8.00	10.00	12.39	16.93	19.23
First-line supervisors/managers of production and operating workers	19.23	19.23	21.37	32.28	34.85

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa, AZ, September 2006 —
Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Electrical, electronics, and electromechanical assemblers	\$9.50	\$9.75	\$11.60	\$12.66	\$17.04
Electrical and electronic equipment assemblers	8.90	9.75	11.00	12.66	17.04
Miscellaneous assemblers and fabricators	9.00	9.79	11.00	11.97	14.02
Inspectors, testers, sorters, samplers, and weighers	8.99	9.50	16.62	17.87	20.47
Semiconductor processors	15.71	15.89	18.46	19.05	23.88
Miscellaneous production workers	6.75	7.67	9.50	11.00	15.05
Transportation and material moving occupations	7.48	8.00	13.00	17.00	21.89
Driver/sales workers and truck drivers	13.00	14.79	16.07	21.00	25.88
Truck drivers, heavy and tractor-trailer	14.00	14.69	16.07	16.07	18.09
Truck drivers, light or delivery services	12.16	16.80	21.00	25.88	26.27
Industrial truck and tractor operators	6.75	6.75	12.00	13.75	16.80
Laborers and material movers, hand	7.20	7.48	8.00	11.00	14.73
Laborers and freight, stock, and material movers, hand	7.48	7.48	8.81	13.72	14.73
Machine feeders and offbearers	7.54	7.54	8.75	15.43	20.76

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Phoenix-Mesa, AZ, September 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$3.50	\$6.75	\$9.00	\$11.00	\$18.50
Education, training, and library occupations	9.01	10.20	15.00	15.00	23.51
Primary, secondary, and special education school teachers	15.63	15.63	23.51	28.39	41.52
Elementary and middle school teachers	15.63	15.63	15.89	23.51	28.39
Teacher assistants	8.84	9.01	9.40	10.43	12.90
Healthcare practitioner and technical occupations	10.39	26.62	31.23	33.57	37.05
Registered nurses	26.92	28.63	32.04	33.57	34.85
Protective service occupations	8.00	9.00	10.00	12.00	20.00
Security guards and gaming surveillance officers	8.75	9.25	10.00	12.00	23.00
Security guards	8.75	9.25	10.00	12.00	23.00
Miscellaneous protective service workers	7.26	7.60	7.75	10.22	17.54
Food preparation and serving related occupations	2.13	2.15	5.15	7.21	8.58
Food service, tipped	2.13	2.13	2.38	3.85	5.15
Bartenders	2.13	4.00	5.00	5.15	6.75
Waiters and waitresses	2.13	2.13	2.15	2.38	3.75
Dining room and cafeteria attendants and bartender helpers	3.00	3.75	4.00	4.30	6.75
Fast food and counter workers	2.13	6.74	7.00	7.21	8.28
Combined food preparation and serving workers, including fast food	2.13	6.74	7.00	7.21	8.50
Building and grounds cleaning and maintenance occupations	5.63	5.63	7.86	8.22	9.10
Building cleaning workers	5.63	5.63	7.86	8.09	9.10
Janitors and cleaners, except maids and housekeeping cleaners	6.50	7.86	7.86	8.31	9.10
Personal care and service occupations	6.91	7.16	8.46	9.35	12.57
Child care workers	6.91	6.91	7.16	9.28	9.35
Sales and related occupations	6.00	7.00	8.30	9.44	10.68
Retail sales workers	5.25	6.00	7.57	9.01	11.50
Cashiers, all workers	6.00	7.00	7.57	8.00	10.25
Cashiers	6.00	7.00	7.57	8.00	10.25
Retail salespersons	5.25	5.65	7.50	9.88	12.15
Office and administrative support occupations	8.00	9.50	10.58	12.60	16.01
Financial clerks	9.50	9.77	10.23	12.02	14.42
Customer service representatives	10.00	10.15	11.40	11.84	16.01
Transportation and material moving occupations	6.00	6.60	8.00	9.68	11.35
Laborers and material movers, hand	6.00	6.22	6.75	9.25	10.25
Laborers and freight, stock, and material movers, hand	6.60	6.60	8.50	10.25	11.35
Packers and packagers, hand	6.00	6.00	6.22	6.75	9.68

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa, AZ, September 2006

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	\$19.29	\$15.00	\$764	\$600	39.6	\$39,203	\$31,200	2,032
Management occupations	40.06	36.03	1,617	1,441	40.4	83,852	74,932	2,093
General and operations managers	52.38	44.44	2,153	1,942	41.1	111,967	101,008	2,138
Marketing and sales managers	66.65	54.08	2,666	2,163	40.0	138,642	112,476	2,080
Financial managers	41.32	30.39	1,653	1,216	40.0	85,952	63,215	2,080
Education administrators	38.28	43.25	1,531	1,730	40.0	78,795	89,960	2,058
Business and financial operations occupations	27.20	24.50	1,103	975	40.6	57,367	50,710	2,109
Management analysts	20.20	18.99	808	760	40.0	42,026	39,499	2,080
Accountants and auditors	30.49	31.08	1,206	1,243	39.6	62,718	64,646	2,057
Computer and mathematical science occupations	31.25	29.10	1,257	1,164	40.2	64,346	60,530	2,059
Computer software engineers	38.48	38.81	1,539	1,553	40.0	80,046	80,731	2,080
Computer systems analysts	29.46	26.44	1,226	1,058	41.6	63,774	54,999	2,165
Architecture and engineering occupations	31.43	30.11	1,259	1,204	40.1	65,464	62,620	2,083
Engineers	39.36	39.87	1,579	1,637	40.1	82,100	85,124	2,086
Electrical and electronics engineers	41.47	42.93	1,659	1,717	40.0	86,260	89,294	2,080
Engineering technicians, except drafters	22.18	21.68	887	867	40.0	46,131	45,101	2,080
Electrical and electronic engineering technicians	22.89	22.18	916	887	40.0	47,621	46,134	2,080
Life, physical, and social science occupations	34.47	33.31	1,384	1,332	40.1	68,692	68,000	1,993
Community and social services occupations	19.39	17.50	765	694	39.5	37,890	36,710	1,954
Counselors	24.57	24.40	972	976	39.6	45,912	43,000	1,869
Miscellaneous community and social service specialists	13.48	14.00	529	532	39.3	27,519	27,664	2,041
Social and human service assistants	13.48	14.00	529	532	39.3	27,519	27,664	2,041
Education, training, and library occupations	28.30	25.91	1,092	1,026	38.6	45,386	41,684	1,604
Postsecondary teachers	50.41	41.99	1,681	1,680	33.4	63,530	60,467	1,260
Primary, secondary, and special education school teachers	27.95	27.38	1,101	1,073	39.4	42,747	41,684	1,529
Elementary and middle school teachers	26.25	25.38	1,036	1,008	39.5	39,739	39,024	1,514
Elementary school teachers, except special education	26.43	25.54	1,041	1,015	39.4	39,564	39,125	1,497
Secondary school teachers	30.70	29.92	1,198	1,145	39.0	47,731	46,120	1,555
Secondary school teachers, except special and vocational education	30.79	30.44	1,209	1,191	39.3	48,470	47,113	1,574
Arts, design, entertainment, sports, and media occupations	23.70	18.00	953	720	40.2	49,566	37,440	2,092
Healthcare practitioner and technical occupations	27.32	26.23	1,072	1,055	39.2	55,490	54,288	2,031
Physicians and surgeons	51.27	52.72	2,274	2,109	44.3	118,225	109,653	2,306
Registered nurses	31.30	30.00	1,192	1,160	38.1	61,988	60,320	1,980
Therapists	26.89	24.00	1,037	881	38.6	52,062	47,113	1,936
Healthcare support occupations	12.06	12.00	463	439	38.4	23,872	22,464	1,979
Nursing, psychiatric, and home health aides	11.80	12.00	450	432	38.1	23,387	22,464	1,981

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, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Nursing aides, orderlies, and attendants	\$11.82	\$12.00	\$450	\$432	38.1	\$23,391	\$22,464	1,980
Miscellaneous healthcare support occupations	14.30	14.50	566	580	39.6	28,779	30,160	2,013
Protective service occupations	13.31	10.50	545	420	40.9	28,066	21,840	2,108
Fire fighters	17.39	19.73	920	1,046	52.9	47,500	54,376	2,732
Police officers	26.28	27.63	1,051	1,105	40.0	54,663	57,470	2,080
Police and sheriff's patrol officers ...	26.28	27.63	1,051	1,105	40.0	54,663	57,470	2,080
Security guards and gaming surveillance officers	9.95	9.75	398	390	40.0	20,698	20,280	2,080
Security guards	9.95	9.75	398	390	40.0	20,698	20,280	2,080
Food preparation and serving related occupations	8.79	8.50	334	320	38.0	17,115	16,640	1,947
First-line supervisors/managers, food preparation and serving workers ..	13.59	14.39	500	559	36.8	23,054	25,525	1,697
First-line supervisors/managers of food preparation and serving workers	13.59	14.39	500	559	36.8	23,054	25,525	1,697
Cooks	9.95	10.00	381	367	38.3	19,635	19,094	1,973
Cooks, restaurant	9.81	9.50	377	380	38.5	19,625	19,760	2,000
Food preparation workers	9.44	7.50	378	300	40.0	19,364	15,600	2,052
Food service, tipped	5.86	6.00	213	190	36.3	11,058	9,880	1,886
Waiters and waitresses	3.79	3.70	131	131	34.5	6,792	6,827	1,793
Fast food and counter workers	9.28	8.75	368	348	39.7	19,143	18,117	2,062
Combined food preparation and serving workers, including fast food	9.43	8.65	375	346	39.8	19,526	17,992	2,071
Building and grounds cleaning and maintenance occupations	10.74	9.10	426	360	39.7	22,127	18,720	2,060
Building cleaning workers	10.06	8.88	402	355	39.9	20,839	18,479	2,071
Janitors and cleaners, except maids and housekeeping cleaners	10.53	9.69	420	387	39.9	21,769	19,760	2,067
Maids and housekeeping cleaners	8.59	8.00	344	320	40.0	17,862	16,640	2,080
Personal care and service occupations	12.39	9.00	445	364	35.9	23,126	18,931	1,866
Sales and related occupations	22.09	17.04	879	692	39.8	45,652	36,005	2,066
First-line supervisors/managers, sales workers	36.59	39.82	1,534	1,711	41.9	79,754	88,960	2,179
First-line supervisors/managers of retail sales workers	23.36	15.90	969	606	41.5	50,378	31,533	2,157
Retail sales workers	15.06	15.44	609	617	40.4	31,607	32,109	2,099
Cashiers, all workers	11.06	10.00	438	400	39.6	22,655	20,800	2,049
Cashiers	11.06	10.00	438	400	39.6	22,655	20,800	2,049
Retail salespersons	16.88	17.51	691	700	40.9	35,940	36,421	2,129
Sales representatives, wholesale and manufacturing	46.12	34.86	1,871	1,531	40.6	97,280	79,602	2,109
Real estate brokers and sales agents	23.49	20.28	939	811	40.0	48,851	42,172	2,080
Office and administrative support occupations	14.99	14.00	594	554	39.6	30,808	28,825	2,055
First-line supervisors/managers of office and administrative support workers	21.34	20.10	852	792	39.9	44,306	41,170	2,076
Financial clerks	15.54	15.28	616	611	39.7	32,036	31,782	2,062
Bill and account collectors	13.67	13.07	547	523	40.0	28,437	27,186	2,080
Bookkeeping, accounting, and auditing clerks	17.14	17.80	678	692	39.6	35,271	35,997	2,058

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, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Customer service representatives	\$14.45	\$13.50	\$577	\$540	39.9	\$29,997	\$28,080	2,076
Receptionists and information clerks ..	12.58	12.00	501	480	39.8	26,056	24,960	2,072
Reservation and transportation ticket agents and travel clerks	18.19	17.70	727	708	40.0	37,829	36,816	2,080
Dispatchers	10.52	10.50	421	420	40.0	21,876	21,840	2,079
Shipping, receiving, and traffic clerks	12.27	12.21	491	489	40.0	25,529	25,403	2,080
Stock clerks and order fillers	13.80	15.00	546	600	39.5	28,367	31,200	2,056
Secretaries and administrative assistants	17.58	16.00	695	634	39.5	36,129	32,989	2,055
Executive secretaries and administrative assistants	21.30	19.21	847	769	39.8	44,068	39,998	2,069
Medical secretaries	13.43	13.57	519	543	38.6	26,983	28,221	2,009
Secretaries, except legal, medical, and executive	14.94	14.75	596	592	39.9	30,993	30,763	2,075
Computer operators	18.01	18.95	720	758	40.0	37,463	39,412	2,080
Office clerks, general	12.33	11.95	475	460	38.5	24,587	23,920	1,994
Construction and extraction occupations	13.61	12.00	541	480	39.8	28,129	24,960	2,067
First-line supervisors/managers of construction trades and extraction workers	21.16	21.63	848	872	40.1	44,087	45,365	2,083
Carpenters	15.22	16.33	609	653	40.0	31,650	33,966	2,080
Construction laborers	10.12	9.00	405	360	40.0	21,048	18,720	2,080
Construction equipment operators	16.92	17.00	677	680	40.0	35,191	35,360	2,080
Installation, maintenance, and repair occupations	17.39	17.86	702	720	40.4	36,487	37,440	2,098
Automotive technicians and repairers	19.96	20.00	817	825	40.9	42,488	42,899	2,128
Automotive service technicians and mechanics	20.47	21.26	819	851	40.0	42,568	44,229	2,080
Industrial machinery installation, repair, and maintenance workers	18.19	16.57	725	663	39.8	37,681	34,466	2,071
Maintenance and repair workers, general	17.77	15.50	706	643	39.7	36,694	33,426	2,064
Miscellaneous installation, maintenance, and repair workers	16.06	15.25	654	610	40.7	34,018	31,720	2,118
Production occupations	13.84	12.39	553	496	39.9	28,731	25,813	2,076
First-line supervisors/managers of production and operating workers	25.40	21.37	1,016	855	40.0	52,841	44,448	2,080
Electrical, electronics, and electromechanical assemblers	11.74	11.60	470	464	40.0	24,416	24,128	2,080
Electrical and electronic equipment assemblers	11.69	11.00	468	440	40.0	24,315	22,880	2,080
Miscellaneous assemblers and fabricators	11.15	11.00	446	440	40.0	23,184	22,880	2,080
Inspectors, testers, sorters, samplers, and weighers	15.28	16.62	611	665	40.0	31,774	34,570	2,080
Semiconductor processors	18.49	18.46	735	722	39.7	38,208	37,539	2,066
Miscellaneous production workers	10.13	9.50	405	380	40.0	21,073	19,760	2,080
Transportation and material moving occupations	15.66	13.00	612	520	39.1	31,607	27,040	2,019
Driver/sales workers and truck drivers	18.46	16.07	728	643	39.4	37,844	33,430	2,050
Truck drivers, heavy and tractor-trailer	15.85	16.07	634	643	40.0	32,976	33,430	2,080
Truck drivers, light or delivery services	21.55	21.00	837	840	38.8	43,513	43,680	2,019

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, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Industrial truck and tractor operators ..	\$11.34	\$12.00	\$454	\$480	40.0	\$23,584	\$24,960	2,080
Laborers and material movers, hand ..	9.78	8.00	386	302	39.4	20,056	15,681	2,050
Laborers and freight, stock, and material movers, hand ..	10.22	8.81	408	352	40.0	21,230	18,321	2,078
Machine feeders and offbearers	12.13	8.75	474	394	39.1	24,637	20,475	2,031

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa, AZ, September 2006

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	\$18.79	\$14.50	\$744	\$575	39.6	\$38,645	\$29,890	2,057
Management occupations	40.42	37.20	1,633	1,488	40.4	84,752	77,370	2,097
General and operations managers	53.36	44.44	2,199	1,942	41.2	114,324	101,008	2,142
Marketing and sales managers	66.65	54.08	2,666	2,163	40.0	138,642	112,476	2,080
Financial managers	41.96	30.39	1,678	1,216	40.0	87,269	63,215	2,080
Business and financial operations occupations	28.26	24.62	1,149	1,005	40.7	59,761	52,268	2,114
Accountants and auditors	30.69	33.12	1,210	1,250	39.4	62,916	64,999	2,050
Computer and mathematical science occupations	32.13	30.25	1,302	1,250	40.5	67,725	65,000	2,108
Computer software engineers	38.48	38.81	1,539	1,553	40.0	80,046	80,731	2,080
Computer systems analysts	29.00	26.44	1,210	1,058	41.7	62,917	54,999	2,169
Architecture and engineering occupations	31.88	30.28	1,277	1,211	40.1	66,410	62,982	2,083
Engineers	40.62	41.08	1,630	1,664	40.1	84,749	86,549	2,087
Electrical and electronics engineers	41.47	42.93	1,659	1,717	40.0	86,260	89,294	2,080
Engineering technicians, except drafters	22.11	21.14	884	846	40.0	45,988	43,969	2,080
Electrical and electronic engineering technicians	22.89	22.16	915	886	40.0	47,605	46,087	2,080
Community and social services occupations	17.92	15.86	703	630	39.2	36,554	32,760	2,040
Arts, design, entertainment, sports, and media occupations	23.31	18.00	939	720	40.3	48,813	37,440	2,094
Healthcare practitioner and technical occupations	26.40	25.00	1,035	1,009	39.2	53,799	52,472	2,038
Registered nurses	31.41	30.00	1,195	1,164	38.0	62,148	60,503	1,978
Therapists	25.17	24.00	963	881	38.3	50,094	45,802	1,990
Healthcare support occupations	12.06	12.00	462	432	38.3	24,020	22,464	1,993
Nursing, psychiatric, and home health aides	11.82	12.00	450	432	38.1	23,391	22,464	1,980
Nursing aides, orderlies, and attendants	11.82	12.00	450	432	38.1	23,391	22,464	1,980
Miscellaneous healthcare support occupations	14.38	14.50	569	580	39.6	29,613	30,160	2,059
Protective service occupations	10.13	9.85	411	400	40.5	21,357	20,800	2,108
Security guards and gaming surveillance officers	9.95	9.75	398	390	40.0	20,698	20,280	2,080
Security guards	9.95	9.75	398	390	40.0	20,698	20,280	2,080
Food preparation and serving related occupations	8.55	8.50	326	320	38.2	16,900	16,640	1,978
Cooks	9.95	10.00	381	367	38.3	19,635	19,094	1,973
Cooks, restaurant	9.81	9.50	377	380	38.5	19,625	19,760	2,000
Food preparation workers	9.44	7.50	378	300	40.0	19,364	15,600	2,052
Food service, tipped	5.86	6.00	213	190	36.3	11,058	9,880	1,886
Waiters and waitresses	3.79	3.70	131	131	34.5	6,792	6,827	1,793
Fast food and counter workers	9.28	8.75	368	348	39.7	19,143	18,117	2,062
Combined food preparation and serving workers, including fast food	9.43	8.65	375	346	39.8	19,526	17,992	2,071
Building and grounds cleaning and maintenance occupations	10.31	8.83	408	353	39.6	21,229	18,356	2,059
Building cleaning workers	9.72	8.83	388	353	39.9	20,175	18,356	2,075

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, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Janitors and cleaners, except maids and housekeeping cleaners	\$10.39	\$9.50	\$414	\$380	39.8	\$21,525	\$19,760	2,072
Maids and housekeeping cleaners	8.59	8.00	344	320	40.0	17,862	16,640	2,080
Personal care and service occupations	11.86	8.94	424	360	35.7	22,030	18,720	1,858
Sales and related occupations	22.09	17.04	879	692	39.8	45,652	36,005	2,066
First-line supervisors/managers, sales workers	36.59	39.82	1,534	1,711	41.9	79,754	88,960	2,179
First-line supervisors/managers of retail sales workers	23.36	15.90	969	606	41.5	50,378	31,533	2,157
Retail sales workers	15.06	15.44	609	617	40.4	31,607	32,109	2,099
Cashiers, all workers	11.06	10.00	438	400	39.6	22,655	20,800	2,049
Cashiers	11.06	10.00	438	400	39.6	22,655	20,800	2,049
Retail salespersons	16.88	17.51	691	700	40.9	35,940	36,421	2,129
Sales representatives, wholesale and manufacturing	46.12	34.86	1,871	1,531	40.6	97,280	79,602	2,109
Real estate brokers and sales agents	23.49	20.28	939	811	40.0	48,851	42,172	2,080
Office and administrative support occupations	14.91	14.00	590	556	39.5	30,663	28,912	2,056
First-line supervisors/managers of office and administrative support workers	18.90	19.05	754	762	39.9	39,197	39,645	2,074
Financial clerks	15.43	15.00	612	600	39.6	31,798	31,177	2,061
Bill and account collectors	13.34	12.50	534	500	40.0	27,742	26,000	2,080
Bookkeeping, accounting, and auditing clerks	17.09	17.80	676	690	39.6	35,156	35,859	2,057
Customer service representatives	14.22	13.39	568	536	39.9	29,526	27,851	2,076
Receptionists and information clerks ..	12.58	12.00	501	480	39.8	26,056	24,960	2,072
Reservation and transportation ticket agents and travel clerks	18.19	17.70	727	708	40.0	37,829	36,816	2,080
Dispatchers	10.31	10.50	412	400	40.0	21,431	20,800	2,079
Shipping, receiving, and traffic clerks	12.27	12.21	491	489	40.0	25,529	25,403	2,080
Stock clerks and order fillers	13.63	15.00	539	593	39.5	28,015	30,838	2,056
Secretaries and administrative assistants	18.18	16.41	717	654	39.4	37,259	34,016	2,049
Executive secretaries and administrative assistants	21.77	20.51	865	804	39.8	45,004	41,829	2,067
Medical secretaries	13.43	13.57	519	543	38.6	26,983	28,221	2,009
Secretaries, except legal, medical, and executive	15.25	16.41	608	636	39.8	31,600	33,072	2,072
Office clerks, general	13.08	12.50	494	500	37.7	25,664	26,000	1,962
Construction and extraction occupations	13.38	12.00	532	480	39.7	27,655	24,960	2,067
Carpenters	15.22	16.33	609	653	40.0	31,650	33,966	2,080
Construction laborers	10.12	9.00	405	360	40.0	21,048	18,720	2,080
Installation, maintenance, and repair occupations	16.71	16.83	675	680	40.4	35,106	35,360	2,101
Automotive technicians and repairers	19.96	20.00	817	825	40.9	42,488	42,899	2,128
Automotive service technicians and mechanics	20.47	21.26	819	851	40.0	42,568	44,229	2,080
Industrial machinery installation, repair, and maintenance workers	17.35	14.71	690	596	39.8	35,894	30,969	2,069
Production occupations	13.72	12.09	548	484	39.9	28,475	25,168	2,075

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, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Electrical, electronics, and electromechanical assemblers	\$11.74	\$11.60	\$470	\$464	40.0	\$24,416	\$24,128	2,080
Electrical and electronic equipment assemblers	11.69	11.00	468	440	40.0	24,315	22,880	2,080
Miscellaneous assemblers and fabricators	11.15	11.00	446	440	40.0	23,184	22,880	2,080
Inspectors, testers, sorters, samplers, and weighers	15.28	16.62	611	665	40.0	31,774	34,570	2,080
Semiconductor processors	18.49	18.46	735	722	39.7	38,208	37,539	2,066
Miscellaneous production workers	10.13	9.50	405	380	40.0	21,073	19,760	2,080
Transportation and material moving occupations	15.69	13.00	613	520	39.1	31,866	27,040	2,031
Driver/sales workers and truck drivers	18.48	16.07	728	643	39.4	37,860	33,430	2,049
Truck drivers, heavy and tractor-trailer	15.78	16.07	631	643	40.0	32,828	33,430	2,080
Truck drivers, light or delivery services	21.55	21.00	837	840	38.8	43,513	43,680	2,019
Industrial truck and tractor operators ..	11.34	12.00	454	480	40.0	23,584	24,960	2,080
Laborers and material movers, hand ..	9.69	7.54	382	302	39.4	19,858	15,681	2,049
Laborers and freight, stock, and material movers, hand	10.10	8.81	403	352	40.0	20,977	18,321	2,077
Machine feeders and offbearers	12.13	8.75	474	394	39.1	24,637	20,475	2,031

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa, AZ, September 2006

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	\$23.20	\$21.74	\$922	\$884	39.7	\$43,169	\$40,851	1,861
Management occupations	37.33	36.03	1,497	1,441	40.1	77,174	74,932	2,067
Education administrators	36.49	31.06	1,460	1,242	40.0	74,903	64,596	2,053
Business and financial operations occupations	21.68	19.07	867	763	40.0	45,104	39,666	2,080
Architecture and engineering occupations	26.16	22.22	1,046	889	40.0	54,404	46,213	2,080
Community and social services occupations	21.07	24.36	838	974	39.7	39,278	40,205	1,864
Education, training, and library occupations	28.91	27.53	1,103	1,073	38.1	43,095	42,736	1,491
Primary, secondary, and special education school teachers	27.93	27.45	1,099	1,073	39.3	42,527	41,684	1,522
Elementary and middle school teachers	25.87	25.15	1,019	990	39.4	38,750	38,038	1,498
Elementary school teachers, except special education	26.03	25.26	1,022	1,001	39.3	38,365	37,782	1,474
Secondary school teachers	30.70	29.92	1,198	1,145	39.0	47,731	46,120	1,555
Secondary school teachers, except special and vocational education	30.79	30.44	1,209	1,191	39.3	48,470	47,113	1,574
Healthcare practitioner and technical occupations	39.71	38.04	1,588	1,522	40.0	77,405	65,432	1,949
Protective service occupations	23.29	22.16	983	986	42.2	49,131	49,379	2,109
Fire fighters	19.96	21.07	1,056	1,117	52.9	54,340	58,069	2,722
Police officers	26.28	27.63	1,051	1,105	40.0	54,663	57,470	2,080
Police and sheriff's patrol officers	26.28	27.63	1,051	1,105	40.0	54,663	57,470	2,080
Building and grounds cleaning and maintenance occupations	12.77	11.74	511	470	40.0	26,304	24,232	2,060
Building cleaning workers	11.51	10.99	460	440	40.0	23,675	21,528	2,057
Janitors and cleaners, except maids and housekeeping cleaners	10.96	10.00	439	400	40.0	22,509	20,328	2,053
Office and administrative support occupations	15.57	13.62	623	545	40.0	31,852	27,997	2,045
Secretaries and administrative assistants	15.09	14.18	604	567	40.0	31,382	29,494	2,080
Secretaries, except legal, medical, and executive	14.34	14.18	574	567	40.0	29,829	29,494	2,080
Office clerks, general	10.96	10.28	438	411	40.0	22,521	21,237	2,055
Construction and extraction occupations	21.59	20.98	863	839	40.0	44,900	43,647	2,080
Installation, maintenance, and repair occupations	22.42	22.61	897	904	40.0	46,635	47,029	2,080
Industrial machinery installation, repair, and maintenance workers	21.61	22.81	865	912	40.0	44,957	47,445	2,080

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Phoenix-Mesa, AZ, September 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$14.81	\$13.47	\$592	\$539	40.0	\$25,787	\$20,698	1,741

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Phoenix-Mesa, AZ, September 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$17.88	\$15.96	\$18.82	\$19.95
Management, professional, and related	32.37	28.96	36.23	31.78
Management, business, and financial	35.04	36.51	34.36	34.42
Professional and related	30.65	23.62	37.37	30.13
Service	9.40	8.13	9.81	10.90
Sales and office	17.04	17.96	15.97	16.61
Sales and related	20.27	22.34	17.28	22.07
Office and administrative support	14.66	13.93	14.18	15.79
Natural resources, construction, and maintenance	14.33	13.77	14.37	17.29
Construction and extraction	13.38	12.87	—	—
Installation, maintenance, and repair	17.04	16.23	18.81	17.25
Production, transportation, and material moving	14.40	13.79	12.71	17.99
Production	13.66	12.98	12.42	17.27
Transportation and material moving	14.99	14.79	12.87	—
	Relative error ³ (percent)			
All workers	4.5	6.6	7.6	6.0
Management, professional, and related	7.9	13.0	17.6	5.9
Management, business, and financial	5.3	10.6	8.7	9.8
Professional and related	12.0	16.0	26.9	7.1
Service	1.8	3.5	9.9	5.4
Sales and office	6.0	8.4	5.3	7.5
Sales and related	12.1	15.9	10.5	31.3
Office and administrative support	2.7	3.8	4.7	3.6
Natural resources, construction, and maintenance	9.5	6.0	13.6	3.5
Construction and extraction	10.9	4.6	—	—
Installation, maintenance, and repair	7.6	12.4	4.1	6.9
Production, transportation, and material moving	7.5	8.3	5.6	29.1
Production	4.8	10.3	4.4	7.8
Transportation and material moving	13.2	13.0	7.4	—

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Phoenix-Mesa, AZ, September 2006

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	\$17.00	\$13.10	\$675	\$524	39.7	\$34,994	\$27,238	2,058
Management occupations	42.26	35.00	1,706	1,400	40.4	88,080	64,400	2,084
Business and financial operations occupations ...	31.09	24.62	1,304	1,250	42.0	67,834	64,999	2,182
Architecture and engineering occupations	30.60	30.28	1,224	1,211	40.0	63,640	62,982	2,080
Engineers	36.33	33.65	1,453	1,346	40.0	75,567	70,000	2,080
Healthcare practitioner and technical occupations	30.32	30.00	1,157	1,080	38.2	60,144	56,160	1,984
Food preparation and serving related occupations	8.16	8.00	309	300	37.8	15,945	15,600	1,953
Cooks	9.52	9.18	360	340	37.9	18,520	17,680	1,945
Food service, tipped	6.54	6.00	231	190	35.4	12,022	9,880	1,839
Building and grounds cleaning and maintenance occupations	8.87	8.75	354	342	39.9	18,383	17,784	2,072
Building cleaning workers	8.87	8.75	354	342	39.9	18,383	17,784	2,072
Personal care and service occupations	8.54	8.00	334	298	39.1	17,354	15,475	2,032
Sales and related occupations	24.05	17.51	965	700	40.1	50,092	36,421	2,083
Retail sales workers	14.78	17.51	591	700	40.0	30,637	36,421	2,073
Office and administrative support occupations	14.17	13.10	559	524	39.4	29,049	27,238	2,049
Receptionists and information clerks	13.03	13.10	521	524	40.0	27,111	27,238	2,080
Secretaries and administrative assistants	16.75	15.84	666	634	39.7	34,619	32,947	2,066
Office clerks, general	12.68	12.50	469	500	37.0	24,408	26,000	1,925
Construction and extraction occupations	12.87	11.00	509	440	39.6	26,481	22,880	2,058
Installation, maintenance, and repair occupations	15.56	14.00	634	560	40.7	32,948	29,120	2,118
Automotive technicians and repairers	19.98	20.00	831	825	41.6	43,207	42,899	2,163
Production occupations	13.09	12.00	523	480	40.0	27,220	24,960	2,080
Transportation and material moving occupations	15.46	14.69	609	588	39.4	31,645	30,561	2,047
Driver/sales workers and truck drivers	20.05	18.09	780	723	38.9	40,584	37,619	2,024
Laborers and material movers, hand	9.98	9.50	392	380	39.3	20,377	19,760	2,042

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Phoenix-Mesa, AZ, September 2006

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	\$20.12	\$15.25	\$796	\$603	39.5	\$41,360	\$31,366	2,055
Management occupations	39.76	37.20	1,606	1,488	40.4	83,538	77,370	2,101
General and operations managers	60.23	60.10	2,454	2,404	40.7	127,602	125,000	2,119
Financial managers	36.97	30.39	1,479	1,216	40.0	76,894	63,215	2,080
Business and financial operations occupations	26.72	24.38	1,068	975	40.0	55,545	50,710	2,079
Accountants and auditors	26.58	26.92	1,063	1,077	40.0	55,283	56,000	2,080
Computer and mathematical science occupations	32.52	30.25	1,319	1,279	40.6	68,612	66,491	2,110
Computer software engineers	38.48	38.81	1,539	1,553	40.0	80,046	80,731	2,080
Computer systems analysts	28.76	26.44	1,201	1,058	41.7	62,429	54,999	2,170
Architecture and engineering occupations	32.45	30.28	1,301	1,204	40.1	67,666	62,620	2,085
Engineers	42.60	44.11	1,712	1,766	40.2	89,013	91,832	2,090
Engineering technicians, except drafters	21.54	19.87	861	795	40.0	44,794	41,338	2,080
Electrical and electronic engineering technicians	22.22	19.50	889	780	40.0	46,226	40,560	2,080
Community and social services occupations	17.92	15.86	703	630	39.2	36,554	32,760	2,040
Education, training, and library occupations	61.34	78.30	2,376	3,132	38.7	115,891	162,862	1,889
Arts, design, entertainment, sports, and media occupations	25.78	18.77	1,031	751	40.0	53,619	39,040	2,080
Healthcare practitioner and technical occupations	25.35	22.71	1,001	878	39.5	52,042	45,677	2,053
Registered nurses	32.01	32.83	1,227	1,231	38.3	63,808	64,034	1,993
Therapists	25.82	26.37	1,012	1,055	39.2	52,640	54,854	2,039
Healthcare support occupations	12.27	12.42	472	457	38.4	24,523	23,774	1,999
Nursing, psychiatric, and home health aides	12.10	12.50	465	454	38.4	24,162	23,606	1,997
Nursing aides, orderlies, and attendants	12.10	12.50	465	454	38.4	24,162	23,606	1,997
Protective service occupations	10.16	9.75	412	400	40.6	21,431	20,800	2,110
Security guards and gaming surveillance officers	9.96	9.50	398	380	40.0	20,712	19,760	2,080
Security guards	9.96	9.50	398	380	40.0	20,712	19,760	2,080
Food preparation and serving related occupations	9.08	8.75	351	348	38.7	18,271	18,117	2,013
Food service, tipped	4.71	4.25	179	170	37.9	9,287	8,840	1,973
Fast food and counter workers	9.92	8.75	391	350	39.4	20,334	18,200	2,049
Combined food preparation and serving workers, including fast food	9.93	8.75	395	350	39.8	20,553	18,200	2,069
Building and grounds cleaning and maintenance occupations	11.99	11.80	471	472	39.3	24,512	24,544	2,045
Building cleaning workers	11.50	11.80	460	472	40.0	23,919	24,544	2,080
Janitors and cleaners, except maids and housekeeping cleaners	11.58	11.81	463	472	40.0	24,096	24,565	2,080
Personal care and service occupations	17.04	10.93	537	453	31.5	27,928	23,580	1,639
Sales and related occupations	19.78	15.00	779	599	39.4	40,495	31,138	2,047
First-line supervisors/managers, sales workers	29.30	25.05	1,234	836	42.1	64,160	43,493	2,190
First-line supervisors/managers of retail sales workers	29.38	25.24	1,238	868	42.1	64,369	45,136	2,191
Retail sales workers	15.36	13.85	629	524	40.9	32,694	27,269	2,129
Cashiers, all workers	12.74	12.75	500	485	39.2	25,994	25,209	2,040
Cashiers	12.74	12.75	500	485	39.2	25,994	25,209	2,040
Retail salespersons	16.37	15.20	690	612	42.2	35,897	31,824	2,193
Office and administrative support occupations	15.42	14.19	611	564	39.6	31,770	29,307	2,061

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, Phoenix-Mesa, AZ, September 2006** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers of office and administrative support workers	\$19.94	\$20.43	\$792	\$801	39.7	\$41,188	\$41,628	2,066
Financial clerks	15.05	14.56	598	571	39.7	31,083	29,682	2,065
Bill and account collectors	13.34	12.50	534	500	40.0	27,742	26,000	2,080
Bookkeeping, accounting, and auditing clerks ...	16.62	17.24	655	662	39.4	34,080	34,398	2,051
Customer service representatives	14.45	13.50	577	540	39.9	29,991	28,080	2,075
Receptionists and information clerks	10.59	10.00	415	400	39.1	21,555	20,800	2,036
Reservation and transportation ticket agents and travel clerks	18.19	17.70	727	708	40.0	37,829	36,816	2,080
Shipping, receiving, and traffic clerks	13.60	12.57	544	503	40.0	28,296	26,154	2,080
Stock clerks and order fillers	12.23	10.47	473	419	38.7	24,611	21,778	2,013
Secretaries and administrative assistants	18.77	16.41	737	654	39.3	38,323	34,016	2,042
Executive secretaries and administrative assistants	22.28	22.55	886	911	39.8	46,092	47,349	2,069
Medical secretaries	13.43	13.57	519	543	38.6	26,983	28,221	2,009
Secretaries, except legal, medical, and executive	16.36	16.67	650	667	39.7	33,801	34,674	2,066
Office clerks, general	14.06	13.21	556	523	39.6	28,937	27,206	2,059
Construction and extraction occupations	14.13	15.00	565	600	40.0	29,388	31,200	2,081
Carpenters	15.22	16.33	609	653	40.0	31,650	33,966	2,080
Installation, maintenance, and repair occupations	18.34	18.05	733	722	39.9	38,099	37,552	2,077
Automotive technicians and repairers	19.94	21.00	798	840	40.0	41,482	43,680	2,080
Automotive service technicians and mechanics	19.94	21.00	798	840	40.0	41,482	43,680	2,080
Industrial machinery installation, repair, and maintenance workers	17.35	14.71	690	596	39.8	35,894	30,969	2,069
Production occupations	14.37	13.21	572	528	39.8	29,754	27,479	2,071
Electrical, electronics, and electromechanical assemblers	10.95	10.50	438	420	40.0	22,768	21,840	2,080
Miscellaneous assemblers and fabricators	11.09	11.06	444	442	40.0	23,074	23,005	2,080
Inspectors, testers, sorters, samplers, and weighers	17.55	17.87	702	715	40.0	36,495	37,170	2,080
Semiconductor processors	18.49	18.46	735	722	39.7	38,208	37,539	2,066
Transportation and material moving occupations	15.81	11.00	615	440	38.9	31,976	22,880	2,023
Driver/sales workers and truck drivers	16.59	16.07	664	643	40.0	34,503	33,430	2,080
Laborers and material movers, hand	9.56	7.48	377	299	39.5	19,617	15,554	2,053
Laborers and freight, stock, and material movers, hand	9.42	7.48	376	299	39.9	19,565	15,554	2,077
Machine feeders and offbearers	12.13	8.75	474	394	39.1	24,637	20,475	2,031

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Phoenix-Mesa, AZ, September 2006

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	\$22.74	\$22.92	\$22.38	\$18.18	\$17.69	\$22.67
Management, professional, and related	23.34	–	–	31.40	32.46	27.58
Management, business, and financial	–	–	–	34.21	35.04	28.97
Professional and related	23.32	–	–	29.84	30.78	27.18
Service	21.41	18.67	24.49	9.81	9.02	17.32
Sales and office	17.21	17.27	17.08	16.91	17.03	15.05
Sales and related	16.37	16.37	–	20.37	20.37	–
Office and administrative support	17.49	17.80	17.08	14.61	14.57	15.05
Natural resources, construction, and maintenance	20.79	–	22.18	14.45	14.21	22.03
Construction and extraction	–	–	–	13.42	13.25	21.82
Installation, maintenance, and repair	22.52	22.25	–	17.25	16.92	22.23
Production, transportation, and material moving	29.61	29.67	–	13.05	12.97	15.96
Production	16.62	16.62	–	13.65	13.52	–
Transportation and material moving	33.54	33.70	–	12.55	12.49	13.83
	Relative error ⁴ (percent)					
All workers	9.6	14.6	2.6	4.1	4.6	4.4
Management, professional, and related	5.3	–	–	6.7	8.1	5.5
Management, business, and financial	–	–	–	5.3	5.3	13.5
Professional and related	5.3	–	–	9.6	12.2	7.6
Service	9.0	14.4	.9	1.9	2.0	2.2
Sales and office	4.6	4.5	10.8	5.9	6.1	11.8
Sales and related	4.4	4.4	–	12.4	12.4	–
Office and administrative support	5.5	5.7	10.8	2.7	2.8	11.8
Natural resources, construction, and maintenance	4.6	–	4.6	10.0	9.8	2.8
Construction and extraction	–	–	–	11.8	11.5	3.7
Installation, maintenance, and repair	2.9	2.1	–	7.3	7.7	2.6
Production, transportation, and material moving	32.5	33.0	–	7.2	7.4	10.0
Production	7.6	7.6	–	5.2	5.2	–
Transportation and material moving	36.8	37.4	–	12.3	12.9	4.6

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Phoenix-Mesa, AZ, September 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$17.89	\$17.24	\$23.02	\$23.02
Management, professional, and related	30.68	31.73	41.91	41.91
Management, business, and financial	32.98	33.74	41.91	41.91
Professional and related	29.62	30.65	—	—
Service	10.51	9.28	13.87	13.87
Sales and office	15.53	15.55	21.76	21.76
Sales and related	17.54	17.54	23.22	23.22
Office and administrative support	14.82	14.74	13.58	13.58
Natural resources, construction, and maintenance	14.36	13.91	17.97	17.97
Construction and extraction	—	13.21	—	—
Installation, maintenance, and repair	17.78	16.90	17.30	17.30
Production, transportation, and material moving	14.28	14.22	18.65	18.65
Production	13.78	13.66	—	—
Transportation and material moving	14.70	14.70	18.65	18.65
	Relative error ⁴ (percent)			
All workers	3.7	4.2	14.0	14.0
Management, professional, and related	6.6	8.1	15.9	15.9
Management, business, and financial	5.2	5.2	15.9	15.9
Professional and related	9.2	12.0	—	—
Service	2.2	2.3	14.6	14.6
Sales and office	3.1	3.2	17.0	17.0
Sales and related	10.8	10.8	16.8	16.8
Office and administrative support	2.7	2.7	11.0	11.0
Natural resources, construction, and maintenance	10.9	10.5	12.3	12.3
Construction and extraction	—	11.8	—	—
Installation, maintenance, and repair	6.5	7.7	10.5	10.5
Production, transportation, and material moving	6.9	7.1	27.2	27.2
Production	4.8	4.8	—	—
Transportation and material moving	12.7	13.3	27.2	27.2

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Phoenix-Mesa, AZ, September 2006

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	-	-	-	\$20.53	-	-	\$18.37	\$8.54	\$14.29
Management, professional, and related	-	-	-	28.27	-	-	25.43	30.76	-
Management, business, and financial	-	-	-	28.25	-	-	37.32	30.76	-
Professional and related	-	-	-	-	-	-	23.02	-	-
Service	-	-	-	-	-	-	10.09	7.19	-
Sales and office	-	-	-	17.86	-	-	13.94	11.87	14.11
Sales and related	-	-	-	25.04	-	-	-	8.57	-
Office and administrative support	-	-	-	15.25	-	-	13.94	14.23	14.11
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	16.77
Installation, maintenance, and repair	-	-	-	-	-	-	-	-	18.78
Production, transportation, and material moving	-	-	-	-	-	-	-	8.11	12.64
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-	-	-	-
Relative error ⁴ (percent)									
All workers	-	-	-	0.6	-	-	6.7	5.4	1.9
Management, professional, and related	-	-	-	2.3	-	-	10.4	9.2	-
Management, business, and financial	-	-	-	.6	-	-	15.9	9.2	-
Professional and related	-	-	-	-	-	-	9.8	-	-
Service	-	-	-	-	-	-	.7	1.4	-
Sales and office	-	-	-	2.5	-	-	3.4	7.0	13.6
Sales and related	-	-	-	15.0	-	-	-	3.0	-
Office and administrative support	-	-	-	10.7	-	-	3.4	2.6	13.6
Natural resources, construction, and maintenance	-	-	-	-	-	-	-	-	1.6
Installation, maintenance, and repair	-	-	-	-	-	-	-	-	6.8
Production, transportation, and material moving	-	-	-	-	-	-	-	6.1	15.2
Production	-	-	-	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-	-	-	-

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

Sample design

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

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

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

Combined work levels

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

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

Collection period

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

tion. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

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

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

Estimation

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

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

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

Percentiles

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

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, Phoenix-Mesa, AZ, September 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	1,794,100	1,581,100	213,100
Management, professional, and related	420,000	308,500	111,500
Management, business, and financial	132,100	113,700	18,400
Professional and related	287,900	194,700	93,200
Service	397,700	349,800	47,900
Sales and office	506,000	471,100	35,000
Sales and related	208,000	208,000	–
Office and administrative support	298,000	263,100	35,000
Natural resources, construction, and maintenance	218,900	208,300	10,600
Construction and extraction	152,200	148,000	4,200
Installation, maintenance, and repair	60,100	53,700	6,500
Production, transportation, and material moving	251,500	243,400	8,000
Production	103,500	102,700	–
Transportation and material moving	147,900	140,800	7,200

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Phoenix-Mesa, AZ, September 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	86,608	86,489	119
Total in sample	503	467	36
Responding	284	253	31
Refused or unable to provide data	144	139	5
Out of business or not in survey scope	75	75	0

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.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.