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**FOR RELEASE:
THURSDAY, JUNE 4, 2009**

HIGHLIGHTS OF MEMPHIS, TN-MS-AR NATIONAL COMPENSATION SURVEY FEBRUARY 2009

Workers in the Memphis Metropolitan Statistical Area (MSA) earned an average of \$19.54 per hour in February 2009, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$40.37 for management occupations and \$14.95 for office and administrative support occupations. Another occupational group, protective service occupations, had a mean hourly wage rate of \$12.18. The NCS data available for the Memphis area include earnings for 18 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Financial managers, part of the management occupational group, earned \$33.44 per hour. Within the office and administrative support occupations, shipping, receiving, and traffic clerks averaged \$15.70 per hour and general office clerks, \$14.12. Police and sheriff's patrol officers, an occupation within the protective service occupations, averaged \$22.53, and firefighters earned \$14.84 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$21.03 per hour while their part-time counterparts earned \$10.58. Union workers earned \$20.04 and non-union workers, \$19.49. Workers in establishments with 1-99 workers averaged \$17.04 per hour, those in establishments with 100-499 workers earned \$19.27, and those in establishments with 500 or more employees earned \$22.95.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at <http://www.bls.gov/ncs/home.htm>.

The NCS data reported here covered 320 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 577,300 workers in the Memphis, TN-MS-AR Metropolitan Statistical Area (MSA) which is comprised of Fayette, Shelby, and Tipton Counties in Tennessee; DeSoto, Marshall, Tate, and Tunica Counties in Mississippi, and Crittenden County in Arkansas.

Survey Availability

Complete survey results are contained in the Memphis, TN-MS-AR National Compensation Survey February 2009 which is available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the Southeast Information Office by calling (404) 893-4222 from 9:00 a.m. to 12:00 p.m. and 1:00 p.m. to 4:00 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Memphis, TN-MS-AR, February 2009**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$19.54	5.6	\$21.03	6.1	\$10.58	12.7
Management occupations	40.37	13.2	40.37	13.2	—	—
General and operations managers	70.67	24.8	70.67	24.8	—	—
Financial managers	33.44	5.3	33.44	5.3	—	—
Education administrators	42.13	8.4	42.13	8.4	—	—
Business and financial operations occupations	29.05	8.2	29.05	8.2	—	—
Accountants and auditors	27.98	23.6	27.98	23.6	—	—
Computer and mathematical science occupations	34.16	12.8	34.16	12.8	—	—
Computer software engineers	44.50	11.0	44.50	11.0	—	—
Computer support specialists	26.83	20.0	26.83	20.0	—	—
Architecture and engineering occupations	25.66	18.4	25.66	18.4	—	—
Engineers	34.93	6.5	34.93	6.5	—	—
Community and social services occupations	17.96	12.9	17.96	12.9	—	—
Counselors	24.58	2.4	24.58	2.4	—	—
Education, training, and library occupations	26.96	5.1	29.07	7.0	10.96	7.3
Postsecondary teachers	25.90	15.5	25.91	15.6	—	—
Primary, secondary, and special education school teachers	30.43	8.1	30.91	7.8	—	—
Elementary and middle school teachers	30.98	14.4	31.37	14.0	—	—
Elementary school teachers, except special education	32.35	18.0	32.92	17.4	—	—
Middle school teachers, except special and vocational education	26.95	.6	26.95	.6	—	—
Secondary school teachers	30.20	13.1	30.20	13.1	—	—
Secondary school teachers, except special and vocational education	30.20	13.1	30.20	13.1	—	—
Other teachers and instructors	28.11	5.4	—	—	9.80	4.6
Teacher assistants	9.90	5.8	9.19	2.9	—	—
Healthcare practitioner and technical occupations	31.04	11.5	28.92	7.1	43.26	30.9
Registered nurses	38.54	19.3	35.01	14.6	53.08	27.2
Clinical laboratory technologists and technicians	24.35	1.8	—	—	—	—
Licensed practical and licensed vocational nurses	16.61	2.4	—	—	—	—
Healthcare support occupations	11.58	3.2	11.58	4.0	—	—
Miscellaneous healthcare support occupations	10.77	2.2	10.45	5.0	—	—
Protective service occupations	12.18	18.3	12.42	18.5	—	—
Fire fighters	14.84	4.4	14.84	4.4	—	—
Police officers	22.53	2.0	22.53	2.0	—	—
Police and sheriff's patrol officers	22.53	2.0	22.53	2.0	—	—
Security guards and gaming surveillance officers	—	—	9.09	9.8	—	—
Security guards	—	—	9.09	9.8	—	—
Food preparation and serving related occupations	6.17	8.3	7.19	5.1	5.63	6.5
Cooks	9.36	7.8	9.41	12.6	—	—
Food service, tipped	3.23	14.8	4.67	9.3	2.62	4.6
Waiters and waitresses	2.76	5.1	—	—	2.50	3.9
Fast food and counter workers	7.30	2.4	—	—	7.32	3.3
Combined food preparation and serving workers, including fast food	7.30	2.4	—	—	7.32	3.3
Building and grounds cleaning and maintenance occupations	11.85	7.8	13.00	7.7	—	—
Building cleaning workers	11.06	14.0	13.19	6.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.16	15.1	13.65	6.4	—	—
Maids and housekeeping cleaners	9.85	7.3	—	—	—	—
Personal care and service occupations	10.62	8.2	11.03	10.1	8.26	7.3

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Memphis, TN-MS-AR, February 2009** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Sales and related occupations	\$24.10	13.9	\$27.29	13.5	\$8.89	8.6
Retail sales workers	11.03	8.2	12.42	7.4	7.99	3.3
Cashiers, all workers	8.88	10.3	9.72	11.9	7.56	5.8
Cashiers	8.82	10.8	9.63	12.5	7.56	5.8
Retail salespersons	14.01	9.6	15.79	4.8	8.92	.1
Sales representatives, wholesale and manufacturing	24.04	4.5	24.04	4.5	—	—
Miscellaneous sales and related workers	12.74	16.4	—	—	—	—
Office and administrative support occupations	14.95	1.7	15.23	2.0	11.99	3.0
Financial clerks	15.74	3.3	15.74	3.3	—	—
Bookkeeping, accounting, and auditing clerks	15.94	4.7	15.94	4.7	—	—
Customer service representatives	14.63	10.0	15.21	12.0	—	—
Receptionists and information clerks	14.20	23.1	14.20	23.1	—	—
Shipping, receiving, and traffic clerks	15.70	5.2	15.71	5.3	—	—
Stock clerks and order fillers	11.38	5.0	12.45	3.3	9.57	4.0
Secretaries and administrative assistants	15.71	5.7	15.71	5.7	—	—
Executive secretaries and administrative assistants	18.45	8.3	18.45	8.3	—	—
Secretaries, except legal, medical, and executive	13.80	4.1	13.80	4.1	—	—
Office clerks, general	14.12	3.0	14.13	3.1	—	—
Construction and extraction occupations	16.06	2.4	16.06	2.4	—	—
Helpers, construction trades	13.78	2.1	13.78	2.1	—	—
Installation, maintenance, and repair occupations	26.70	10.4	26.70	10.4	—	—
First-line supervisors/managers of mechanics, installers, and repairers	32.62	9.6	32.62	9.6	—	—
Bus and truck mechanics and diesel engine specialists	19.22	2.4	19.22	2.4	—	—
Industrial machinery installation, repair, and maintenance workers	19.97	9.8	19.97	9.8	—	—
Industrial machinery mechanics	21.83	8.7	21.83	8.7	—	—
Production occupations	15.27	5.6	15.27	5.6	—	—
Welding, soldering, and brazing workers	17.63	3.1	17.63	3.1	—	—
Miscellaneous production workers	11.79	8.7	11.79	8.7	—	—
Transportation and material moving occupations	15.17	8.5	16.04	10.9	11.95	5.4
Bus drivers	11.77	9.2	—	—	12.18	11.5
Bus drivers, school	11.77	9.2	—	—	12.18	11.5
Driver/sales workers and truck drivers	17.65	11.0	18.21	11.7	—	—
Truck drivers, heavy and tractor-trailer	20.14	8.0	20.14	8.0	—	—
Industrial truck and tractor operators	12.48	14.1	12.48	14.5	—	—
Laborers and material movers, hand	11.19	5.6	11.32	8.2	10.91	8.7
Laborers and freight, stock, and material movers, hand	12.26	2.2	12.75	4.2	11.59	8.5
Packers and packagers, hand	8.69	9.7	—	—	—	—

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

² 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 Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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